



South Tees Hospitals NHS Foundation Trust

Job description & person specification



We're thrilled you're thinking of joining our journey

Getting good NHS services is the most important thing to more than 1.5 million patients, carers and families in the Tees Valley, North Yorkshire and beyond who depend and rely on them. It is the most overriding thing to everyone who works at South Tees Hospitals NHS Foundation Trust too.

Since the autumn of 2019, we have been empowering our clinicians to take the decisions about how we manage our resources and deliver care across our hospitals and services – supported by our amazing scientific teams, administrative, support staff and volunteers. This is important – not just for our local communities in Teesside and North Yorkshire but for patients across the North East and beyond who rely on us as a specialist centre and regional major trauma centre.

By enabling clinicians to come together to shape and deliver the care they want for their patients, we were rated by our colleagues in the 2020 NHS Staff Survey as the most improved Trust in the country. This clinically-led approach has been at the heart of our response to COVID-19 and the overriding goal set by our experienced clinicians to help keep colleagues, patients and service users safe.

We are an anchor tertiary provider – delivering world-class cancer, cardiothoracic, spinal, cochlear implant, neurosciences, gynaecology and urology care for patients across the region – and one of only three hospital trusts in the UK operating three robotic surgical systems. Our major trauma centre sees half of all trauma cases in the North East and Cumbria. Our role as an anchor tertiary provider is also crucial in ensuring that specialist care is available to patients across our region and that health inequalities are not exacerbated in our local patient populations.

Our laboratory colleagues were amongst the first in the country to develop round the clock on-site testing for COVID-19 and James Cook was one of the world's first COVID vaccination centres.

Our significant contribution to the COVID-19 research effort is a mark of our determination to remain at the forefront of clinical research as a driver of safe, quality care. Alongside our commitment to research, our position as one of the country's highest ranked medical training organisations, and as a Top 100 Apprenticeship Employer, characterises our commitment to our people and communities.

By joining the South Tees family, you are joining a team who are committed to putting safety and quality first.



Clinically-led

Since October 2019, we have been empowering our clinicians to make the decisions around how we allocate our resources and deliver care – supported by the wealth of experience and professional knowledge that exists within our operational, estates, human resources and other administrative and support teams.

We have done this through our Clinical Policy Group (CPG) which draws its membership from our clinical directors, nursing and allied health professional leaders, chief medical officer, executive team, operational managers, chairs of staff-side, our senior medical staff forum, and our BMA representative.

Our CPG has created ten clinically-led improvement collaboratives (service groups) - natural care communities of surgeons, physicians, nurses, midwives, scientists, allied health professionals and administrative and support colleagues, which have come together to make their services even better for our patients.

At the heart of our clinical collaboratives is our Leadership Improvement and Safety Academy which encompasses our patient safety faculty and provides a range of support, including leadership and management training, quality improvement skills, team and service support, coaching and human factors training.



Welcome to the South Tees Way?

The values and behaviours of our nurses, midwives, doctors, allied health professionals, scientific teams, administrative, support staff and volunteers has been instrumental in helping our services to meet the challenges presented by COVID-19.

They are the words we want our patients, service users and colleagues to be able to use to describe how it feels to receive care or work in our hospitals and services.



Respectful

I am respectful because I listen to others without judgement. I promote equality and diversity and treat others as they wish to be treated. By holding myself and others to account I demonstrate my professionalism and integrity to my colleagues.



Supporting

I am supportive because I acknowledge the contribution of my colleagues. I support my colleagues and our trainees to develop themselves in order to deliver the best possible care to our patients and families. Being part of a team requires me to be honest, available and ready to help others and myself.



Caring

I am caring because I show kindness and empathy to others through the delivery of individual and high quality care to our patients, families and my colleagues.



Supporting you

Recognising our fantastic colleagues

Each month hundreds of colleagues are nominated for our South Tees Appreciation Reports – known as STARS. The STARS Awards help us celebrate the individuals, teams and services that deliver outstanding patient care or go the extra mile in their job.

Staff networks

One of the fantastically important strengths of our South Tees family is our diversity. We currently have five staff network groups which support BAME, Disability and Long-term Health, Faith, LGBTQ+ and Menopause. Our support network groups provide a forum in which issues that matter to colleagues are raised and cascaded for action through to the Equality Diversity and Inclusion (EDI) strategy group. They enable individuals to come together, to share ideas, raise awareness of challenges and provide support to each other.

Health and wellbeing

We have an in-house Occupational Health Service which is there for colleagues to access to seek support across a range of areas such as mental health and physiotherapy. We also have dedicated staff psychologists alongside wellbeing coordinators to support colleagues and deliver psychological first-aid and empathetic listening. In 2020 all our colleagues received an extra day of annual leave in recognition of the amazing work that everyone has done during the pandemic.

Education training and development

Leadership Improvement and Safety Academy

As a clinically-led organisation, the safety and wellbeing of our patients, service users and colleagues, and Improvement and Safety Academy is clinically-led and brings together training and education, clinical leadership, improvement and safety in to one support function for a common purpose.

The academy encompasses our patient safety faculty and utilises existing teams and experience to provide a range of support to specialties and departments, including leadership and management training, quality improvement skills, team and service support, coaching and human factors training.

Our special partnership with the armed forces

We are proud of our strong ties with the Armed Forces as one of the nation's seven Ministry of Defence Hospital Units.



Living in South Tees

From the breath-taking beauty of The North York Moors National Park to a world-class public art gallery and designer boutiques, and from the stunning North East coastline to the warm welcome of our historic villages, we have it all. Welcome to our world.



As well as the fantastic variety of career opportunities with us, you will never stop enjoying the amazing quality of life that our region has to offer.

Short commutes and great transport

We are minutes away from stunning countryside and unspoilt coastline. And if that isn't enough, the Lake District is just a two-hour drive away and Teesside International Airport has destinations across the UK and the Mediterranean. London and Edinburgh are less than three hours away by train.

Schools

Our region is home to lots of excellent schools that can provide any child with a solid foundation for a great and happy future.

Housing

We have some of the lowest house prices in England and living costs in England, making your money go further.

- London – £517,686
- West Midlands – £200,176
- North West – £168,414
- North East – £125,947



JOB DESCRIPTION

GENERAL DETAILS

Title	Hepatology Fellow
Location	South Tees Hospitals NHS Foundation Trust The James Cook University Hospital, Middlesbrough & The Friarage Hospital, Northallerton.
New	New post
Overall job purpose	The post will be predominantly based at The James Cook University Hospital with a level of cross site working at The Friarage Hospital, Northallerton. The post is advertised on a whole time basis, although any candidate who is unable to work full time will be eligible to apply and, if appointed, modification of the job content will be discussed in consultation with consultant colleagues and the Medical Director.
Accountable to	Clinical Director, Dr Prashantha Sambaiah
Reports to	Clinical Lead for Hepatology, Dr Darren Craig
Works with:	Consultants in Gastroenterology (based at The James Cook University Hospital and Friarage Hospital Northallerton)



PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Training	<ul style="list-style-type: none"> • Must hold or be eligible for full GMC registration with licence to practice • MRCP or equivalent 	<ul style="list-style-type: none"> • Evidence of ability for career progression in gastroenterology following MRCP
Clinical experience	<ul style="list-style-type: none"> • Evidence of minimum 2 years' experience in Gastroenterology/Endoscopy at registrar level • Competence in diagnostic gastroscopy (JAG provisional certification or equivalent) <p>Outpatient and inpatient experience in hepatology at registrar level for a minimum period of 1 year</p>	<ul style="list-style-type: none"> • Experience of therapeutic Endoscopy techniques e.g. variceal banding
Management and administrative experience		<ul style="list-style-type: none"> • Leadership or management course



PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL	DESIRABLE
Teaching and training experiences	<ul style="list-style-type: none"> • Experience of supervising junior medical staff 	<ul style="list-style-type: none"> • Other teaching skills/experience
Personal attributes	<ul style="list-style-type: none"> • Ability to communicate effectively with colleagues, patients, relatives, GP's, nurses and other agencies • Ability to work within a multidisciplinary team • Caring attitude to patients • Commitment to good team working and relationships • Commitment to training and continuing medical education (CME) • Flexibility to respond to changing service needs • I.T. Skills 	
Health	<ul style="list-style-type: none"> • Satisfactory medical clearance from trust's Occupational Health Department. 	
Audit & Research	<ul style="list-style-type: none"> • Understands the principles of audit and research 	<ul style="list-style-type: none"> • Evidence of participation in audit and research projects • Valid GCP certificate • Peer reviewed publications



DUTIES & RESPONSIBILITIES OF THE POST

Maintain the highest clinical standards in the practice of Hepatology. 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.

Clinical responsibilities

The primary duty of this post is to gain experience in inpatient and outpatient hepatology whilst also developing broader gastroenterology and endoscopy skills and experience. A flexible approach to supporting gastroenterology and endoscopy service provision is strongly encouraged. The gastroenterology department is moving towards a full 7-day service and there will be a requirement to provide endoscopy lists or gastroenterology/hepatology ward support at weekends on 1 in 4 basis. The post includes approximately two flexible service endoscopy lists per week, 1 patient related administration session, 0.25 audit sessions/week.

If successful you will have the opportunity to develop endoscopy skills (1 list/week), along with exposure to hepatology and gastroenterology outpatient clinics (2/week) and multidisciplinary team meetings (0.5 sessions/alternate week). There will be an expectation to contribute to the hepatology education programme within the Trust including junior doctor, nursing, and primary care education. The post holder will engage with other clinical governance activity such as morbidity and mortality meetings and Teeswide complex hepatology meetings.

The successful candidate will also be expected to take part in educational supervision meetings and annual appraisals (mandatory) conducted by the Clinical Director. Appropriate time and assistance will be provided for preparation.

You will have active involvement in hepatology related audit & research projects with joint research projects being undertaken with both the University of Teesside and Durham University, as well as involvement in the further development of research links.

If you are successful in your application, you should be committed to Continuing Professional Development as well as any other duties which may be required.

Job Plan

A formal job plan will be agreed between the appointee and the Clinical Director after the commencement date of the appointment. The job plan should be reviewed quarterly to review the service and training commitments. It will cover all aspects of professional practice including clinical work, teaching, research, and educational responsibilities.



Hospital Infection Control (HIC)

You will ensure that you follow the Trust's hospital infection prevention and control (HIC) policies and procedures to protect patients, staff, and visitors from healthcare-associated infections. You will ensure that you perform the correct hand hygiene procedures (as described in HIC 14), when performing clinical duties. You will use aseptic technique and personal protective equipment in accordance with Trust policies.

Accommodation and Secretarial Support

The post is served by appropriate office facilities including IT facilities with access to the Trust's clinical systems. In addition, there is the provision of appropriate secretarial support.

Privacy and Dignity

Responsibility for protecting privacy and dignity does not lie with one individual or group but with staff at every level. You must adhere to the Policy G1 I2 Privacy and Dignity.

Records Management

You will follow the Trust's policy on records management and complies with the NHS Code of Practice for Records Management.



The Hepatology service at South Tees

The Hepatology service offers care across both South Tees Hospitals NHS Foundation Trust sites. We were delighted to recently receive level 2 Improving Quality in Liver Services (iQiLs) accreditation. Our hepatology team comprises of three full time consultant gastroenterologists: Darren Craig (Clinical Lead); Ahmed Monier and Timothy Hardy (Gastroenterologist WSI hepatology), all with a specialist interest in liver disease.

We also have two full time liver specialist nurses, Zoe Cox and Stephanie Goodman, and a specialty doctor in hepatology/endoscopy, Eman Alabsawy. We cover The James Cook University Hospital, Middlesbrough and Friarage Hospital, Northallerton. The team has developed strong clinical links with the hepatology and HPB teams at the Freeman Hospital Newcastle who provide regular satellite clinics at the JCUH site. Outpatient liver clinics are held in the endoscopy centre at James Cook and the outpatient department at the Friarage.

Ultrasound guided paracentesis & transient elastography services

Our dedicated ultrasound guided paracentesis service is delivered by the liver specialist nurses and arranged as a day case in the same day emergency care unit at James Cook or the Friarage. In addition to providing high quality care, the specialist nurses regularly train clinical colleagues to perform paracentesis and provide an inreach service for large volume paracentesis throughout the hospital. We have regular transient elastography clinics at both sites to assess patients for liver fibrosis.

Specialist services

Patients with advanced liver disease may require specialist services, such as liver transplantation or HPB surgery, which are not provided at James Cook or the Friarage. We have close links with the transplant centre in Newcastle. Steven Masson (Consultant Hepatologist at the Freeman Hospital) provides a clinic at James Cook once a month to review and follow up these patients.

The wider Gastroenterology & Endoscopy service

The wider Gastroenterology consultant team is supported by an Associate Specialist, 3 Specialist Registrars, 2 Endoscopy fellows, 7 Foundation doctors, 3 IBD and Nutrition Service Specialist Nurses, 2 liver specialist nurses, PEG service nurses and 6 Nurse Endoscopists.

The department provides a full range of endoscopic services including ERCP, EUS, complex polypectomy, video capsule endoscopy and transnasal endoscopy. There is a 365 day, 24/7 out of hours emergency endoscopy service providing support for the ~2000 annual patients with acute GI bleeding treated by the Trust. This rota is provided exclusively by consultant Gastroenterologists, supported by our own endoscopy nurses. The radiology department can provide interventional radiology for GI bleeding and there are close links with the Freeman Hospital to facilitate transfer for TIPSS.

There is integrated out-patient suite and a 26-bedded inpatient ward (ward 6). There is a purpose built 4-room Endoscopy Unit on the JCUH site using modern Olympus equipment (Q290 HD range) including scope guide imagers and Medilogik endoscopy reporting software. On the Friarage hospital site there is a purpose-built three-room endoscopy and urology Investigation Unit. We also provide endoscopy services at Redcar Primary Care Hospital.



Research & training

There are endoscopy training and research leads to coordinate and develop these activities across the Directorate as part of the Northern endoscopy training Academy (NETA).

The Directorate has strong links with the Universities of Teesside, Durham, and Newcastle. There are tremendous opportunities for the successful applicant to develop their own research interests or to become involved in ongoing projects; the Department, Trust and Academic Division would support such endeavour. Applicants with a strong and current research portfolio may be eligible for sessional funding. The Department has links with the Northern Region Endoscopy Group (NREG) as well as participating in CLRN portfolio and commercial studies. With the support of the Trust R&D Department and the CLRN the Department has recruited to a number of important studies including CALIBRE, BOPPP, PEARL, ASEPTIC and HALT-IT.



Indicative Flexible Timetable

DAY	AM	PM
Monday	Hepatology clinic	Outpatient clinic/ “hot” clinic
Tuesday	Ward referrals /ambulatory care reviews (flexible session)	Clinical triage /virtual clinic
Wednesday	General Endoscopy List	Clinical administration
Thursday	Gastroenterology inpatient ward support (flexible session)	Ward referrals (flexible session)
Friday	General Endoscopy list (training list)	UGI MDT/Audit/ Research (0.5) - alternate week Admin (alternate weeks)



ENQUIRIES AND VISITS

Applicants or prospective applicants are encouraged to visit the department and to meet prospective colleagues. Arrangements for visiting can be made by contacting

Dr Darren Craig
Consultant Gastroenterologist & Hepatology Clinical Lead
Email: darren.craig@nhs.net

The Endoscopy Centre,
The James Cook University Hospital,
Marton Road,
Middlesbrough.
TS4 3BW

(01642) 854969 (secretary)
(01642) 850850 Ext 53441 (direct line)

APPLICATIONS

Applications should be submitted online via– www.jobs.nhs.uk

