



JOIN OUR TEAM

Candidate
information pack

Gastroenterology
Senior Clinical Fellow



Trust Vision

Our values are how we work towards achieving our vision.



Trust Values and Behaviours

All strategic planning is underpinned by a number of values and behaviours. These were developed in conjunction with staff and are used in their day to day work with patients, colleagues and stakeholders. There are five core values which staff should follow.

Person Centred and Safe

Our focus is on delivering high quality, safe and person focussed care through teamwork and continuous improvement

Professional

We will be open and honest, efficient and act as role models for our teams and our communities.

Responsive

We will be action oriented, and respond positively to feedback.

Friendly

We will be welcoming to all, treat people with respect and dignity and value others as individuals.

Progressive

We will constantly seek to improve and transform the way we work, to ensure that our services respond to the changing needs of our communities

All prospective new staff will be assessed against these values to ensure we are recruiting quality candidates.



Dear Applicant

I'd like to take the opportunity to introduce myself; I'm Rob Padwick, the Lead Clinician for the GI Unit here at Salisbury.

If you have downloaded this candidate information pack, I'd like to think that this means you are considering making an application to come and join the team here at Salisbury.

We are really excited about the GI Unit which combines gastroenterology, endoscopy, emergency general surgery and upper gastrointestinal and colorectal surgery.

The service provides comprehensive care for patients with disorders relating to the gastrointestinal tract. Physicians, surgeons, specialist nurses and allied health professions work closely together to provide in house multidisciplinary care for all patients with gastrointestinal problems in both the emergency and elective inpatient and outpatient settings.

The specialties within GI Services are:

- General Gastroenterology
- Hepatology
- Inflammatory Bowel Disease
- Nutrition
- Endoscopy including therapeutic upper and lower GI endoscopy
- ERCP
- Bowel cancer screening
- Colorectal surgery
- Upper GI surgery
- Pelvic floor disorders
- Emergency GI Surgery

If you have any questions about the post or the GI Unit, please do not hesitate to contact me.

Thank you for taking the time to read this candidate information pack and if you haven't already done so, I'd encourage you to watch the You Tube Clips <https://youtu.be/zmZOgOhxakY> and <https://youtu.be/m2SxSokCv7w> where you can find out more about the department and individuals that make up the team.

Yours sincerely

Mr Rob Padwick
Clinical Lead – GI Unit

About Salisbury and surrounding areas

Described as the 'City in the Countryside', the cathedral and market city of Salisbury is one of the oldest in England. It is situated in the south of Wiltshire and bordered by Dorset and Hampshire. It is surrounded by beautiful countryside including Salisbury Plain and the New Forest. Cranborne Chase on the West Wiltshire Downs is an Area of Outstanding Natural Beauty and is easily accessible from Salisbury.

Salisbury is recognised as being welcoming, clean and safe. It is supported by good transport links, particularly to London and the West Country. It is served by a variety of good schools including state, grammar and private. In addition, it offers a rich mix of entertainment and activities and is well known for its art and culture.

Salisbury and nearby village Wilton were both ranked in the top ten places to live in the UK in 2022 by Garrington's property company with high scores for physical environment, quality of living, heritage and going green.

The Trust

Salisbury NHS Foundation Trust is a well-established acute Trust with a track record of high performance. It has excellent clinical networks both locally and nationally, developing specialist services according to the needs of the population.

The Trust has an open and honest culture of involvement and engagement and effective feedback mechanisms for staff. We take pride in having had consistently good staff survey results compared with other acute Trusts in the South and South West.

The Trust provides acute services primarily to the populations served by Wiltshire CCG, Dorset CCG and West Hampshire CCG. It also supplies regional services for plastics, burns, cleft lip and palate and genetics and a supra-regional service for spinal injuries. The Trust provides outpatient clinics in other locations in Dorset and Hampshire and specialist staff hold outreach clinics in hospitals within the Wessex area.

The Trust's clinical services are managed within Clinical Divisions by a Clinical Director, a Divisional director of operations and a Divisional Director of Nursing covering clinical support and family services, medicine, surgery and musculoskeletal services. The hospital has around 470 beds and the Trust employs just under 4,000 staff (including bank and locum staff).



Continuing professional and personal development

The Trust has an Education Centre close to the clinical areas and a library. Rooms are available for clinical departmental meetings. The Trust is committed to multi-professional education and to continuing professional development for all staff. All new consultants are allocated a mentor who is an established consultant within the Trust, usually from another clinical specialty.

A full range of additional training and development courses and opportunities are available both within the Trust and externally.

Clinical Governance

The Clinical Governance framework in the Trust is focused on quality of care, including patient safety, clinical effectiveness, and patient experience. This is designed to help individuals and teams to continually monitor and improve standards of care. It forms a central part of appraisal and revalidation of doctors.

The framework includes the provision of six clinical governance half days, which aim to promote multi-professional working, and enable shared learning. There is no scheduled elective activity undertaken during these sessions and all doctors are expected to take part in the arranged activities.

Each half day session is made up of a core and department agenda which cover all aspects of clinical governance – patient safety, clinical audit, patient and public involvement, evidence-based practice, clinical information / outcomes etc.

The GI Unit supports the development of clinical guidelines and protocols, care pathways and care packages based on best evidence. We have close working relationships with clinical audit and maintain close working relationships with the library, information and education departments. We particularly foster a multi-professional team approach to patient care. The appointee will be encouraged, and expected, to participate in clinical governance activities, which are designed to improve patient care.

The post holder will:

- Have an annual appraisal;
- Accumulate the required CPD laid down by the Royal College of Physicians;
- Perform regular relevant audits in line with service requirements;
- Contribute to regular departmental mortality and morbidity meetings and to review all mortality under the care of the position on a regular basis;
- Adhere to agreed Trust wide guidelines and care pathways;
- Adhere to the principles of evidence-based practice;
- Be expected to produce timely and correct discharge summary and general correspondence to third parties such as primary care;
- Support and implement patient safety initiatives that are required of the Trust;
- To record all untoward outcomes and complications of treatment;
- To ensure compliance with the Trust's reporting system and incident forms;
- Attend clinical governance half days;
- Apply patient safety systems adopted by the Trust;

Infection Control and Patient Safety

The Trust has an excellent track record in maintaining patient safety through rigorous and consistent application of Trust policies for the prevention and control of infection, including hand hygiene. All staff are required to undertake mandatory annual training/updates in infection prevention and control and to take personal responsibility for the prevention and control of infection in accordance with the legislative framework (Health and Social Care Act 2008; Hygiene Code).

Safeguarding

The Trust is committed to developing local robust arrangements to ensure that safeguarding becomes fully integrated into our systems. This will result in greater openness and transparency about clinical incidents, learning from safeguarding concerns that occur within and outside the Trust, clarity on reporting, and more positive partnership working.

All staff are required to promote the welfare of children, young people and vulnerable adults in compliance with the Trust's safeguarding policies and national legislation. This will include the need to undertake appropriate mandatory training and updates in safeguarding.

JOB DESCRIPTION FOR THE POST OF GASTROENTEROLOGY SPR/ TRUST GRADE WITHIN THE GI UNIT

The department

The Salisbury GI Unit is an ambitious, forward-thinking service combining gastroenterology, endoscopy, upper gastrointestinal and colorectal surgery and emergency general surgery.

The service provides complete care for patients with disorders relating to the gastrointestinal tract. Surgeons, physicians, specialist nurses and allied health professions work closely together to provide in-house multidisciplinary care for all patients with gastrointestinal problems in both the emergency and elective inpatient and outpatient settings.

The successful candidate will join our team to provide an integrated digestive diseases service across the Salisbury area. The department is actively seeking improvements in the provision of services to the local community and to the region. We fully embrace multidisciplinary team working, and sub-specialisation, believing that this best serves the needs of our patients. We are a cohesive department with weekly M+M meetings, departmental teaching, audit and other clinical governance activity.

Gastroenterology patients are treated on a dedicated gastroenterology ward – Redlynch Ward and supported by outliers on a surgical ward, as well as the acute medical unit. We have access to an infusion unit on Nunton day unit. We have a fantastic thriving hepatology service with CNS support as well as two alcohol CNS. We have an IBD team involving specialist input from Southampton, specialist gastroenterology radiologists, biologics service, close relationships with IBD surgeons as part of GI unit, CNS support, with plans for a dedicated dietician and pharmacist. We are fortunate to be supported by the Trust psychological service

Radiology services are exceptional with 2 CT scanners and 3 MRI scanners. There are separate interventional angiography suites for peripheral arterial and cardiological intervention. Twice weekly interventional radiology services are available, with support provided by Bournemouth Hospital IR team.

There is a recently refurbished modern endoscopy suite with purpose-built facilities and 4 rooms for upper and lower GI endoscopy, interventions and ERCP. We are very enthusiastic to train team members in both upper and lower endoscopy. We have an inpatient GI bleed service from 8.30-17.00, and out of hours we are supported by the team in Southampton.

The Trust works in collaboration with other acute Trusts to provide clinical networks of care ensuring services to the population are both easily accessible and provide high quality care. In this regard it sees fast access to emergency care and to comprehensive diagnostic and therapeutic services as fundamental to its future.

Its clinical services are managed within Clinical Divisions by a Clinical Director, a Divisional Director of Operations and a Divisional Head of Nursing.

The Management structure for the Surgical Division

The Divisional Management Team (DMT) is composed of the following:

Clinical Director	Paul Stephens
Divisional Director of Operations	Ali Vandyken
Divisional Head of Nursing	Bernie Dunn
Finance Business Partner	Claire Ford

Each member of the DMT has key responsibilities. The team is responsible for maintaining overall financial balance, Human Resource management, clinical governance and the provision of current services.

Current Staffing

Consultants

Dr Hazel Woodland – Hepatologist and Gastroenterologist
 Dr Dalia Allam – Gastroenterologist
 Dr Yasser Shahata – Gastroenterologist
 Dr Mohammed Islam – Locum Gastroenterologist
 Dr Mohamed Elamin – Locum Gastroenterologist
 Dr Nauman Idrees – Locum Gastroenterologist
 Dr Radha Ramamoorthy – Locum Gastroenterologist
 Dr Juliette Loehry – Locum Gastroenterologist
 Dr Abdullah Mawas – Locum Gastroenterologist (ERCP)
 Dr Fraser Cummings – UHS Gastroenterologist

Mr Rob Padwick – Lead Clinician GI Unit
 Mr Graham Branagan – Lead Clinician Endoscopy
 Mr Simon Sleight - Colorectal Surgery
 Mr Andy Agombar - Colorectal Surgery
 Mr Mark Szymankiewicz - Colorectal Surgery
 Mr Saboor Ghauri – Upper GI and General Surgery
 Miss Amanda Bond – Upper GI and General Surgery
 Damian Mayo – Upper GI, General and Paediatric surgery
 Miss Laura Findlay – Upper GI and General Surgery

Lead Clinical Nurse Specialists / Advanced Clinical Practitioners

Lynne Kempen – Lead GI Nurse
 Bincy George – Lead IBD Clinical Nurse Specialist
 Charlie Revell – Lead Hepatology / Alcohol Clinical Nurse Specialist

Gastroenterology Juniors

3 Specialty Higher Trainees
 2 Core trainees (Wessex)
 1 Yr. 2 Foundation Programme trainees (Wessex)
 2 Yr. 1 Foundation Programme trainees (Wessex)

Secretarial support is provided for each specialty.

Post Details

Clinical Service

This is a post designed to help with service delivery for the GI Unit. The new appointee will undertake general and emergency gastroenterology duties, including care of in-patients, cover of speciality referrals, support for procedures e.g., ascitic drains. Training in endoscopy, hepatology, IBD, nutrition and OP clinics can be provided, depending on the needs of the candidate. The appointee will also take an active teaching and training role in the development of the Core Trainee and Foundation Year doctors.

The appointee will be required to:

1. Provide senior decision-making support for the care of gastroenterology in-patients and out-patients (some cover for general medical patients is to be expected occasionally, but there is separate GIM consultant cover on Redlynch Ward).
2. Contribute to the teaching of both undergraduates and trainees.
3. Undertake an annual job plan review, appraisal, and revalidation.
4. Actively engage and contribute to the trust clinical governance processes.

This job description is intended as a guide to the general duties required of this post and may vary from time to time. It does not form part of the terms and conditions of employment. The job plan will be subject to review after 3 months and annually thereafter.

Education and Training

The successful candidate will be expected to develop skills and provide teaching for junior doctors in the department. Medical students from Southampton and other teaching hospitals are often attached to the department and all doctors contribute to their teaching.

Clinical Governance

The successful candidate will be expected to be involved in audit, risk management, research, and development. They will be expected to adhere to local guidelines as documented in the operational policy and reviewed annually at the AGM and peer review process. They will take part in annual appraisal, CPD and revalidation.

Job plan

A formal job plan will be agreed between the appointee and their Clinical Lead, on behalf of the Medical Director, within 3 months of commencement of employment. This will be signed by the Chief Executive and will be effective from the commencement date of the appointment.

The job plan for the first 3 months will be based on the provisional timetable set out below.

The job plan will be reviewed annually by the appointee and the Clinical Lead. The job plan will be a prospective agreement that sets out duties, responsibilities, and objectives for the coming year. It will cover all aspects of professional practice including clinical work, teaching, research, education, clinical governance, and any other responsibilities. It will provide a clear schedule of commitments, both internal and external. It will also include personal objectives for the year, their links with wider service objectives, and details of the support necessary for the appointee to fulfil the job plan and objectives.



Programmed activities

11 PA contract
Direct clinical care 10 PAs on average per week
(includes clinical activity, clinically related activity, predictable and unpredictable emergency work)

Supporting professional activities 1 PA on average per week
(includes CPD, audit, teaching, research, appraisal)

Timetable/flexibility

In order for the Trust to maintain and meet its objectives for treating patients within agreed timescales and to offer patients choice of flexible treatment times you will be expected to operate a degree of flexible working within your allocated timetable which will include a varied overall work pattern.

Visiting

Shortlisted candidates are encouraged to visit the Department and should contact **Dr Hazel Woodland** on 01722 336262 ext 5299 to make the necessary arrangements.

Main conditions of service

- The post is covered by the terms and conditions of service of Hospital Medical and Dental Staff (England and Wales) as amended from time to time.
- The post will start at basic salary only: the successful candidate will be receiving a supplement once the out of hour's component is also worked.
- You are required to be registered with the General Medical Council though out the duration of your employment and to comply with and abide by the relevant code of professional practice, as appropriate.

This job description is intended as a guide to the general duties required of this post, which may vary from time to time. It does not form part of the terms and conditions of employment.

All offers of post are subject to Occupational Health Clearance, Disclosure and Barring clearance and satisfactory references.

Selection Process

Candidates will be shortlisted for interview following submission of an application within the defined time scale against the specification set out below. These criteria will be used throughout the appointment process to select the most suitable candidate. Candidates should ensure that the criteria are addressed in their applications.

Person Specification

References will be sought from all criteria within the Person Specification.

Criteria	How or where to be judged
Qualifications and Specialist Training	
The candidate must have full MRCP i.e. PACES	Application Form
Full GMC registration with a licence to practice	Application Form
Experience/Clinical Skills	
Evidence of UK experience	Application Form / Interview
Evidence of wide experience and competence in gastroenterology	Application Form / Interview
Appropriate knowledge base and ability to apply sound clinical judgement to problems demonstrates clear, logical thinking/analytical approach	Application Form / Interview
Experience in managing risk and knows when to seek help, able to prioritise clinical need	Interview
Knowledge and application of up-to-date evidence-based practice	Application Form
Management Experience	
Ability to perform effectively as a member of a team, including a multidisciplinary team and to motivate and develop staff	Application Form / Interview
Ability to contribute to the development of the service	Interview
Capacity to manage/prioritise time and information effectively: capacity to organise own workload	Interview
Ability and willingness to work within the Trust and NHS performance targets	Application Form / Interview
Ability to balance individual requirements against those of the department/Directorate	Application Form / Interview
Commitment to active clinical governance and learning from errors	Application Form / Interview
Other attributes	
Ability to gain the trust and confidence of colleagues and patients	Interview
Good interpersonal skills	Interview
Communication skills	
Demonstrates clarity in written and spoken communication.	Application Form / Interview
To be empathetic and sensitive; capacity to take others perspective and treat others with understanding	Interview
Always considers patients preferences when discussing treatment options	Application Form / Interview
Teaching	
Demonstration of an interest and commitment to teaching	Application Form / Interview
Ability to teach clinical skills to trainees and others. Enthusiastic and ability to inspire others	Application Form / Interview
Audit and Research	
Experience in, and commitment to clinical audit	Application Form / Interview
Ability to appraise research critically and apply research outcomes to clinical problems	Application Form / Interview

* Scores to be determined prior to interview

