



# 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've 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, und 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	Speciality Doctor In Endoscopy
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 significant cross site working at The Friarage Hospital, Northallerton and the Redcar Primary Care Hospital, Redcar. 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 clinical lead for endoscopy.
Accountable to	Clinical Lead for Endoscopy, Dr Arvind Ramadas
Reports to	Clinical Lead for Endoscopy, Dr Arvind Ramadas
Works with:	Consultants in Gastroenterology (based at The James Cook University Hospital and Friarage Hospital Northallerton), GI consultant colleagues and clinical endoscopists.



## PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Training	<ul style="list-style-type: none"> <li>• Must hold or be eligible for full GMC registration with licence to practice</li> <li>• MRCP or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of ability for career progression in gastroenterology following MRCP</li> </ul>
Clinical experience	<ul style="list-style-type: none"> <li>• Evidence of minimum 2 years' experience in Gastroenterology/Endoscopy at registrar level</li> <li>• Competent in diagnostic gastroscopy and colonoscopy (JAG certified or equivalent). If the applicant is not JAG certified, then demonstration of evidence to support endoscopy practice will be required</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of therapeutic Endoscopy techniques e.g., injection, and banding</li> </ul>



## PERSON SPECIFICATION

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



## South Tees NHS Trust Endoscopy Services

The endoscopy services are currently delivered from James Cook University Hospital (JCUH) (4 rooms), Friarage Hospital (3 rooms), and further activity has commenced at the Redcar Primary Care Hospital in November 2023. There has been significant capital investment to support the expansion of the endoscopy services, and a brand-new endoscopy unit has been built at the Friarage Hospital, and this has been operational since September 2022.

At JCUH (regional upper GI cancer centre), a wide range of complex luminal endoscopic interventions are performed including complex luminal stenting, endoscopic resection of benign lesions (EMR, dysplastic Barrett's, TEMS), RFA for ablation of dysplastic Barrett's, POEM, STRETTA, single balloon enteroscopy, and gastrostomy feeding tube placements.

The service provides an exemplar GI bleed service, and there are dedicated lists for GI bleed patients in the morning and evening, and this is supported by the gastroenterologist on-call. There is a 24-hour GI bleed service, supported by endoscopy nurses, and regional referrals are accepted for interventional radiology for complex GI bleed referrals.

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 job-planned to provide time off in lieu of weekend and public holiday work and is provided exclusively by consultant Gastroenterologists, supported by our own endoscopy nurses.

The HPB service is well established and around 500 ERCPs are undertaken every year, and this is supported by a well-established EUS service. There is opportunity to deliver spy glass endoscopy at JCUH, and the surgical team from the regional HPB cancer centre (Freeman Hospital) provide weekly satellite clinics at JCUH.

The FHN endoscopy unit provides a wide range of diagnostic upper and lower GI endoscopies.

The South-Tees Minimally Invasive Gastrointestinal Service (SMIGS) was formally established in 2022 and offers the entire range of capsule endoscopy (upper, small bowel and colon), Crohn's capsule and cytosponge.

The trust is part of the Northeast Training Academy (NETA), is a regional endoscopy immersion training centre, and hosts JAG endoscopy course. The FHN hospital hosts the trust endoscopy training centre, and there is a strong focus on delivering high quality endoscopy training.



## DUTIES & RESPONSIBILITIES OF THE POST

Maintain the highest clinical standards in the practice of Gastroenterology and Endoscopy. 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 provide fixed and or flexible cover for endoscopy lists as well as to perform inpatient endoscopic procedures as required.

The Endoscopy service is moving towards a full 7-day service and there is a requirement to provide endoscopy lists at weekends on a pro-rotas basis. The post includes approximately 5 flexible service endoscopy lists per week (gastroscopy & colonoscopy), and the remaining 5 sessions can be utilised by the successful candidate to develop their sub-speciality interest. These include opportunities for training in HPB endoscopy, luminal therapeutic endoscopy (Luminal stenting, upper GI EMR, colonic EMR, complex polypectomy), capsule endoscopy and Barrett's endotherapy.

There are opportunities available to prospective candidates to train in therapeutic luminal endoscopy (stenting, EMR), single balloon enteroscopy, capsule endoscopy or ERCP. The successful candidate will be supported through a formal mentorship process.

The successful candidate will be expected to deliver endoscopy training and will be offered support to attend a JAG accredited endoscopy training centre.

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

You will have active involvement in endoscopy 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 Lead 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 carrying out 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 GI 12 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.



## Indicative Flexible Timetable\*

DAY	AM	PM
Monday	Endoscopy Service List	CPD/ Research/ Audit
Tuesday	Endoscopy Service List	Sub-speciality Session
Wednesday	Endoscopy Service List	Sub-speciality Session
Thursday	Endoscopy Service List	Sub-speciality Session
Friday	Endoscopy Service List	Sub-speciality Session/ complex polyp MDT/

**\*Weekend Endoscopy provision on a 1 in 4 basis (further discussions during interview)**

**The job description and duties may be subject to future review as the needs of the service change.**



## 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 Arvind Ramadas  
Consultant Gastroenterologist & Clinical Lead for Endoscopy  
Endoscopy Training Lead  
**Email:** [arvind.ramadas@nhs.net](mailto:arvind.ramadas@nhs.net)

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

(01642) 854860 (secretary)

## APPLICATIONS

Applications should be submitted online via– [www.jobs.nhs.uk](http://www.jobs.nhs.uk)

