CONSULTANT GASTROENTEROLOGIST
NEW FULL-TIME POST (10PA)
HEREFORD COUNTY HOSPITAL
INTRODUCTION

Hereford County Hospital is a modern rural District General Hospital opened in 2002 and serves a population of around 230,000 from Herefordshire with patients also from Powys, Monmouthshire, Shropshire and other surrounding counties.

There is now an exciting opportunity to appoint an additional Consultant Gastroenterologist to join the current 3 Consultant Gastroenterologists. We are looking to appoint a keen, well trained Gastroenterologist to complement our friendly and capable Department with opportunities to subspecialise and develop services of special interest. In particular, opportunities are available to develop Endoscopy, Hepatology and Inflammatory Bowel Disease sub-specialities, although ALL speciality interests will be considered. Further appointments are planned to attain 6 Consultant Gastroenterologists.

The Medical Department has recently restructured with the appointment of 5 Acute Physicians who now cover the acute medical take Monday to Friday 8am to 8pm.

DEPARTMENT OF GASTROENTEROLOGY

The highly capable Gastroenterology team currently consists of 3 Consultant Gastroenterologists, a Nurse Consultant Endoscopist, 4 Clinical Nurse Specialists and 2 ward-based Advanced Nurse practitioners. In addition, there are two Gastroenterology Specialist Registrars, 3 Junior doctors and a Physician Associate supporting the ward team. There is also an UGI Cancer Nurse specialist.

We are fortunate in being supported by 4 excellent secretaries and have additional part time staff supporting clerical and administration roles. Due to growing demand from both Gastroenterology out-patient and in-patient workload in addition to Endoscopy we are seeking a new Consultant Gastroenterologist to expand the Department of Gastroenterology and also contribute to the evolving changes in developing the Gastroenterology Department.

STRUCTURE AND SERVICES OF THE GASTROENTEROLOGY DEPARTMENT

A team-working pattern has been developed to maximise the capacity of the in-patient and out-patient service and the Endoscopy department. The in-patient ward work is shared on a rotational basis within the team and we welcome innovative developments in team-working.

There are well established and collaborative links with Upper GI surgery and Colorectal surgery with both upper and lower GI multi-disciplinary team meetings occurring weekly in conjunction with Oncologists visiting from Cheltenham Oncology Unit. In addition an Inflammatory Bowel Disease MDT has also recently been established.

We have developed the roles of our Clinical Nurses who together run nurse-led, consultant-supervised abnormal LFT, viral hepatitis, IDA and IBD clinics, including an IBD helpline and paracentesis service.

There is a strong interest in Coeliac disease from a research and patient management perspective. Other specialty interests include diagnostic & therapeutic endoscopy, bowel cancer screening as part of the national programme, viral hepatitis, inflammatory bowel disease and GI physiology.
The Gastroenterology Department is also supported by an excellent Nuclear Medicine Department which carries out SeHCAT tests and gastric emptying studies. Also available on site are glucose, lactose, fructose and lactulose hydrogen breath tests and C13 urea breath tests.

Significant IT developments are underway with an advanced £14m Electronic Patient Record system rolling out in July 2017.

The Hospital as a whole is served by an excellent range of investigative and treatment facilities including recently refurbished and modernised Pathology Laboratories, fully digitalized Radiology department (including 2 CT and MRI scanners), Nuclear Medicine and Neurophysiology Departments.

Our GI Radiology service is now sub-specialised, including CT/MR enterograms and CT Colonography.

We operate out of a modern spacious outpatient department and more recently have expanded to run peripheral clinics out of Community Hospitals in market towns of Ross-On-Wye and Leominster. More recently we have developed a formal, separately remunerated, out-of-hours GI bleed service shared between the Consultant Gastroenterologists and GI Surgeons supported by on-call endoscopy nurses.

ENDOSCOPY DEPARTMENT

There is a purpose built endoscopy unit in the County Hospital with two endoscopy rooms and adjacent patient assessment and recovery areas. Both endoscopy rooms are fully equipped with Olympus scope guides, CO2 insufflation devices and a full range of therapeutic Endoscopic equipment is available. In addition to the Consultant Gastroenterologists, our Nurse Consultant undertakes upper GI endoscopy lists and is a recognised upper GI Endoscopy trainer. Our lower GI Clinical Nurse Specialist undertakes flexible sigmoidoscopy. There are also three Colorectal Surgeons and two upper GI Surgeons undertaking endoscopic procedures. A further endoscopy room has been opened at Ross-On-Wye Community Hospital in the last year where diagnostic upper GI endoscopy is undertaken.

ERCP provision has been developed with X-Ray screening facilities within the department to allow ERCP as well as GI stent placement to be undertaken within the Endoscopy department.

A Unisoft Computerised Database records all Endoscopy reports and images electronically with all Endoscopic procedures recorded onto the database giving access to data on capacity and performance in addition to being available for JAG audits and research projects.

The Unit has developed its service in line with the Patient Centred approach from the National Endoscopy team and the unit scores highly on the Global Rating scale and keeps up to date with all BSG recommendations. Monthly Business & Operational meetings are held to discuss governance issues and progress developments in a productive manner.

There is a fast track endoscopy service for suspected cancer cases and a direct referral system for General Practitioners to the Endoscopy Unit.

There is wide experience of emergency endoscopy available with a full range of therapeutic equipment and the Specialist Registrars are encouraged to undertake emergency endoscopy where appropriate for their training.
Hereford County Hospital has been successful in attaining full accreditation to undertake Bowel Cancer Screening as part of the National Bowel Cancer Screening Programme. In addition Bowel Cancer screening is undertaken as part of the Welsh Bowel Cancer screening programme.

**MULTIDISCIPLINARY MEETINGS**

Lower GI MDT meetings occur weekly and are attended by Gastroenterologists, Colorectal Surgeons, Oncologists, Stoma Care nurses, Histologists and Radiologists, Palliative care and research nurses. All imaging and Histopathology slides are projected to enable excellent case discussions and good learning opportunities.

In addition separate upper GI multidisciplinary meetings also take place weekly with the Upper GI surgical team, Oncologists, Histopathologists & Radiologists. GI Oncology services are provided onsite as part of the Oncology Network and on-site chemotherapy is provided in the purpose built McMillan Renton Oncology Unit in Hereford. A Linear Accelerator Radiotherapy unit has been built on site and has recently commenced a local radiotherapy service operated by Gloucestershire Hospitals NHS Trust.

**HEREFORD AND SURROUNDING AREAS**

Hereford is a cathedral city and enjoys beautiful surrounding countryside down the Wye Valley, along the Malvern Hills and across to the Black Mountains. Many opportunities for outdoor pursuits exist although the neighbouring market towns also offer a wide range of restaurants.
TRAVEL:

Rail and road networks give ready access to Birmingham and Bristol with the nearby M50 linking us to the motorway network. The train station is a short walk with lines to Manchester, Birmingham and Cardiff.

HOUSING:

A wide range of housing is available with on-call travel within 30 minutes allowing a number of residential opportunities. The local primary, secondary and private schools have an excellent reputation and consistently score highly in national tables.

EDUCATION:

Herefordshire has a reputation for providing very good education at all levels from nursery school up to a national status 6th Form College in addition to the Technical College. State primary and comprehensive schools tend to be smaller than many in larger towns and cities elsewhere in the country. For students over 16 years of age, there are wide ranges of courses and good facilities at a Sixth Form College, Art College and Technical College, all within the city.

As well as the Cathedral Schools of Hereford, Gloucester and Worcester, there are other small and large very good private schools, not just in Herefordshire, but in surrounding towns such as Malvern, Monmouth, Cheltenham and Oxford.
DUTIES AND RESPONSIBILITIES

The proposed sessional commitments are detailed in the Job Plan section. The main duties and responsibilities of the Consultants are

- To provide a high quality service as part of the Gastroenterology Department in Gastroenterology and General Internal Medicine to the patients of Herefordshire and the surrounding area using evidence based guidelines and clinical governance structure.
- To contribute to the multi-disciplinary team working.
- To advise clinical colleagues on matters within his/her sphere of expertise;
- To offer advice to medical, nursing, managerial and other staff on appropriate matters.
- To carry out medical teaching, examination and accreditation duties as required.
- To participate in the formal appraisal of junior medical staff in accordance with guidelines from the Royal College of Physicians and the Regional Postgraduate Dean.
- To contribute to postgraduate and continuing medical education activity including Continuing Professional Development.
- To contribute to the training of nurses, paramedical, scientific and technical staff.
- To participate in medical audit on a regular basis and develop relevant audit projects.
- To provide information for service development and management purposes to support job planning, service planning etc.
- To contribute to the management process within the Trust through participation in planning, project or liaison groups as appropriate. In particular the post holder would be involved in Specialty and Service Unit business meetings.
- To support the Clinical Directors and Service Unit Director with appropriate advice with regard to the development of Gastroenterology and Medical services at Wye Valley NHS Trust.
- To work within the framework of policies and procedures relevant to Medical and Dental staff.
- To participate fully in mandatory training as required and modified by the Trust from time to time and also in annual appraisal, job planning and revalidation procedures.

The duties are subject to review from time to time in the light of the changing requirements of the service. The duties will be reflected in the job plan, which will be subject to review once a year in conjunction with the Clinical Director.
JOB PLAN

This post will be part of the development and expansion of Gastroenterology with the commencement of this Consultant post and the current “On ward” (1 in 4 weeks) and “Off ward” (3 in 4 weeks) job plans are listed below. This will evolve according to future appointments at the mutual agreement of the post holder and the Clinical Director for Medicine.

PROPOSED JOB PLAN

The job plan will initially be offered as 10 PAs although there may be opportunities to increase the number of PAs to 11 or 12 by discussion and mutual agreement. The 10 PAs will comprise follows:

- Direct Clinical Care 7.5 PAs (to include On Call at 1.25 PAs)
- Supporting Professional Activities 2.5 PAs
- Optional sessions of specialist clinics or endoscopy up to 12 PAs subject to discussion.

The current Consultant Gastroenterology service provides Consultant ward rounds or targeted board-rounds each day Mon- Friday with additional Nutritional ward rounds Tues and Friday. In addition same day referrals are undertaken in liaison with the Acute Physician teams on the Clinical Assessment Unit (CAU) to provide early senior decision making for Gastroenterology patients. This system is shared equally on a 1 in 4 basis allowing the 3 weeks in 4 off the ward to focus on Endoscopy and out-patient clinics as showing the separate job plans below.

The overall PA calculation is complex (see table below) as “on ward” weeks require cover 13/52 weeks per year as they are shared equally on a 1 in 4 basis (52/4 = 13) as these require cross cover for periods of annual and study leave. Clinics and Endoscopy lists when “off ward” are planned to be delivered for the remaining weeks of the year when not on wards (13 weeks)/yr and not on annual leave or study leave (10 weeks /yr) (i.e. 52-13-10 =29 weeks). MDTs (1 PA) and SPAs (2.5) are calculated to occur each week the consultant is present (42/42). Although this is a complex calculation it gives the most accurate method of calculating the average number of PAs worked per year. The Acute Physicians undertake the Acute Medical take Monday – Friday 8am – 8pm so that clinics and Endoscopy lists are not cancelled for GIM on-call. The post holder is expected to take part in the Consultant Medical on-call rota currently 1 in 13 (overnight and weekends) which is remunerated separately at 1.25 PAs. In addition a formal GI Bleed rota has been developed on a 1 in 7 basis in collaboration with the Upper GI Surgical team and is currently remunerated as an additional income by mutual agreement.

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<th>weeks per yr</th>
<th>proportion of yr</th>
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<td>29/42</td>
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<td>29/42</td>
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<td>SPA</td>
<td>2.5</td>
<td>42/42</td>
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## ON-WARD PLAN (1 IN 4 WEEKS)

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<th>Activity</th>
<th>Classification</th>
<th>No of PAs</th>
<th>Total DCC</th>
<th>Total SPA</th>
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<td></td>
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<td>09:30-10:30</td>
<td>Board Round &amp; Selective Review</td>
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<tr>
<td></td>
<td>10:30-11:30</td>
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<td>13:30-17:00</td>
<td>CAU + Surgical Referrals</td>
<td>DCC</td>
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<tr>
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<td>CAU + Surgical Referrals</td>
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**On-call Supplement**

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- DCC: 10
- On Call: 1.25
- SPA fixed: 0.75
- SPA flexible: 1.75
OFF-WARD PLAN (3 WEEKS IN 4)

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<th>Day</th>
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<td>Lower GI MDT</td>
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<td>Clinic</td>
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<td>Gastro + Endoscopy Meetings</td>
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DCC 4.75
On Call 1.25
SPA Flexible 0.5

MENTORING

The Trust supports the Royal College of Physicians guidance on provision of mentors for new consultants, in line with GMC recommendations. This will be provided within the Trust.

CONTINUING PROFESSIONAL DEVELOPMENT

The Trust supports the requirements for Continuing Professional Development, Annual Appraisal and Revalidation as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

SECRETARIAL AND ADMINISTRATIVE SUPPORT

The appointee will have full support from the secretarial team and will have use of a fully furbished office including PC with IT support.

There will be full managerial support and regular input from the Clinical Directors and Service Unit Director to ensure efficient running of the department.
GENERAL INFORMATION

MEDICAL BEDS IN GENERAL INTERNAL MEDICINE

There are 135 beds in Hereford Hospital allocated to General Internal Medicine including:

- 21 in the Acute Assessment Unit and 14 in the Frailty Assessment Unit
- 6 on the Coronary Care Unit (2 flexible used as HDU)
- 15 Gastroenterology and Hepatology beds
- 79 Acute Medical beds in Cardiology, Respiratory, Endocrinology, Stroke and Geriatrics
- The Hospital also has a 6-bedded intensive therapy unit, 2 general surgical wards, 1 trauma ward, 1 elective orthopaedic ward, 1 paediatric and 1 Obstetrics & Gynaecology in patient ward

DEPARTMENT OF MEDICINE

The Department of Medicine has increased markedly in recent years and all the main specialities are now established as follows:

Gastroenterology: Dr Rupert Ransford (Clinical Lead for Endoscopy)
Dr Jake Burdsall (Clinical Lead for IT)
Dr Andrew Milestone (Clinical Lead)

Cardiology: Dr Andrew Epstein
Dr James Glancy (Clinical Lead)
Dr Neeraj Prasad

Respiratory Medicine: Dr Aled Philips (Clinical Lead)
Dr Philip Ryan (Associate Medical Director)
Dr Ingrid DuRand

Rheumatology: Dr David Rees
Dr Adrian Peall (Clinical Lead)

Diabetes and Endocrinology: Dr Janet Lloyd
Ten Specialist Registrars have now been established across the specialities as part of West Midlands based training schemes. There are also 10 CMT/GPST / FY2 posts and 14 FY1 posts within the department of medicine. In addition, we have newly appointed an AAU Specialty Doctor post as ST3 level who works with an FY1 and supports the Clinical Assessment Unit.

The Cardiology consultants undertake on-site coronary angiography and also offer a rapid access cardiology service based on 5 local General Practitioners undertaking specialist work as Hospital Practitioners. The Cardiologists also undertake daily ward rounds on the Coronary Care Unit and have a well-equipped Heart and Lung Unit.

The Respiratory team has a well established bronchoscopy service and has recently expanded their service to include EBUS.
Consultant Gastroenterologist
Wye Valley NHS Trust

There is an excellent Neurology service in collaboration with the department of Neurology in Birmingham. In addition the provision of Renal Services includes Consultant Renal Physician support from the Queen Elizabeth, Birmingham Renal Unit and Worcester Royal Hospital.

The General internal medicine Consultants form part of the current 1 in 13 Consultant on call rota with the average number of admissions per 24 hour take of between 25 and 30 patients. There is a well staffed 6 bed Coronary Care Unit which supports paramedic administered thrombolysis. The Intensive Care unit is managed by Consultant Anaesthetists and their teams with the on-going involvement of the Consultant Physicians encouraged.

The Acute Assessment Unit accepts the majority of acute medical admissions and on-take consultant ward rounds delivered 8am-8pm 7 days a week. A ward based system has been developed to allow the majority of each consultant's patients to be based on one ward. The Clinical Assessment Unit was built and opened in early 2014 and manages 12 -16 patients in 24hrs in an Ambulatory setting to improve patient centred care with rapid diagnostics and assessment. Further models of patient management are being encouraged to improve links between Primary and Secondary Care, reduce length of stay and increase the value added steps in high quality care of medical patients.

POST GRADUATE FACILITIES

The Trust has excellent library facilities with internet access and there are at weekly Department of Medicine medical lunchtime meetings in addition to specialist meetings.

The Department of Medicine runs regular educational meetings with Radiology sessions followed by team case presentations. In addition monthly education & audit rolling half days are organised for Departmental Audit presentations, “in house” Consultant clinical update sessions and joint surgical-medical clinical meetings to encourage multi-disciplinary working.

MRCP teaching is undertaken on a rotating system particularly aimed at the PACES exam and weekly Journal Club meetings are also held. The CMT Medicine posts are very popular with recent high success in attaining MRCP examinations.

The Department also supports the training of final year and fourth year medical students from the University of Birmingham with regular teaching both on the ward and formal teaching sessions provided by the Department

Although Hereford is a relatively small District General Hospital, the Department of Medicine as a whole has a very positive approach to clinical research and on-going research projects would be well supported. In addition, the Audit Department is well structured and is able to offer considerable support in undertaking Audit projects.
MAIN CONDITIONS OF APPOINTMENT

This appointment will be governed by the nationally agreed Terms and Conditions of Service for Consultants (England) 2003 where applicable and as amended from time to time. This appointment also adheres to Trust policies and procedures as appropriate. The arrangement of duties will be such as may be agreed from time to time between the employing Trust and the appointed individual.

The successful candidate, working in the Wye Valley NHS Trust, will be expected to be aware of local policies and procedures as outlined below taking note of standing orders, strategic and financial instructions, and amendments to protocols as notified.

The appointee is expected to undergo annual appraisal within the Wye Valley NHS Trust framework and attain appropriate and sufficient continual professional development to meet required recommendations. National guidelines from the main UK Royal Colleges are expected to be widely used and adhered to in clinical practice.

Annual leave entitlement is in line with the Terms and Conditions for Consultants. The Trust policy is that all leave should be booked at least 6 weeks in advance otherwise it may not be granted. Leave must be co-ordinated with other Consultants in the department and discussed with the Business Unit Manager through the Medical Staffing Officer. The Professional Leave/Study Leave entitlement is 30 days over a period of three years.

The post is non-resident and the post holder will be required to reside within a distance of 30 minutes or ten miles by road from the Wye Valley NHS Trust hospital unless the Trust agrees that they may reside at a greater distance.

The successful candidate will be required to maintain a means of ready contact by telephone and if applicable, any other communication mechanism (pagers, mobile phone, etc.) with the hospital and/or other sites of clinical activity.

APPLICANTS MUST:

- Hold full registration with the GMC with a Licence to Practice and be on the Specialist Register or within 6 months of obtaining Specialist Registration on the date of interview.

- The post holder must meet the essential person specification.

- The appointment is subject to satisfactory health clearance and DBS (CRB) clearance.

- The post holder must provide three satisfactory references.

As a result of an agreement with the LNC, Consultant medical staff retain the right to speak publicly and with the media. However, no action should be contemplated without having first advised the Chief Executive, and ensuring that information used is factually accurate.
ADDITIONAL INFORMATION

INFORMATION TECHNOLOGY

Employees are expected to develop the IT skills necessary to support the tasks included in their post. They will, therefore, be required to undertake any necessary training to support this.

HEALTH AND SAFETY

The post holder is required to conform to the Trust’s Policies on Health and Safety and Fire Prevention, and to attend related training sessions as required.

SAFEGUARDING VULNERABLE ADULTS & CHILDREN

The Wye Valley NHS Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees, volunteers and contractors to share this commitment.

All staff have a duty to safeguard and promote the welfare of patients, their families and carers. This includes practitioners who do not have a specific role in relation to safeguarding children or adults, you have a duty to ensure you are:

Familiar with the Trusts safeguarding policies. Attend appropriate training for safeguarding.
Know who to contact if you have concerns about an adult or child’s welfare.

CONFIDENTIALITY

To maintain confidentiality at all times. In the course of their duties employees will have access to confidential material about patients, members of staff and other Health Service business. On no account must information relating to identifiable patients be divulged to anyone other than authorised persons, for example, medical, nursing or other professional staff, as appropriate, who are concerned directly with the care, diagnosis and/or treatment of the patient. If there is any doubt whatsoever, as to the authority of a person or body asking for information of this nature, advice must be sought from a superior officer. Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded as serious misconduct, which could result in serious disciplinary action being taken including dismissal.
POLICIES AND PROCEDURES

The post holder will be required to comply with all policies and procedures issued by and on behalf of Hereford Hospitals Trust, which the Trust may amend from time to time.

INFECTION CONTROL

It is a requirement for all Trust staff to comply with all trust infection control policies and procedures. All Trust staff should ensure that they fulfil their responsibilities for infection prevention and control, that they provide leadership where appropriate in infection control matters and that they challenge poor infection control practice in their workplace. All staff should have infection control training at induction and annual infection control updates via the Department of Health e-learning package, via the local infection control CD-Rom training tool or by attendance at an annual Health and Safety refresher. All clinical staff will have annual infection control objectives set and these will be reviewed at appraisal.

NO SMOKING POLICY

In recognition of the Trust's commitment to health promotion and its health and safety responsibility, the Trust has a no smoking policy that prevents all staff from smoking whilst on duty.

EQUAL OPPORTUNITIES

The Trust is an Equal Opportunities employer and the post holder is expected to promote this in all aspects of his / her work. The Trust's duty is to ensure that no existing or potential employees receive less favourable treatment on the grounds of sex, sexual orientation, race, colour, nationality, ethnic origin, religion, marital status, age or disability, or are disadvantaged by conditions or requirements that cannot be shown to be justifiable. This also applies to patients – the Trust has a duty to ensure patients have the right to equal access, care and treatment. All employees are expected to comply with this policy.

FINANCIAL

To order and receipt goods in accordance with the Trust’s financial framework.

DATA QUALITY

The information that you record as part of your duties at the Trust must be ‘fit for purpose’, reliable and easily accessed by appropriate/authorised personnel. To achieve this standard the information must be: Accurate, Legible (if hand written), Recorded in a timely manner, Kept up-to-date, appropriately filed. All staff must monitor and take responsibility for data quality throughout the areas of the system used locally, all users maintain timely input, and ensuring that data is checked with the patient, and staff (in relation to their staff record), whenever possible, and to support initiatives to improve data quality.

N.B. Recorded information includes: patient information entered in case notes and entered on any computerised care records system, financial information, and health & safety information.
Consultant Gastroenterologist
Wye Valley NHS Trust

e.g. incident reporting and investigation, personnel information recorded in personnel files etc. Failure to adhere to these principles will be regarded as a performance issue and will result in disciplinary action.

CONDUCT

The post holder is an ambassador for the directorate and the Trust and his / her actions and conduct will be judged by customers as an indication of the quality of the service provided by the directorate and the Trust as a whole.

This job description is not intended to be an exhaustive list of duties but to highlight the current main responsibilities of the post and may be reviewed in consultation with the post holder.

The Trust is committed to continuous improvement in managing environmental issues, including the proper management and monitoring of waste, the reduction of pollution and emissions, compliance with environmental legislation and environmental codes of practice, training for staff, and the monitoring of environmental performance.

VISITING

Candidates are welcome to visit the Hospital. You are invited to speak with Dr Rupert Ransford (01432 364117) Clinical Lead for Endoscopy in addition to Dr Jake Burdsall and Dr Andrew Milestone for further enquiries about this post. They will be pleased to discuss the post with you, and will be happy to show you around the Gastroenterology and Endoscopy Departments.

Wye Valley NHS Trust
The County Hospital
Union Walk
Hereford
HR1 2ER

- Dr Andrew Milestone, Consultant Gastroenterologist and Clinical Lead, County Hospital, Hereford. Telephone 01432 364064
- Dr Rupert Ransford, Clinical Lead for Endoscopy and Consultant Gastroenterologist, County Hospital, Hereford. Telephone: 01432 364117
- Dr Jake Burdsall, Consultant Gastroenterologist County Hospital, Hereford. Telephone: 01432 364207