

SHAPE YOUR STORY

Recruitment Information Pack



CONSULTANT GASTROENTEROLOGIST
ERCP/EUS and HPB MEDICINE
FULL-TIME, 10 PROGRAMMED ACTIVITIES



WeCare



Our Vision

To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.

WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

Value	Key behaviours
W WELCOMING	<ul style="list-style-type: none"> Introduce yourself by saying "Hello, my name is ..." Smile and acknowledge the other person(s) presence Treat others as you would wish others to treat you Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors
E ENGAGING	<ul style="list-style-type: none"> Get involved in making improvements and bring others with you Encourage feedback from patients and colleagues and respond to it Acknowledge efforts and successes; say thank you Use feedback to make improvements, and empower colleagues to do this without needing to seek permission Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable
C COLLABORATIVE	<ul style="list-style-type: none"> Give time and energy to developing relationships within and outside own team Demonstrate pride in Team Barts Health Respect and utilise the expertise of colleagues Know your own and others' part in the plan
A ACCOUNTABLE	<ul style="list-style-type: none"> Always strive for the highest possible standard Fulfil all commitments made to colleagues, supervisors, patients and customers Take personal responsibility for tough decisions and see efforts through to completion Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing Do not pretend to have all the answers; actively seek out those who can help
R RESPECTFUL	<ul style="list-style-type: none"> Be helpful, courteous and patient Remain calm, measured and balanced in challenging situations Show sensitivity to others' needs and be aware of your own impact Encourage others to talk openly and share their concerns
E EQUITABLE	<ul style="list-style-type: none"> Value the perspectives and contributions of all and ensure that all backgrounds are respected Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out Work to enact policies, procedures and processes fairly Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them



1. About Barts Health

Our group of hospitals provide a huge range of clinical services to people in east London and beyond.

We operate from four major hospital sites (The Royal London, St Bartholomew's, Whipps Cross and Newham) and a number of community locations, including Mile End hospital. Around 2.5 million people living in east London look to our services to provide them with the healthcare they need.

The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. Whipps Cross in Leytonstone is a large general hospital with a range of local services. Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre. Mile End hospital is a shared facility in Mile End for a range of inpatient, rehabilitation, mental health and community services. St Bartholomew's in the City, London's oldest hospital, is a regional and national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for three London boroughs, Tower Hamlets, Waltham Forest and Newham, we have the largest cardiovascular centre in the UK, the second largest cancer centre in London, an internationally-renowned trauma team, and the home of the London Air Ambulance. The Royal London also houses one of the largest children's hospitals in the UK, a major dental hospital, and leading stroke and renal units.

We're also proud to be part of UCLPartners, Europe's largest and strongest academic health science partnership. The objective of UCLPartners is to translate cutting edge research and innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.

2. Department of Gastroenterology at Barts Health

The Department of Gastroenterology & Hepatology integrates luminal and pancreaticobiliary gastroenterology, hepatology, IBD and nutrition in three firms as detailed below. Endoscopy is based at the Royal London Hospital with a 5 room Endoscopy Unit at the RLH site and an additional 2 room unit opened in 2020 as the Early Diagnostic Centre in Mile End Hospital. The RLH site includes a dedicated screening room and supports advanced endoscopy procedures such as EMR and ESD, ERCP and Spy Glass, EUS, Luminal & biliary stenting, advanced biliary access techniques such as CDS/HGS. Two of our endoscopy rooms have dedicated anaesthetic rooms to facilitate GA supported advanced procedures.



An integrated multi-disciplinary service is run within the department and in conjunction with other clinical groups, most importantly surgery, pathology and radiology. There are also close links with the clinical department of paediatric gastroenterology. There is a high volume of clinical activity within the unit which sees 8,000 out-patients (2500 new), performs ~11,000 endoscopic procedures and admits ~700 patients annually. We have a tertiary ERCP and EUS service accepting referrals from across the trust and beyond to include the north-east London Integrated Care Board (ICB).

The Department offers a wide range of services with special interests in:

- Clinical Nutrition: covers inpatient parenteral & enteral nutrition including intestinal failure surgical cases. The Royal London Hospital is an accredited CIFNET centre, and has a large home parenteral nutrition service.
- Diagnostic and Therapeutic Endoscopy:
 - ERCP and Spy Glass, EUS, Luminal & biliary stenting, advanced biliary access techniques such as CDS/HGS, colonoscopy
 - EMR and ESD
 - APC, luminal dilatation and stenting and wireless capsule endoscopy

An Early Diagnostic Centre at Mile End Hospital includes a 2 endoscopy rooms dedicated to surveillance endoscopy with integrated approach to research through collaborations with the Cancer Institute.

- Gastrointestinal cancer – Upper GI, Lower GI and HPB.
- Inflammatory bowel disease – The department has adult and young adult IBD clinics and inpatient beds on a dedicated gastroenterology ward. There is a large multi-disciplinary team including 5 IBD nurses, 3 CRN Research Nurses, Dietician, Pharmacist, Psychiatrist & CBT therapist. There are weekly MDT meetings with surgery and radiology. The MDT receives tertiary referrals from around the region and has an active research portfolio.
- Non-transplant hepatology, particularly viral hepatitis
- Physiology: GI motility, 24-hour pH studies



Current Consultant Staffing in the Department of Gastroenterology & Hepatology

Hepatology Consultants

Dr V Sharma	Hepatology / Portal hypertension / Clinical Lead
Prof W Alazawi	Academic/Hepatology / NAFLD / Clinical Director GHCRD
Dr J Dearden	Hepatology / Alcohol / IMLD
Dr Upkar Gill	Academic / Hepatology / HBV / Liver Immunology
Dr Y Kallis	Hepatology / Transplant / IMLD / HPB
Prof P Kennedy	Academic / Hepatology / HBV
Dr M Kirby	Hepatology /Transplant (joint appointment Queens)
Dr T Lim	Hepatology / NAFLD / Alcohol
Dr R Marley	Hepatology / Gastroenterology
Dr S Saxena	Education / Hepatology / Haemochromatosis

Gastroenterology Consultants

Dr K Kok	Gastroenterology /IBD / Nutrition / Clinical Lead
Dr S Preston	Endoscopy / Endoscopy Lead
Dr R Rao	Gastroenterology / Endoscopy / IBD / EDC Lead
Dr P Byrne	Liaison psychiatry
Dr M Glynn	Gastroenterology / Nutrition
Dr G Goodchild	Gastroenterology / HPB endoscopy (joint appointment Newham)
Prof D Van Heel	Academic
Dr L Langmead	Gastroenterology / IBD / Associate Medical Director MEH
Prof J Lindsay	Academic / IBD
Dr R Marley	Gastroenterology / Hepatology
Dr S Mehta	Gastroenterology / Nutrition / IBD
Dr G Parkes	Gastroenterology / IBD
Dr P Wilson	Gastroenterology / HPB endoscopy / HPB lead
Dr P Woodland	Gastroenterology / Upper GI / Endoscopy
Dr E Moreno	Gastroenterology / Upper GI / Endoscopy

Other staff of the department:

1 HPB post CCT Fellow
 5 Gastroenterology Specialist Registrars, 1 dedicated hepatology registrar
 3 IMT trainees; 2 FY1 Trainees; 1 Medical Support Worker
 3 Clinical Fellows: 1 IBD Clinical Trials, 1 Nutrition, 1 Hepatology
 4 Research Registrars
 Nurse Specialists in IBD (5); Hepatology (5), Nutrition (5)



Ward based clinical team structures:

Gastroenterology consultant of the Week (GOW)

Dr K. Kok, Dr L. Langmead, Dr R. Marley, Dr S. Mehta, Dr G. Parkes, Dr R. Rao, Dr P. Wilson,
Dr P. Woodland, Dr E. Moreno

Hepatology consultant of the Week (HOW)

Prof. W. Alazawi, Dr J. Dearden, Dr U. Gill, Dr Y. Kallis, Prof P. Kennedy, Dr M. Kirby, Dr L. Lim, Dr V. Sharma

Specialist luminal consultant of the week (SLOW - Nutrition & IBD)

Dr K. Kok, Dr L. Langmead, Dr S. Mehta, Dr G. Parkes, Dr R. Rao

Non-ward based team structures:

Pancreaticobiliary

Dr P. Wilson, Dr G. Goodchild, Dr Y. Kallis

Upper GI

Dr E. Moreno, Dr S. Preston, Dr P. Woodland.

Psychiatry

Dr P. Byrne, psychiatrist



3. Job Particulars

Job Title	Consultant in Gastroenterology – 10 PAs
Duration	Substantive
Location	Royal London Hospital
Reports to	Clinical Lead Gastroenterology
Responsible to	Clinical Director GHCRD

4. Job Summary

This is an opportunity to join the Gastroenterology team at one of the largest trusts in the United Kingdom. The role will specialise in Interventional Endoscopy and Hepatobiliary medicine and support the delivery of ERCP, Endoscopic Ultrasound and emergency luminal stenting. This will be based mainly at the Royal London Hospital (RLH), with some endoscopy activity at Mile End Hospital. Royal London is a large HPB center with on-site HPB surgery and a large IR service.

The successful candidate will also join the Gastroenterology ward team at RLH helping to provide in-patient care for Gastroenterology patients on a 1:8 basis Gastroenterologist of the Week model.

The post holder will work alongside the established gastroenterology consultants to support provision of inpatient & outpatient services, would join an on-call out of hours bleed rota.

The post holder will undertake teaching duties of undergraduate and postgraduate medical staff and other professional groups (such as nursing and pharmacy). The successful candidate can also assist in international, national and local research projects.



5. Main duties and responsibilities

a. Responsibilities of the post

The successful candidate will be required as a minimum to fulfil the following criteria within this role:

- To have and maintain full registration with the General Medical Council. Medical Staff are advised to continue membership of one of the medical defence organisations.
- Continuing responsibility for the care of patients in their charge, including all administrative duties associated with patient care.
- Leadership, development and organisation of the services in their charge in line with the Trust's business plans. Liaison, communication and co-operation with the Lead Clinicians, General Managers and the relevant Clinical Directors for General and Specialist Medicine within the trust.
- Corporate and individual responsibility for the professional management of junior doctors who may be allocated to support the gastroenterology service.

b. General Responsibilities

It is expected that the appointee will cover the following main areas of work:

- i. Consultant Gastroenterologist with Endoscopy and Out-patient work at the Royal London Hospital and Mile End Hospital.
- ii. Dedicated ERCP and EUS lists as an independent practitioner.
- iii. SPA time to be decided but likely to involve further service development within HPB and supporting the ongoing teaching and education of a wide range of junior staff. SPA time also includes 1.5 SPA for revalidation, which includes audit, CPD, appraisal. Additional SPA available for support for undergraduate teaching and research.
- iv. Will be a core member of the HPB MDT and attend both weekly meetings and other service development outside of this including supporting for Clinical Nurse Specialists.
- v. Specialist HPB and General Gastroenterology clinics.
- vi. Contribute to in-patient gastroenterology patient management as part of Gastroenterologist of the week rota.
- vii. Contribute to a GI bleed out of hour's rota (shared with the Hepatology team).

The duties of the appointee also include administrative and management duties appropriate to the post and the post holder will contribute to the management processes of the hospital. The job plan



will be reviewed annually and restructured by mutual consent as necessary, to take account of the post holder's changing commitments and the development of the service model.

c. Management and administration

The successful candidate will be expected to take part in the running of the department. They will be given an e-mail address on the Trust Intranet and must set aside time each week to answer e-mails. secretarial support and access to a personal computer, software and internet access, will be available. They will be expected to take a full part in the department's appraisal process.

d. Audit

All consultants are expected to make every effort to attend appropriate audit/governance meetings. Additionally, they are responsible for maintaining their own clinical audit data and for working with the Directorate Information Team to ensure that directorate audit information is recorded correctly.

e. Teaching and Training

The Trust is committed to sustaining and advancing the provision of medical, dental, nursing and other professional education, and to the delivery of high-quality postgraduate and undergraduate training.

f. Clinical Governance & Management

The appointee will be required to participate in all clinical governance activities related to the relevant departments.

The post holder is expected to participate in the clinical effectiveness activities and to encourage and foster improvements in the quality and standards of clinical services. The post holder will assist with the safeguarding of high standards of care by participating in the creation of an environment in which excellence in clinical care will flourish to the benefit of patients and the employing Trust's clinical reputation.

g. Accountability

- The appointee will be clinically accountable to the Clinical Lead and managerially accountable to the Trust and the Chief Executive, through the Service Clinical Director.



h. Continuing Professional Development and Continuing Medical Education

The post holder is expected to take responsibility for their own continuing professional development and to take part in continuing medical education activities, in line with the requirements of the Royal College of Physicians and in consultation with his/her Clinical Lead.

The post holder will be expected to be committed to the concept of lifelong learning and produce and maintain a personal development plan (PDP) in agreement with his/her Clinical lead – the review and maintenance of this PDP being part of the annual appraisal process.

Study leave is available as provided for under the Terms and Conditions of Service for Hospital Medical and Dental staff, subject to the approval of the Clinical Lead/Service Manager.

i. Revalidation

The Trust has the required arrangements in place, as laid down by the Royal College of Physicians, to ensure that all doctors have an annual appraisal with a trained appraiser, and supports doctors going through the revalidation process.

j. Teaching and Training

The Trust is committed to sustaining and advancing the provision of medical, dental, nursing and other professional education, and to the delivery of high-quality postgraduate and undergraduate training.

k. Mentoring

The trust provides mentoring for newly appointed consultants.

l. Annual Leave and Study Leave

- To ensure the efficient running of the service, the post holder must make sure that, in conjunction with colleagues, adequate arrangements are made to cover planned absences or annual leave.
- Annual leave and study leave must be booked a minimum of 6 weeks in advance.
- Study leave is available as provided for under the Terms and Conditions of Service for Hospital Medical and Dental staff, subject to the approval of the Clinical Director / General Manager.



m. Other Aspects of the Post / Additional Information

- The post is primarily clinical, but the post holder will be encouraged to incorporate research into their clinical practice and collaborate with our academic surgical HPB department.
- The post holder must at all times carry out responsibilities and duties with due regard to the Trust's Equal Opportunities policy.
- The post will be 10 PA's including 2.5 SPA's and 1 admin PA. The successful candidate would join the out of hours gastroenterology consultant rota attracting a 2% supplement. In event of working through the night there would be compensatory rest the following day. There is provision for appropriate time off in lieu for working on bank holidays.
- The above is an outline only. It is not exhaustive and may be altered from time to time in accordance with the needs of the service. The post-holder will be required to be co-operative and flexible in accordance with the needs of the service in order to maintain the Trust's commitment to providing exemplary standards of care.



n. Proposed Timetable

The post will be timetabled for **10 PAs**. The table below shows an indicative timetable, which is subject to negotiation with the post holder and dependent on the needs of the service.

Day	Time	Location	Description of work	Category*	No. of PAs
Monday	08:30-12:30	RLH	GOW 1:8	NHS-DCC	0.16
	09:00-13:00	RLH	SPA	NHS-SPA	0.62
	13.30-17.00	RLH	EUS list	NHS DCC	1
Tuesday	08:30-12:30	RLH	GOW 1:8	NHS-DCC	0.16
	09:00-13:00	RLH	Gen Gastro Clinic	NHS-DCC	0.84
	13.30-17.00	RLH	SPA	NHS-SPA	1
Wednesday	08:30-12:30	RLH	GOW 1:8	NHS-DCC	0.16
	09:00-11:00	RLH	HPB MDT	NHS-DCC	0.55
	13.30-17.30	RLH	HPB Clinic	NHS-DCC	1
Thursday	08:30-12:30	RLH	GOW 1:8	NHS-DCC	0.16
	08:30-12:30	RLH	ERCP list	NHS DCC	0.84
	13.30-17.00	RLH	Admin	NHS-DCC	1
Friday	08:30-12:30	RLH	GOW 1:8	NHS-DCC	0.16
	09-13	RLH	SPA	NHS-SPA	0.84
	13.30-17:00	EDC	Endoscopy List	NHS-DCC	1
Sat	08:30-12:30	RLH	GOW 1:16	NHS-DCC	0.10
	0900-1700	RLH/MEDC	Endoscopy	NHS-DCC	0.13
Sun	08:30-12:30	RLH	GOW 1:16	NHS-DCC	0.10
Emergency On-call work	1700-0900 or 0900-0900	RLH and SBH	1:16	NHS-DCC	0.08
TOTAL PROGRAMMED ACTIVITIES					10
TOTAL DCC 7.5, TOTAL SPA 2.5					



o. Salary and Conditions of Service

- The post is subject to the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales), to the General Whitley Council Conditions of Service and also to the National Health Service Pension Regulations.
- Due to the nature of the work in this post, it is exempt from the provision of section 4 (2) of the Rehabilitation of Offenders Act 1974, by virtue of the Rehabilitation of Offenders Act 1974 (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 are required to disclose convictions including those pending, to the Trust. Failure to disclose such information may result in dismissal or disciplinary action.
- The post holder will be required to complete the necessary documentation to enable police security checks (DBS).
- In accordance with the Health and Safety at Work Act 1974, the post holder must be aware of local safety policies and to report all accidents, untoward occurrences and complaints as required by these policies.
- The post holder must at all times carry out responsibilities and duties with due regard to Barts Health NHS Trust’s Equal Opportunities and other Policies.
- Salary will be according to the current national agreed salary for your scale and will be detailed in your contract of employment.



6. Person Specification

	Requirements	Essential/ Desirable	Means of Assessment
Qualifications	<ol style="list-style-type: none"> 1. MRCP or Equivalent 2. Higher Research Degree 3. Full GMC Registration 4. CCT in Gastroenterology and G(IM) or within 6m of obtaining same 	<p>E</p> <p>D</p> <p>E</p> <p>E</p>	<p>Application Form/CV</p> <p>CV</p> <p>CV</p>
Experience	<ol style="list-style-type: none"> 1. Broad experience in Gastroenterology clinics and ward work 2. Evidence of specialist HPB Medical knowledge 3. Independent in Endoscopic Ultrasound 4. Independent in ERCP 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>CV</p> <p>Interview</p> <p>CV - NED</p> <p>CV - NED</p>
Knowledge	<ol style="list-style-type: none"> 1. Detailed knowledge of Gastroenterology and of the specialist skills required for this post 2. Knowledge of multidisciplinary clinical audit and demonstrable commitment to improving quality of care to patients 3. Understanding of modern medical curricula and commitment to life-long learning 	<p>E</p> <p>E</p> <p>E</p>	<p>Interview</p> <p>Interview</p> <p>Interview</p>
Skills	<ol style="list-style-type: none"> 1. Ability to work as part of a multi-disciplinary team – clinical and management 2. Ability to teach medical students and junior medical and nursing staff. 3. Ability to manage staff and resources effectively 4. Ability to communicate effectively with GPs and other professionals in hospital and community 5. Diagnostic and therapeutic upper GI and lower GI endoscopy with evidence of KPIs 6. Training skills in endoscopy 	<p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p>	<p>Interview</p> <p>CV</p> <p>Interview</p> <p>Interview</p> <p>NED/CV</p> <p>NED/CV</p>

