



Gastroenterology and Endoscopy information pack

Welcome

We're an award-winning NHS Trust that has always proudly been at the forefront of delivering innovative health and care.

Since our Torbay Hospital nurses' league formed three years before the NHS began, to becoming the first Trust in England to provide joined-up hospital and community care with social care, we continually strive to be the best at what we do and provide better health and care for the 286,000 people in our communities who we serve.



Dr Kate Lissett
Chief Medical Officer



Our more than 7,000 people and volunteers deliver compassionate care from more than 15 sites across Torbay and South Devon, with our main acute hospital site at Torbay Hospital and a number of community hospitals and health and wellbeing centres across our geography.

We passionately believe that the best way to care for people is by focusing on what matters to them, putting them at the centre of everything we do and integrating services around them. We believe that care as close to home as possible benefits everyone.

We are always looking forward and developing new and innovative ways to provide care. We're leading the NHS' digital healthcare evolution with our use of cutting-edge technology and augmented reality to help people manage their care in their homes and in our communities.

We're proud to be part of the national new hospital programme. For us this is not just about building a better hospital but about transforming the way we deliver care with, to and for our people and communities.



Location, Location, Relocation!

South Devon is an area of exceptional natural beauty, with outstanding opportunities for both dry-land and water-based activities and has a very mild climate. Schools in the area are excellent in both state and private sector, with a selective grammar school system. Please see this short video. [Click here!](#)

We offer a generous relocation package, which can be discussed with the successful candidate.





About us

Our clinical services are organised into divisions which sit in one of our four Care Groups:

- Families and communities
- Medicine and urgent care
- Planned care and surgery
- Children and family health Devon

Gastroenterology currently sits within the Planned Care and Surgery Care Group, these changes make better use of our capacity, capability and experience while simultaneously reducing duplication.

Our vision is better health and care for all and we are proud pioneers of innovating health and social care. We pride ourselves on embracing innovation and are always looking for ways to improve.

In the past eighteen months we have opened a number of brand-new facilities on our Torbay Hospital site including a £15m acute medical unit, a £4.99m endoscopy training centre, a £15m day surgery and eye surgery unit and a £2.8m extension to our radiotherapy centre. We have also opened a £4.5m health and wellbeing centre in Dartmouth that integrated primary care, pharmacy and the voluntary sector with our intermediate and community care services.

We are inclusive and value diversity in our organisation and the communities we serve. Our compassionate leadership approach and our culture charter are key to creating a great place to work where everyone feels that they belong.



About the role

The successful candidate will be expected to work as part of the existing Gastroenterology team to help maintain endoscopy targets as well as inpatient and outpatient clinical work. A degree of flexible working is essential to help meet peaks and troughs in both endoscopy and outpatient clinic demand.

Candidates should be independent in OGD and colonoscopy, an interest in ERCP would be accommodated. Training is an important element of our practice at Torbay and our new colleague would be encouraged to engage with the delivery of courses and in-house training.

The successful candidate will also:

- Work closely with consultant staff in related specialities e.g. upper and lower GI surgery.
- Contribute to audit within the speciality and research if they are interested.
- Contribute to the training of trainee staff and medical students.
- Undertake clinical and / or educational supervision of trainees.
- Undertake CME/CPD according to the requirements of the Royal College of Physicians.
- Actively contribute to clinical governance within our organisation.

The new appointment will join a team of nine Medical Gastroenterologists, who currently work as a single team, sharing responsibility for the management of both inpatients and outpatients.

The Gastroenterology unit is a lively, innovative and cohesive department.



Gastroenterology Consultant team

The successful candidate will join a dynamic and innovative team of nine medical Gastroenterologists who currently work as a single team, sharing responsibility for the management of both inpatients and outpatients.

The department provides a detailed and comprehensive services to our local communities. Each consultant has their own sub-speciality interest.

Dr Richard Johnston joined us in 2012 and is our lead clinician. His interests include nutrition research and IBD.

Dr James Neale is the endoscopy lead. His interests include liver and interventional endoscopy.

Dr Mark Feeney joined us in 2004. His interests include endoscopic training, and colon cancer screening. He also works at regional and national levels with NHS England on endoscopy service development.

Dr Maria Saunders joined us in 2017. Her interests include general gastroenterology, IBD and eating disorders.

Dr Keith George joined us in 1999. He looks after patients with a wide variety of gastroenterology problems but has a particular interest in patients with liver disease.

Dr Luke Summers joined us in 2019. He is the medical student teaching lead and his interests include liver disease.

Dr Sam Powles joined us in 2021. His interests include research, IBD and endoscopy.

Dr Alan Desmond's joined us in 2002 interests include IBD and colon cancer screening.

Dr Sandip Bhatt joined us in 2016 and is our IBD lead.

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Our services

We have a four room endoscopy suite on the main site which, using HD HT290 Olympus equipment, provides a full range of procedures with x-ray screening facilities in the department.

Our endoscopy department has a national reputation in the field of colonoscopy training. We recently opened our new £4.99m endoscopy suite which includes two new endoscopy rooms which have increased the capacity available for the new BCSP programme using FIT from the age of fifty. The new rooms mean we can see approximately 12,000 people a year for a wide range of procedures.

Inpatient Care

We manage a 29 bedded ward (Allerton) at Torbay Hospital which is shared with GI surgeons and a single outlying ward of medical/gastroenterology patients on Warrington ward.

Outpatient Care

We have a dedicated outpatient therapy unit (Hutchings) which is exclusive to gastrointestinal services with space for outpatient clinics and day beds for assessment of urgent patients, liver patients, ascitic drains, biologic infusions and iron infusions. Our unit has been highly commended in our GIRFT report.

It is co-located with our surgical consultants, dieticians, biofeedback physiotherapists, specialist nursing teams in cancer, IBD, nutrition, liver, alcohol, stoma, upper GI and enhanced surgical recovery.



Bowel cancer screening

We are the host trust for the South Devon Bowel Cancer Screening Centre, providing the national screening programme to the eligible population of Torbay, Plymouth, the South Hams and Teignbridge. Patients with an abnormal FIT screening test are offered pre-assessment and colonoscopy at both Torbay and Derriford Hospitals (University Hospitals Plymouth NHS Trust).

Torbay Hospital is an academy site of the virtual South West Endoscopy Training Academy (SWETA), delivering a programme of nationally recognised endoscopic skills and simulation training within the region.

Additionally, the GI nurse education team, in partnership with the University of Plymouth, deliver a number of degree level modules including the mandated specialist screening practitioner induction module.

Gastrointestinal surgery

The medical gastroenterology team work closely with the nine colorectal surgeons and seven upper GI surgeons.

Outpatient nursing staff work across all teams on the main hospital site and some of the nursing staff rotate between the endoscopy unit and Allerton ward.

Nurse specialists

Our department is supported by a range of nurse specialists who carry out their own outpatient clinics including:

- three liver nurse specialists
- three IBD nurse specialists
- three upper GI cancer support nurses
- three nutrition nurse specialists
- two alcohol service nurses
- two nurse colonoscopists
- one research nurse

Inflammatory bowel disease

There is a well-established IBD service with dedicated clinics and support from four IBD specialist nurses. There is a weekly IBD MDT with a GI radiologist, IBD nurses, pharmacist and colorectal surgeons with an interest in IBD.



Nutrition

The nutrition service does daily inpatient ward rounds (twice weekly consultant led), outpatient clinics (once a month consultant led) and is highly experienced. They work as part of a network with Exeter and Bristol.

The functional service includes a pelvic MDT and ano-rectal manometry, and pH and high-resolution upper GI manometry assessments.

Departmental meetings

Multi-disciplinary team meetings are held weekly for colorectal cancer and for upper GI cancer, IBD, benign upper GI disease, and liver disease. Within the proposed job plan all MDTs are mentioned, attendance would depend on the candidate's specialist interest.

Business radiology meetings are held weekly and there is a weekly teaching meeting for the trainees in the department.

Our endoscopy leads / user group meeting is held weekly.

Radiology

Torbay Hospital has an extremely high-quality radiology service, providing a seven-day service allowing for rapid work up of gastroenterological cases.

There are three radiologists with significant GI interest including MRCP, MR Enterography and CT pneumo-colon.

Close collaboration between the departments exists e.g. ultrasound appointments in conjunction with the liver outpatient appointments to facilitate clinical management decisions.

Liaison psychiatry

There are two liaison psychiatrists who support the management of complex inpatients. We have a large outpatient psychology service.

Liver

The liver team has three specialist nurses and two alcohol care team nurses who review in and outpatients.

The weekly face to face MDT discusses complex cases, supports the nurse led clinics and oversees the treatment of viral and autoimmune liver disease.

There is a weekly regional hepatology network MDT via "teams" with Plymouth, Exeter, Truro, and Taunton to discuss transplant and other complex hepatology patients.

The local population has a high incidence of alcohol related problems.

Office space and administrative support

The consultant will share an office and secretarial / clerical support. The consultant will be provided with a PC with full intranet access. In accordance with our policy, the post holder will share an office with other member(s) of the department by mutual agreement. The department has an administrative co-ordinator role with appropriate clerical support provided flexibly across the department.

Innovative practice

Innovative practice and team working are key focuses in Torbay. The colorectal and anaesthetic departments are national leads in peri-operative exercise testing and day surgery.

The current president for the British Benign Upper GI Surgery Society is a Torbay consultant..

Research

The gastroenterology department has a shared PA for clinical research. We have a large research nursing team and two interested consultants. We are involved in database and clinical commercial and non-commercial research.

The gastroenterology department are within the top 10 national recruiters for the IBD registry. This gives us great clinical information on our patients and facilitates recruitment to research.

We run an active IBD, endoscopy and liver portfolio with a mixture of commercial and non-commercial studies. If the successful candidate wanted to get involved here then there are plenty of opportunities and it would be welcomed.

Teaching and education

We have a great commitment to attainment of high standards of practice and education.

We are an established regional training centre, being one of two hubs in the South West Endoscopy Training Academy SWETA (the other being Cheltenham).

This newly formed academy plans to develop and provide endoscopy training to junior and senior endoscopy trainees including non-medical endoscopists and nurses.

We have our own training suite which is located above the main endoscopy suite, this allows for seamless delivery of training courses, through live-links and is a unique facility both regionally and nationally.

Trainees from other trusts in the region come to Torbay to be trained for weeks at a time. Initiatives include immersive and human factors training, there are also mandatory training courses and train the trainers courses.

Within our endoscopy department we also provide MDT training including the use of simulation and clinical lists. This is an exciting time as we mould national and regional endoscopy training.

Endoscopic nursing courses are run in partnership with Plymouth University. Other courses include GI nursing and a specialist module for the development of BCSP specialist screening practitioners.

Undergraduate clinical training is provided to Plymouth and Exeter students who are attached to the gastroenterology firm.





Teaching and education

The trainees attached to our department are currently:

- two F1s
- one F2
- two academic F2s
- two IMTs
- three registrars
- one leadership fellow

Trainees attached to the department work alongside the gastroenterologists, with named clinical supervision. There is also a physician associate in gastroenterology who supports inpatient, outpatient, and endoscopy services.

Our department holds a weekly clinical meeting with surgeons and other members of the multidisciplinary team.

Anonymous quality panel feedback from junior medical gastroenterology trainees consistently describes an excellent training experience in our department.

All consultants have responsibilities for teaching doctors, student and non-medical healthcare professionals and should ensure they use the time allowed in their working week for duties of teaching and supervision.

Consultants should also include some element of educational development within their personal development plan.

Continuing professional development

We support continuing professional development, in line with the guidelines set by the Royal College of Physicians.

It is expected that the successful candidate will plan a programme of personal development and continuing medical education (CME) and through the appraisal process ensure that adequate training is undertaken both to maintain their skills, knowledge and expertise and to ensure revalidation. There is extensive local support and we provide reasonable costs for formal study leave.

An annual review of the job plan will take place between the clinical director and the consultant in accordance with the arrangements in the consultant contract. This will include discussions regarding the needs of the service, with agreement and objectives for clinical standards, goals and workload.

We are fully committed to improving patient safety and experience. Consultants are expected to comply with GMC/GDC guidance and all clinical risk management processes. Consultants must audit their own clinical outcomes, report clinical incidents, alert the organisation to risk, participate in annual appraisal and work to foster good team relationships. The successful candidate will be given a mentor when they join us.

Support professional activities

The successful candidate will participate in a range of professional activities. All consultants receive a minimum of 1.5 PAs for supporting professional activities (SPA), to support personal clinical practice, the department and our organisation. This includes:

- professional administration
- personal and professional development, including service development
- governance
- quality improvement
- departmental, divisional, and other clinical or managerial meetings
- clinical supervision of junior staff and other educational activities
- appraisals, revalidation and job planning.

Additional SPA may be available for other roles, and further details are published in the job planning policy.

Our electronic patient record



We are proud that our organisation is part of the national frontline digitalisation programme and we recently announced Epic as our preferred supplier for our new electronic patient record (EPR).

Our new EPR will transform the way we deliver care across our organisation while also supporting teams to share the information safely across Devon and provide care to patients remotely. Clinical engagement is the implementation of our EPR is vital and there will be many opportunities for the successful candidate to get involved. We are aiming for full implementation by 2025.

Outline job plan

A provisional job plan and timetable is included but is subject to modification. A detailed job plan and timetable will be discussed with the successful candidate.

The total programmed activity for this role is: 10 PAs, which is split into Direct Clinical Care (DCC): 7.5 PAs per week and Supporting Professional Activities (SPAs): 2.5 PAs per week in the first year of starting.

An example of a typical 10 PA timetable is on the next page. This is for illustration purposes only and may be subject to alterations. The successful candidate is expected to work endoscopy sessions flexibly. Additional PAs can be negotiated at job plan reviews.

On-call commitments

There is an on-call endoscopy rota shared as a one in nine between gastroenterologists for acute gastrointestinal haemorrhage. The successful candidate would be expected to have the skills to participate in this rota.

The Gastroenterologists contribute to the acute medical take at weekends only (one in eight). They work alongside the general medical consultants on for the weekend. This results in an average of 13 rounds a year lasting roughly four hours each. This take involves working with the wider medical team as listed below. The general medical team is the largest team in our organisation and is innovative and cohesive. There are 72 physicians with speciality interests.

Admissions at night are managed through a very effective generic system introduced in 2004 referred to as 'Hospital at Night'. The introduction of this system allowed compliance with new junior doctors' hours and at the same time has contributed to a reduction of in-patient morbidity and mortality.

Additional aims are to provide more appropriate multidisciplinary care to all acutely ill patients regardless of specialty of admission and to reduce length of stay through more rapid assessment and access to diagnostics. There are well developed systems for avoiding unnecessary admission and reducing length of stay. There is a quarterly Medical Unit Committee which consultants are encouraged to attend and a Clinical Leads meeting.

Timetable example

		Off - ward timetable (seven weeks in eight)	On - ward timetable (one week in eight)
Monday	08:30 - 12:30	Endoscopy list	Ward round
	12:30 – 13:30	Grand round	Grand round
	13:30 – 17:30	Personal SPA session	Ward work
Tuesday	08:30 – 12:30	Endoscopy list	Ward round
	12:30 – 13:30	Upper GI cancer MDT Meeting	Upper GI cancer MDT Meeting
	13:30 – 17:30	Admin session	Ward work
Wednesday	08:30 – 12:30	Outpatient clinic	Ward round
	12:30 – 13:30	Liver MDT Meeting	Liver MDT Meeting
	13:30 – 17:30	Non-working session	Ward work
Thursday	08:30 – 12:30	Admin session	Ward round
	12:30 – 13:30	IBD MDT meeting	IBD MDT meeting
	13:30 – 17:30	Department SPA session	Ward work
Friday	08:30 – 12:30	Outpatient clinic	Ward round
	12:30 – 13:30	Gastro / Surgical joint educational meeting	Gastro / Surgical joint educational meeting
	13:30 – 17:30	Admin session	Ward work
Saturday	08:30 – 12:30		
	12:30 – 13:30		
	13:30 – 17:30		
Sunday	08:30 – 12:30		
	12:30 – 13:30		
	13:30 – 17:30		

The single consultant covering the gastroenterology specialist ward for the week continues to cover acute gastroenterology services at the weekend. This weekend work involves four hours of a post take general medical ward round (8am-12pm) and then a two hour gastroenterology ward round. On the following Monday morning there is a formal handover face to face with the next week's team, an admin session that morning and then two and a half days of TOIL (generated by weekend working).

There are no additional general medical roles beyond the two ward rounds at the weekend. Out of hours endoscopy services are consultant led with a one in nine rota.

Main duties of the role

- to provide high quality care to patients including clinical leadership and supervision of junior medical staff. Ensuring that the highest standards of clinical care are provided to all patients attending the hospital.
- to be proactive in ensuring that all patients receive rapid assessment, treatment and clinical decision making, whilst ensuring our standard to deliver safe quality and performance are delivered and sustained.
- patient safety, dignity and care are the highest priority and at the centre of all that we do.
- to ensure a sustainable and long-term future as an innovative department service the local population.
- to provide teaching and training at undergraduate and postgraduate level and supervise and train the juniors and speciality doctors. If appropriate, to undertake training to become a clinical and/or educational supervisor and maintain CPD in this area. To be proactive in the department's clinical governance agenda and take on leadership roles to support continuous learning and improvement, thereby abiding by our organisation's clinical and corporate governance policies.
- to liaise with clinicians and managers within and outside the department to address any issues arising that may affect the services.
- to participate in relevant audit and quality assurance processes.
- to communicate with local GPs
- to manage a team.

Other responsibilities include:

Junior staff: recruitment, appointment and educational supervision including educational contracts, regular appraisal, organisation of study leave, annual leave and rotas

Budget: co-operate with the Deputy Medical Director and Divisional General Manager on budget issues.

Communication: this will include the responsibility for and arrangement of communication and liaison with all other medical and service departments within our organisation as well as other NHS trusts.

Teaching: to have an active role in the junior doctor training programme.

Person specification

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Full GMC Registration (with licence to practice) • CCT in Gastroenterology and General Medicine (or equivalent) • CCT (must be within 6 months of interview), • MRCP • Entry on Specialist Register either with CESR or European Community Rights 	<ul style="list-style-type: none"> • Teaching Qualification
Clinical experience	<ul style="list-style-type: none"> • Ability to take full and independent responsibility for clinical care of Gastroenterology and GIM patients. • Broad experience in Gastroenterology • Expert Endoscopist • Ability to offer expert clinical opinion on a range of problems both emergency and elective gastroenterology • Experience in delivering general gastroenterology services • Willing and able to work to guidelines and group discussions 	<ul style="list-style-type: none"> • Training Endoscopic trainers course

Person specification

Attributes	Essential	Desirable
Management and administrative experience	<ul style="list-style-type: none"> • Ability to organise and manage priorities • Active interest in IT • Experience in audit and management in Gastroenterology and Acute Medicine • Ability to advise on efficient and smooth running of the department • Ability to demonstrate willingness to manage and lead clinical teams • Flexible approach • Ability to demonstrate leadership capability within multidisciplinary teams 	<ul style="list-style-type: none"> • Familiar with current structure of Health Service and recent initiatives and changes • Management course or qualification
Teaching / research experience	<ul style="list-style-type: none"> • Proven ability to teach clinical and procedural skills • Ability to apply research outcome to clinical problems • Willingness and ability to contribute to departmental and Trust teaching Programme • Evidence of medical student teaching / supervision experience • Desire to continue to audit practice 	<ul style="list-style-type: none"> • Publications in peer reviewed journals • Experience of teaching clinical skills to undergraduates and postgraduates • Ability to supervise postgraduate research

Person specification

Attributes	Essential	Desirable
Communication and personal skills	<ul style="list-style-type: none"> • Caring attitude to patients • Ability to work independently and as part of a team • Honesty and reliability • Willingness to work flexibly according to the needs of the service, observing national, organisational and departmental guidelines • Enquiring, critical approach to work • Ability to communicate effectively with patients, relatives, GPs, nurses and other professional staff and agencies • Ability to cope in stressful situations • Commitment to continuing medical education and professional development • Physically capable of fulfilling the role as presented • Proven communication skills • Ability to travel to work commitments • Sense of humour 	<ul style="list-style-type: none"> • Evidence of successful team membership • Willingness to undertake additional professional responsibilities at local regional or national levels • Attendance at Communication Skills Course

Person specification

Physical skills	<ul style="list-style-type: none">• Applicants must meet professional health requirements (in line with GMC Standards / Good Medical Practice).• Capacity to manage time and prioritise workload, balance urgent and important demands, follow instructions.
Physical effort	<ul style="list-style-type: none">• Capacity to communicate effectively and sensitivity to others.• Capacity to work effectively in a multi-disciplinary team.
Emotional effort	<ul style="list-style-type: none">• Demonstrates effective judgement and decision making skills.• Capacity to operate effectively under pressure and remain objective in highly emotive / pressurised situations.
Mental effort	<ul style="list-style-type: none">• Able to discuss treatment options with patients in a way they can understand.• Demonstrate leadership, when appropriate.• Capacity to establish good working relationships with others.• Awareness of own limitations, and when to ask for help.

For further information about this post or to arrange an informal visit to the department please contact: Dr Richard Johnston (Clinical Lead - Gastroenterology) on 01803 654979.

To apply please visit www.jobs.nhs.uk and complete the on-line application form, attaching a copy of your CV to your on-line application.