

Senior Colorectal Fellow
RCS Senior Clinical Fellowship Scheme approved post
ST7+ (peri or post CCT)
Start date: Oct 2024 for 12 months



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SECTION 1 - ABOUT THE TRUST

North Middlesex University Hospital NHS Trust is a medium sized District General Hospital based in Edmonton in Enfield, North London. We serve a diverse multicultural population largely from the London boroughs of Enfield and Haringey. Many of our patients live in wards that are within the 5% most deprived in the UK and a large proportion of our patients were born abroad. This makes it both a fascinating and a challenging hospital to work in.

Over the last decade we have rebuilt almost all of the hospital and now have facilities that we are proud to work in. We employ just over 3,000 staff, more than half of whom live locally. We encourage apprenticeships from the local community and work closely with our local Health Watch.

The Edmonton Infirmary opened in 1910 and replaced the Union Workhouse that had been founded on the site in 1842. It was renamed as North Middlesex Hospital in 1920. In 2011 our new building opened placing all of the hospital under a single roof for the first time. In 2013 our new maternity and neonatal unit were added.

We are primarily an emergency led hospital with more than 90% of our bed days being used for patients admitted via our emergency and ambulatory units. As well as offering everything you would expect from a major acute hospital we have a number of tertiary services treating patients with HIV and Sickle Cell Disease and a large cancer and radiotherapy service. We also run our local community Sexual Health Clinics.

We are proud of our staff and want to ensure their training allows them to provide excellent clinical care. We are also a training unit for medical students from UCL and St George's University Grenada, and for nursing and midwifery students from Middlesex and City Universities.

In our most recent CQC report (2023) we are still found to 'require improvement', but with a good rating in Critical Care, Surgery and Emergency Care. Our Trust vision and objectives show our aspirations to develop towards 'Good' and 'Outstanding'.

We are a major local employer with a headcount of 3,232 staff in March 2018, half of whom live locally in Enfield and Haringey. In 2017/18 we had a total annual income of £278 million.

Other key figures for our activity are shown in the table and the figure

North Middlesex University Hospital Key Figures	2016/17	2017/18	2018/19	16/17-17/18	17/18-18/19	Compound Annual Growth Rate 16/17-18/19
A&E Attendance	167,021	175,167	181,135	5%	3%	8%
Outpatient Attendances	376,348	401,072	426,824	7%	6%	13%
Admissions	83,804	79,608	83,432	-5%	5%	-0.4%

Operation/Procedures	39,193	37,642	40,445	-4%	7%	3%
Babies Born	5,047	4,707	4,564	-7%	-3%	-10%



**Each day, on average,
the trust cares for**



Trust Strategy

The key objectives for the Trust are based on our vision to provide outstanding care for local people:

- Excellent outcomes for patients
- Excellent experience for patients and staff
- Excellent value for money.

The organisation will continue to work in developing and enhancing the skills of the staff it employs. This will be in line with the patient safety strategy to deliver improved quality in clinical practice and also through enhancing the clinical management and leadership skills within the organisation. The clinical strategy for the next 5-10 years is anchored on delivering high quality emergency clinical services and networked specialist care to our local population in partnership with our local CCGs and other healthcare providers.

Quality Improvement and the Royal Free London Clinical Partnership

In September 2017, NNUH became the first clinical partner to the Royal Free London Group (RFLG). This means that we are cooperating with the RFLG in terms of quality improvement and service development, to ensure there are consistent approaches to designing and delivering care based on evidence and best practice.

Clinicians from both trusts are now coming together in Clinical Practice Groups (CPGs), sharing their expertise to help transform the standards of care for our patients and local communities. CPGs will embed continued Quality Improvement in the routine work of every department and every clinician.

In October 2018, the NNUH Trust Board considered the case for proceeding to full membership of the RFL Group. Based on engagement with our local stakeholders and a thorough evaluation of the financial and quality impact, the board decided not to pursue full membership, but reconfirmed the Trust's commitment to continuing as a clinical partner in the RFL group. This is a matter of ongoing discussion.

The North Middlesex Quality Improvement Strategy sets the Trust on a path to embed Quality Improvement QI in everything we do, guided by the 'Model for Improvement'. In 2017 we started a programme 'Listening into Action' that sets the foundations to our QI programme by involving all staff in identifying areas for improvement. Our QI programme includes the CPGs, our Urgent and Emergency Care Improvement Programme and other projects. Working for us will mean that you will have access to the best QI methods and teams to understand and continually improve your own work.

Our digital strategy

We have developed ambitious plans to modernise our information technology over the next three to five years. The "Global Digital Exemplar – Fast Follower" programme started in January 2019 and brings £12m investment within 3 years to achieve:

- clinical noting replacing most paper-based documentation
- electronic prescribing to make the use of medication safer
- mobile devices for nurses to document patient encounters and identify patients at risk
- a new mobile team communication system to replace most pagers
- information exchange with other NHS providers and primary care across North Central London
- working towards a patient portal that promotes patients' active involvement in their care
- clinician's involvement in the design, configuration, testing and implementation of these systems.

Management Structure

The Executive team are:-

Chief Executive Officer	Nneena Osuji
Medical Director	Dr Vicky Jones
Director of Nursing & Midwifery	Prof Lenny Byrne
Chief Operating Officer	Shola Adegoroye
Director of Strategic Development	Richard Gourlay
Director of Finance	Vicky Clarke
Director of Human Resources	Crystal Akass

The operational structure comprises 3 Divisions:

- Medicine and Urgent Care Services
- Surgery and Cancer Associated Services
- Women's, Children's and Clinical Support Services

Each Division has a Divisional Clinical Director, a Divisional Director of Operations and a Divisional Head of Nursing. This team is supported by Clinical Directors, Service Managers and Matrons.

MEDICINE and URGENT CARE
Accident and Emergency
Ambulatory Care
Clinical Site Management
General and Acute Medicine
Respiratory
Care of the Elderly
Cardiology
Diabetes and Endocrinology
GI & Endoscopy
Renal
North Mid@Home
Discharge
Neurology and Stroke Medicine
Rheumatology
Dermatology
Haematology and Anticoagulation

SURGERY
Trauma and Orthopaedics
General and Emergency Surgery
Urology
Breast Services
Colorectal
Ophthalmology
Anaesthetics and Pain Management
Critical Care
Theatres
Admissions
Cancer Performance
Oncology and Palliative Medicine
Radiotherapy and Medical Physics
Outpatients and Medical Records

WOMEN'S, CHILDREN'S and CLINICAL SUPPORT
Paediatrics and Adolescent Services
Gynaecology
Obstetrics
Neonatal
Pharmacy
Therapies
Sexual Health and HIV
Pathology
Radiology and Nuclear Medicine

SECTION 2 - ABOUT THE DEPARTMENT

The post is within the Surgery Division;

The Divisional Management Team are:-

Divisional Director of Clinical Services – Rachael May

Deputy Divisional Director –Mike Kurer

Divisional Director of Operations – Anita Vincent

Head of Nursing –

The General Management team are:-

General Manager – Vacant

Service Manager – Jessica Austin

Clinical Director for General Surgery- Laura Spanu

Services

The General Surgery departmental workload covers broad general surgical, colorectal, breast and benign upper GI. There is a separate vascular cover for the whole of North central London, based at the Royal Free Hospital. Consultants run vascular services at the North Middlesex Hospital and are commissioned from the Royal Free Hospital.

The Colorectal workload covers the full range of benign and malignant disease. A TAMIS service is well established and there is a pelvic floor diagnostic centre. We perform neuromodulation for incontinence. The North Middlesex Hospital is an accredited endometriosis centre and the Colorectal service forms part of this Unit undertaking bowel resection where necessary. Laparoscopic Surgery and Enhanced recovery is well established in the Trust.

Emergency work is predominantly abdominal and allied general surgical conditions including some trauma. The demographics of our catchment area imply late presentation and often advanced pathology. Therefore, broad laparoscopic, general and emergency colorectal skills are essential requirements of the post in line with the trust strategy of reducing length of hospital stay through implementation of the Enhanced Recovery Programme across specialties.

The breast service is well established providing one stop symptomatic clinics for over 3000 patients per year. In addition to outpatient facilities, the unit has imaging including digital mammography, High resolution Ultrasound scan and vacuum assisted biopsy facilities. Breast MRI service is provided by the Hospital as well as sentinel lymph node mapping. The service treats about 300 new breast cancer cases per year. Parallel oncology clinics are held with the oncologists specialising in breast cancer and breast clinical nurse specialists. A Breast Reconstruction service is currently provided on-site and in conjunction with Plastic Surgeons at the Royal Free Hospital where joint procedures take place. A full range of immediate and delayed reconstructive procedures is offered.

The Upper Gastrointestinal service is a busy benign practice, with cancer cases being referred to centralised services at University College Hospital. Our hot gallbladder service is now well established and we perform more hot laparoscopic cholecystectomies than many of our surrounding Trusts. An Upper GI Physiology service is in the planning stages.

Department's Medical Staffing

Consultants	Special Interests	Additional Responsibilities
Prof Lee Dvorkin	Colorectal, General and Laparoscopic Surgery	Director of Medical Education, SGU
Mr Laurence Devoto	Emergency and Colorectal	
Mr Romi Navaratnam	Colorectal, General and Laparoscopic Surgery	Colorectal Cancer Lead
Mr Noel Thin	Consultant Emergency and Colorectal Surgeon	
Miss Jasdeep Gahir	Oncoplastic Breast & General Surgery	Breast Cancer Lead
Miss Bernadette Pereira	Oncoplastic Breast Surgery	Foundation Training Programme Director
Locum Job share	Oncoplastic Breast Surgery	
Ms Ellie Douka	Emergency Surgery	
Mr Venu Kalidindi	Emergency Surgery	
Miss Laura Spanu	Emergency & Upper GI Surgery	Clinical Director for General Surgery
Mr Manoj Nair	Emergency & Colorectal Surgery	
Mr Sailesh Mohandas	Emergency & General Surgery	
Miss Maleene Patel	Emergency & General Surgery	

Other Medical Staff

12 Registrars

1 Senior Colorectal Fellow (this post)

7.5 SHOs

11 FY1s

Key Nursing Staff (or AHP)

5 Clinical Nurse Specialists

2 Stoma nurses

1 Emergency nurse practitioner

1 Biofeedback nurse

1 Enhanced Recovery nurse

2 Straight to Test nurses

Administration

Office accommodation with appropriate IT facilities will be made available within the department together with secretarial support. All consultants are required to check their emails on a regular basis.

The consultant body meets fortnightly. There are bi-monthly multidisciplinary governance meetings chaired by the governance lead with actions, and data distributed to the wider team.

There are weekly Departmental Meetings for teaching and training.

The Hospital Consultant body meets monthly as the Medical Staff Committee to discuss issues affecting the Medical Staff as a whole. All consultants are expected to participate in the management of their own Department and the Hospital as a whole and will be encouraged to develop their management and leadership skills.

SECTION 3 - ABOUT THE POST

Post Details

Job Title	Senior Colorectal Fellow
Division	Surgery
Professionally Accountable to	Medical Director
Responsible to	Clinical Director for General Surgery

Type of contract	12 month Fellowship
Hours	Full time
Base	North Middlesex University Hospital

Duties of the post

This 12-month fellowship would be suitable for trainees who have completed, or who are near to completing, their higher surgical training and would like specialised clinical experience in all aspects of colorectal surgery before attaining a Consultant position. Opportunities to gain experience in advanced laparoscopic colorectal surgery, proctology, pelvic floor surgery, tibial nerve stimulation and anal physiology (see provisional timetable below). Opportunities exist to shadow the hospital executive team for those wanting some managerial experience.

This fellowship post has been approved by the Royal College of Surgeons and the Association of Coloproctology of Great Britain & Ireland as part of the RCS Senior Clinical Fellowship Scheme.

General Responsibilities as Senior Colorectal Fellow

The successful candidate will be expected to:

- Perform daily ward rounds and facilitate the delivery of patient care within an enhanced recovery programme
- To provide a colorectal opinion on referrals from across the organisation
- To learn, in apprenticeship style training, various aspect of coloproctology
- Undertake outpatient clinics, endoscopy lists and operating theatre lists as directed by the consultants.
- Supervise the Core trainee's and FY1s in service delivery, in outpatients, inpatients, and day services.
- Offer a commitment to both postgraduate and undergraduate General Surgery training within the hospital.
- Participate in the middle grade on call rota– during the on call shift will be available solely for emergency duties.
- Participate in the Clinical Governance and Risk Assessment process.
- Work with the multidisciplinary team.
- Take part in the care of patients attending the department, including examination, investigation, diagnosis and treatment.
- Assist or Lead in the audit of various aspects of work under the direction of the Audit lead.

- Recognize their own limitations and seek advice from the Consultants in their management of patients.
- Perform related duties as required, including additional duties arising exceptionally from occasional emergencies and unforeseen circumstances, and duties essential for the continuity of patient care.

Other Roles and Responsibilities

Fellows are expected to undertake administrative duties associated with the care of their patients. The appointee will be expected to take responsibility for maintaining their continuing medical education to the standard set by the relevant Royal College.

Education and training role

The North Middlesex University Hospital has gained a reputation for teaching excellence in the region due to our dedicated consultant teachers and a rich variety of clinical cases. Formal teaching sessions are organised differently in various departments.

The post-holder will be expected to teach junior doctors regularly as agreed with the Specialty Lead.

Undergraduate Education

As a University hospital of the University of London, the hospital has a substantial commitment to training of medical students from the University College London (UCL) Medical School, and is one of the two centres outside the teaching hospitals for UCL Final MBBS examinations. Many consultants are recognised teachers of UCL. Medical students of St. George's University International School of Medicine in Grenada also attend for varying periods in different specialties.

Postgraduate Education

The hospital has recently redeveloped its Education centre with modern facilities, including a dedicated simulation suite and a comprehensive medical library. The Hospital has an excellent reputation for its postgraduate medical education. There are regular FRCS, MRCP, DCH and MRCOG courses held and ongoing MRCP training. ALS and other similar courses are conducted locally.

Research

The post does not currently have any research commitments however there will be opportunity to develop a research agenda, particularly in the framework of the RFL Group, UCLP and the HSL partners.

Section 4 - GENERAL INFORMATION/CONDITIONS OF EMPLOYMENT

This post is covered by the terms and conditions of service of Hospital, Medical and Dental Staff (England and Wales), which should be read in conjunction with the General Whitley Councils Conditions of Service and as amended from time to time.

Conditions of Appointment

Full Registration with the General Medical Council is necessary for this post.

The appointment is subject to a satisfactory occupational health assessment.

Enhanced Criminal Records check

TRUST STANDARDS

Equal, Diversity and Inclusion

The Trust is committed to fair and transparent recruitment and selection procedures and to providing a workplace where all staff are treated with respect and feel included. It is the aim of the Trust to ensure that no job applicant or employee receives less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Health & Safety

Employees must be aware of the responsibilities placed on them under the Health & Safety at Work Act 1974 to maintain a safe environment for both staff, patients and visitors, to observe obligations under organisational and departmental Health & Safety policies, maintaining awareness of safe practices and assessment of risk.

Data Protection and Caldicott

To obtain, process and use information (held on computer and manual filing systems) in fair and lawful way. To hold person identifiable information for specific registered purposes and not to use, disclose or transfer person identifiable information in any way that is incompatible with the law and Caldicott requirements. To disclose person identifiable information only to authorised persons or organisations as instructed. Email must not be used to transmit person identifiable information between Trust and other premises without advice concerning additional document protection.

Customer Care

The aim of the hospital is to provide patients and clients with the best possible care and services. In order to meet this aim, all our staff are required at all times to put the patient and client first and do their utmost to meet their requests and needs courteously and efficiently. In order that staff understand the principles of customer care and the effects on their particular post and service, full training will be given.

Infection Control

All healthcare workers have an overriding duty of care to patients and are expected to comply fully with best practice standards. You have a responsibility to comply with Trust policies for personal and patient safety and for prevention of healthcare associated infection (HCAI); this includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene, use of personal protective equipment and safe disposal of sharps. Knowledge, skills and behaviour in the workplace should reflect this; at annual appraisal you will be asked about application of practice measures known to be effective in reducing HCAI.

Confidentiality

Under no circumstances, either during or after the end of your employment (however it is terminated), may you divulge any unauthorised person confidential information relating to the Trust. This includes but is not limited to, information covering patients, individual staff records, industrial relations, financial affairs, contract terms and prices or business forecasts.

Clinical Governance

Staff are expected to provide patients with timely and effective care. Treatment and direct / indirect support must be based on best practice. Everyone is responsible for this and his/her job in the Trust is important in achieving this.

Safeguarding Vulnerable People

It is a basic human right of every child and adult to be protected from harm and NHS Trusts have a fundamental part to play in this. We expect all our staff to recognise signs of vulnerability and to report and act on any concerns in line with policy and guidance contained in 'Working Together - Every Child Matters' and 'No Secrets - guidance on developing multi-agency policies and procedures to protect vulnerable adults from abuse' on which our Trust Policies are based.

Rehabilitation of Offenders

Because of the nature of the work of this post, it is exempt from the Section 4(2) of the Rehabilitation of Offenders Act (1974) by virtue of the Rehabilitation of Offenders Act (Exemption Order 1975). Applicants are therefore not entitled to withhold information about convictions including those which for other purposes are "spent" under the provisions of the Act and in the event of employment any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely

confidential and will be considered only in relation to application for positions to which the order applies.

Disclosure & Barring Service

Posts are offered subject to enhanced clearance from the Disclosure & Barring Service.

Personal Conduct

All staff within the Trust are expected to treat other members of hospital staff with courtesy and respect. The Trust's rules and policies including the disciplinary procedure apply to all staff without exception. The attention of consultant medical staff is drawn to the GMC document "Good Medical Practice". The Trust will take this into account when considering the conduct of medical staff in relation to any incident.

Security

It is the responsibility of all employees to work within the security policies and procedures of the Trust to protect the patients, staff and visitors and the property of the Trust. This duty applies to the specific work area of the individual and the Hospital in general. All staff are required to wear official identification badges.

Data Protection

This post has a confidential aspect. If you are required to obtain, process and/or use information held on a computer or word processor you should do it in a fair and lawful way. You should hold data only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose and ought to disclose data only to authorised persons or organisations as instructed. Breaches of confidence in relation to data will result in disciplinary action.

No Smoking

North Middlesex University Hospital NHS Trust operates a No Smoking Policy and all staff are advised that it is a disciplinary offence to smoke inside or outside Trust buildings or anywhere within the grounds of the hospital.

ADDITIONAL INFORMATION

Method of Payment

Payment of salary is made into bank account/building society account by direct bank system. Details of a bank account or building society account will be required on the first day at work. There are no facilities for any other form of payment.

Location

Situated in Edmonton, North London with a multi-cultural community, the area provides a wide range of facilities and is close to the heart of London. On-site we offer car parking and restaurant facilities. Central London is easily accessible, with Liverpool Street and Kings Cross approximately 30 minutes away by public transport.

Benefits

Cycle to Work Scheme, car leasing, season ticket loans, subsidised restaurant facilities, and much more.

Road Access and Public Transport

Situated on the North Circular Road, the hospital is within very easy reach of the M25, M1, A1, A10 and A12. The hospital is situated close to the residential districts of North London including Enfield and Winchmore Hill, which all have an excellent environment and schools.

Silver Street main line railway station is a 5-minute walk away, with services direct to Liverpool Street Station and Seven Sisters underground Station.

Visits for applicants

1. Intending applicants are welcome to visit the hospitals (at their own expense). Please contact Prof Lee Dvorkin at the North Middlesex University Hospital at lee.dvorkin@nhs.net.
2. Short listed candidates are encouraged to visit the hospital before being interviewed.

PERSON SPECIFICATION – Senior Colorectal Fellow – General Surgery

SPECIFICATION	ESSENTIAL	DESIRABLE
QUALIFICATIONS	FRCS	MD/PhD
KNOWLEDGE AND CLINICAL EXPERTISE IN SPECIALITY AND RELATED AREAS	<p>Ability to manage acute surgical patients and the colorectal inpatient workload</p> <p>Trauma experience with current ATLS certificate</p> <p>Competency in the general aspects of colorectal surgery</p> <p>Colonoscopy</p>	<p>Extensive experience at Registrar level</p> <p>JAG accreditation in Colonoscopy</p>
MANAGEMENT / AUDIT	<p>Experience of clinical risk management</p> <p>Evidence of participation in audit</p> <p>Ability to teach, supervise and feedback on the progress of registrars, FY1's and Core trainees</p> <p>Working knowledge of NHS issues, including the range of performance targets</p> <p>Commitment to support the organisation achieve the range of specified performance targets</p>	
ACADEMIC EXPERIENCE	<p>Research and publication</p> <p>Computer literacy</p>	
PERSONAL	<p>Good interpersonal skills</p> <p>Good communication skills</p> <p>Commitment</p> <p>Drive and Enthusiasm</p> <p>Willingness to participate in a full shift surgical rota including night duty.</p>	

Proposed Timetable (this is subject to change)

Week 1

	AM	Lunchtime	PM
MONDAY	WR (8am) Theatre (LD)	Colorectal MDT	Theatre (LD)
TUESDAY	WR (8am) Admin		off
WEDNESDAY	WR (8am) Gynae / pelvic floor theatre (WY)		Gynae / pelvic floor theatre (WY)
THURSDAY	WR (8am) Gastro / IBD MDT (8.30-9.30) Endoscopy (9-12)		Outpatients (LD)
FRIDAY	Off		x-ray meeting (2-3pm) departmental meetings (3-4pm)

Week 2

	AM	Lunchtime	PM
MONDAY	WR (8am) Theatre (LD)	Colorectal MDT	Teaching Theatre (LD)
TUESDAY	WR (8am) Theatre (RN)		Theatre (RN)
WEDNESDAY	WR (8am) Admin		off
THURSDAY	WR (8am) Gastro / IBD MDT (8.30-9.30) Endoscopy (9-12)		Outpatients
FRIDAY	PTNS		x-ray meeting (2-3pm) departmental meetings (3-4pm)

- WY Wai Yoong, Consultant Gynaecologist with interest in pelvic floor surgery
- Ad hoc additional theatre lists are frequent as are endometriosis lists