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WALES

Bwrdd Iechyd Prifysgol
Hywel Dda
Hywel Dda University
Health Board



Job Description

**Appointment of Full Time
10 sessions – 37.5 hours per week**

LOCUM CONSULTANT in GENERAL MEDICINE WITH A SPECIAL INTEREST IN GASTROENTEROLOGY

Base: Bronglais General Hospital

Job Reference: 100-MED-BGH-117-L

Anticipated Start Date: Immediate

**SPECIALITY CONTACT FOR ENQUIRIES ABOUT THIS POST
Dr Mark Narain, Consultant Physician and Gastroenterologist**

Tel ☎ 01970 635981

Links to Additional Information

- Hywel Dda University Health Board Homepage <http://www.hywelddahb.wales.nhs.uk/>

Don't forget you can follow us on our social media channels via your own devices and keep up to date with the latest news:

www.twitter.com/HywelDdaHB

www.facebook.com/hywelddahealthboard

www.youtube.com/HywelDdaHealthBoard1

www.linkedin.com/company/hywel-dda-university-health-board

Medical Recruitment, Glien House, Cillefwr Industrial Estate, Johnstown SA31 3RB

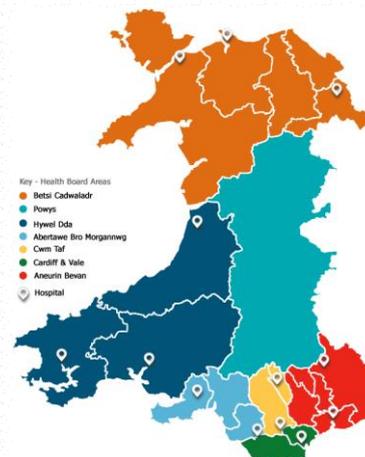
Tel ☎ 0300 3036138/ Email ✉ Consultant.Recruitment@Wales.nhs.uk

Introduction

Office accommodation, secretarial support and full IT facilities including access to intranet and internet will be provided.

Hywel Dda Health Board is one of seven acute Health Boards in Wales, and covers a quarter of the land mass of Wales.

This post comes during a period of Health Board-wide service reviews, including a comprehensive reconfiguration of services for Mental Health in West Wales. The potential for Health Board-wide developments and a closer liaison with primary care and social services is substantial and exciting. A major expansion in undergraduate medical student teaching is planned.



Hywel Dda University Health Board provides services to the 3 counties of Ceredigion, Pembrokeshire and Carmarthenshire which together cover a quarter of Wales. It is predominantly rural in nature with areas of outstanding beauty attracting National Park status. Llanelli on the south coast is the only major industrial town in the area. Aberystwyth, Lampeter and Carmarthen are University towns. Cardiff, the capital of Wales is approximately 125 miles away while Swansea is about 65 mile away from Aberystwyth.

Any applicant who is unable, for personal reasons, to work full-time will be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with Consultant colleagues.

NHS Wales Core Principles

The NHS is about people, working with people, to care for people. NHS Wales values all its staff – from Wales, the UK, EU and non-EU foreign nationals. As part of NHS Wales' ongoing commitment to strengthen the values and behaviours of Health Boards and Trusts, the following Core Principles have been developed which further help staff respond better to the demands for its services:-

- ✓ We put our patients and users of our services first
- ✓ We seek to improve our care
- ✓ We focus on wellbeing and prevention
- ✓ We reflect on our experiences and learn
- ✓ We work in partnership and as a team
- ✓ We value all who work for the NHS

These Core Principles describe how everyone within NHS Wales is expected to behave and help us all to achieve the highest quality in everything we do.

This is a replacement post and you will join colleagues in a very dynamic and forward looking department that is supported by a comprehensively equipped established JAG accredited endoscopy Unit (a Beacon Site in Wales), Clinical Nutrition CNS and networked BBV service. There will also be an opportunity to contribute to the teaching of medical students from the Universities of Swansea and Cardiff.

This post comes during a period of Health Board-wide service reviews, including a comprehensive reconfiguration of services in West Wales. The aim is to provide a spectrum of flexible and responsive services across the Health Board, encompassing:

- Development of a comprehensive Gastroenterology service across Health Board based at Bronglais Hospital, Aberystwyth
- Acute inpatient assessment and treatment
- General and Specialist DGH and Community-based outpatient clinics
- Effective leadership to multidisciplinary staff members of the unit
- Development of teaching, training and research within the Organisation

The potential for Health Board-wide developments and a closer liaison with primary care and social services is substantial and exciting. A major expansion in undergraduate medical student teaching is planned.

Any applicant who is unable, for personal reasons, to work full-time will be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with Consultant colleagues.

Details for Visiting

Those wishing to discuss the post informally in the first instance, or visit the department are encouraged to contact:

Dr Mark Narain	Dr Annette Snell
Consultant Physician and Gastroenterologist	Clinical Director
Bronglais General Hospital	Scheduled/Unscheduled Care
Tel: 01970 623131	Tel: 01970 623131

Shortlisted candidates will be encouraged to visit and contact the Local Panel Members – details of these will be available to shortlisted candidates when panel is confirmed

Please note that pre-interview visits to other Outside AAC panel members are neither required nor expected.

JOB DESCRIPTION

The Job Itself

<u>Title:</u>	Locum Consultant in General Medicine with a specialist interest in Gastroenterology
<u>Professionally responsible to:</u>	The Medical Director
<u>Managerially accountable to:</u>	Clinical Director & Acute General Manager/Clinical Team Lead within the Speciality with ultimate accountability to the Chief Executive
<u>Responsibility for Staff as Part of this Post:</u>	All junior medical staff

This appointment is offered for a fixed term period, as per details in the advert, and your principal place of employment being Bronglais Hospital, although other working locations including off site working may necessary and will form part of your agreed job plan. This will be subject to change as the Health Board's clinical requirements are amended to meet the needs of the service/patients.

Other hospitals at which duties are performed: In view of the fact that the organisation is currently undertaking a review of its services and the locations at which they are undertaken, it is important to be aware that work patterns may change, and the place(s) of duties modified.

The Clinical Strategy of the Health Board is under constant development and the job holder may be required to undertake different duties agreed at the time of appointment.

Purpose of the Post and General Responsibilities

To provide, with consultant colleagues (as appropriate) a service in General Medicine and Gastroenterology and supporting the development of sub-speciality interest to the hospitals and community so designated with responsibility for the prevention, diagnosis and treatment of illness.

All clinical staff are accountable and responsible for their own clinical competence and should limit their actions to those for which they are deemed competent. Clinical staff are also required to comply with the requirements of their professional organisation regarding supervision.

As a senior employee of the Health Board the post holder will work in close co-operation with, and support other clinical, medical professional and managerial colleagues in providing high quality healthcare to the Health Board's patients.

Integral to the responsibilities of the post are the following requirements:-

- To ensure the provision and delivery of a first class clinical service
- To provide effective leadership to all staff engaged in the speciality
- To sustain and develop teaching and research wherever appropriate
- To undertake all work in accordance with the Health Board's procedures and operating policies
- To conduct clinical practice in accordance with contractual requirements and within the parameters of the Health Board's service plans
- To maintain the confidence of business plans and development strategies formulated for the specialty or the Health Board
- Core clinical expertise in Gastroenterology
- Experience and knowledge of running a subspecialty service

- Leadership and team building skills as well as working as part of a multidisciplinary team
- Supporting and training multidisciplinary teams
- Delivering care in the community alongside primary health care and social care teams
- Addressing the Intermediate Care Agenda
- Participating in CPD including Audit
- You are expected to maintain your professional development for Revalidation
- A Teaching and Training Role for medical undergraduates and postgraduates
- Educational Supervisor role to Junior and Middle Grade Medical Staff
- To undertake regular multidisciplinary clinical audit and provide evidence based medicine

Specific Responsibilities of the Post

Clinical

- To share the responsibility for the acute care of General Medicine and Gastroenterology patients
- To support the development and delivery of a sub specialty service in hospital and in the community
- To conduct clinical practice in accordance with contractual requirements within the parameters of the Division's and Health Board's agreed objectives.
- To develop and deliver a comprehensive service in Gastroenterology

Teaching/Training (as agreed with Clinical Lead/Hospital Director/AMD/MD)

- To provide conditions for improved training opportunities in line with national and local recommendations arising out of MMC and related requirements
- To participate in the undergraduate teaching programme
- To assist and participate with the development of postgraduate training for F1s, F2s, CTs, STs, SpRs, Speciality Doctors and other staff as appropriate
- Where agreed, to act as Educational Supervisor to junior and middle grade medical staff

Audit (as agreed with Clinical Lead/Hospital Director/AMD/MD)

- To promote evidence-based clinical practice
- To undertake regular audit

Research Opportunities in Hywel Dda

The Health Board has University status with strong links to the Swansea & Cardiff Universities to promote research & development and multi-professional teaching. We recently appointed our first Chair in Respiratory Medicine into the Health Board, with further appointments for the future, and we are the first Health Board in Wales to appoint Bevan Commission Fellows. This initiative programme aims to engage and capture the enthusiasm and commitment of our up and coming clinicians in Wales in addressing Prudent Health Care.

HDUHB is committed to enhance local research and development and the successful applicant would be strongly encouraged to develop a local research portfolio as part of their core NHS responsibilities (*Handbook to the NHS Constitution, January 2009*) as it improves patient outcomes (http://www.crncc.nihr.ac.uk/ppi/why_is_research_important) and is a Welsh Government priority (<https://www.wales.nhs.uk/sites3/page.cfm?orgid=580&pid=59041>).

The annual operating R&D Budget has increased by over 750% since 2008 and research operates across all 4 hospital sites with increasing opportunities in Primary Care.

- Basic sciences: we have memoranda of understanding with Swansea and Aberystwyth Universities, jointly funding post-doctoral researchers and co-supervising MSc, MPhil and PhD students in e.g., sport science, rehabilitation, medical engineering, psychology & qualitative research, management change, biomarker discovery and most recently metabolomics
- Commercial Trials: with experienced research nurses dealing solely with commercial companies working on your behalf and pharmacists dedicated only for clinical trials, our clinicians are working increasingly with major companies. This is not only in our established areas of strength such as diabetes and respiratory medicine, but new studies have just opened with Consultants as Principal Investigators in cardiology, lipid medicine, urology, rheumatology and dermatology
- Portfolio trials: there are specialist researchers from the Health & Care Research Wales and NIHR workforce recruiting patients into National and International trials across all 4 hospital sites and increasingly in Primary Care. New funding and a specialist R&D Manager will help any clinician act as a local Principle Investigator or develop their own pathway to portfolio work.

We have an 8-room Clinical Research Facility in PPH, with state of the art facilities that was opened in 2012 and new initiatives involve BioBanking, EU Lead for telemonitoring at scale and new Clinical Research Fellowships. For more details, please contact the Director of R&D and visit

Revalidation & Appraisal

- The post holder will be expected to participate in annual appraisal and to maintain a portfolio of supporting information to bring to appraisal as a basis for discussion. The All Wales format for appraisal is the online Medical Appraisal and Revalidation System (MARS),
- You will be expected to maintain GMC Revalidation as and then required, and will be supported through this process by the appointed Revalidation Manager. The Responsible Officer for Hywel Dda Health Board is Medical Director.

Quality and Standards

- To be familiar with and actively promote adherence to the regulatory framework including NICE and National Service Framework Guidance and to actively promote professional standards "The Duties of a Doctor"
- To undertake all work in accordance with the Health Board's procedures and operating policies

Learning Organisation

- To be involved in and actively manage complaints and any medico legal claims in their area of practice, management of serious incidents and responsibility for sharing any organisational learning from these

Patient Experience

- To monitor and respond to measures of patient experience

Patient Safety

- To work actively to reduce unintended harm to patients
- To contribute actively to the content areas of the 1000 Lives Campaign and any other subsequent patient safety campaign
- To adhere to the Health Board's Clinical Incident Policy

Personal Development

- To attend accredited conferences and meetings to update personal level of clinical practice, teaching and management skills in line with CME requirements
- To participate in an annual Job Planning Review process
- To participate in the Health Board's Annual Appraisal process

Equal Opportunities

- It is the aim of the Hywel Dda HB to ensure that no job applicant or employee receives less favourable treatment on grounds of gender, religion, race, colour, sexual orientation, nationality, ethnic or national origins or is placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. To this end, the HB has an Equal Opportunities Policy and it is for each employee to contribute to its success.

Flexible Working & work-life balance

Flexibility in employment is a key factor in demonstrating our commitment to fair and equal treatment inside the workplace and in attracting the highest calibre of applicants to work for the organisation. It is the aim of the Health Board that employees in all areas and levels of the organisation will be considered for flexible working in accordance with the Equality Act 2010 and regardless of their level of seniority, their current working pattern, or whether they are employed on a permanent or fixed term basis.

Management (as agreed with Clinical Team Lead/Hospital Director/AMD/ MD)

- To provide medical information for the development of systems appropriate for Health Board needs
- To participate in departmental consultant and senior staff meetings
- To attend other departmental, Divisional and Health Board meetings as necessary
- To attend regional and national meetings as necessary
- To undertake all work in accordance with Health Board procedures and operating policies
- To work within the financial and other restraints decided upon by the Health Board. Additional expenses of any kind will not be committed without the approval of the appropriate manager/budget holder.
- To co-operate with local management in the efficient running of services and an expectation to share with consultant colleagues in the medical contribution to management. In addition, it should be noted that a system of Clinical Directorship is in operation and close liaison with appropriate colleagues will be required
- To ensure that arrangements are in place for adequate medical staff to be available in relation to the treatment and care of patients

The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital. This statutory duty is in addition to any specific risk management or clinical governance accountabilities associated with the post.

Finally, the post holder is expected to:

- Observe the rules, policies, procedures and standards of Hywel Dda University Health Board together with all relevant statutory and professional obligations
- Observe and maintain strict confidentiality of personal information relating to patients and staff

Specialty/Department Information

Within Hywel Dda University Health Board we have a group of dedicated, highly experienced and cohesive gastroenterologists who offer comprehensive care to a population of 450,000, across a wide geographical spread.

We embrace video technology to develop a network both within our own sites in Hywel Dda, as well as across the principality into tertiary centres in Swansea and Cardiff.

We have Wales' first health board wide Joint Accreditation Group (JAG) accredited comprehensive endoscopy service, with a degree of duplication across the most northerly and southerly units to ensure equity of care to rural populations. Our service offers bowel Screening at three sites, delivered by a highly qualified group of clinicians with innovative use of video streaming, enabled by a high speed NHS connectivity unique to Wales. EMR is offered across all our acute hospital sites, with Endoscopic Retrograde Cholangio-Pancreatography (ERCP) at two sites, centralised Endoscopic Ultrasonography (EUS) and comprehensive staging service for Hepatopancreatobiliary (HPB) conditions and Colorectal cancer and therapies networked for multi-disciplinary team working.

Whilst a formal acute GI bleeding rota is not currently established due to the rural geography of the location and low intensity (1 in 20) , recruitment to this post would enable formal provision to be put in place.

Other established services:

- Networked blood borne virus (BBV) and hepatology clinical nurse specialist service with Public Health Wales support for the BBV element.
- Nutrition clinical nurse specialist.
- One site Irritable Bowel Disease (IBD) clinical nurse specialist due, with suitable appointee to be developed into a networked health board wide service.*Biological services are administered across the health board.
- Research portfolio with dedicated research nurse support.
- Recognised centre for training physician associates and prospects of targeting speciality training and development.

What we want to do in the future

We are a forward-thinking team and in the future we aim to:

- develop a network for IBD clinical nurse specialist and health board forum along the established cancer networks within Wales;
- develop targeted training for both physicians and nurses and make use of remarkably well equipped units (one of our sites has the latest Olympus video scopes with two scope guide stacks);
- build on good working relationships with primary care colleagues and develop innovative vetting and pre-test pathways;
- forge relationships with Aberystwyth University (one of our gastroenterologists in Hywel Dda has held the position of honorary Chair)
- Expand the number of nurse endoscopists in the department.

Bronglais General Hospital in Aberystwyth, Ceredigion, is uniquely situated in the middle of the West coast of Wales and stands as a model of rural healthcare being one of the smallest acute District General Hospitals in the UK. As well as serving the population of Ceredigion, it also serves the neighbouring counties of Powys and South Gwynedd.

The hospital has developed a reputation of innovation and forward-thinking and has led the way in adopting new technology to enhance clinical services. Cancer MDT's, Neurology Clinics and other services utilise teleconferencing facilities to provide local access to Tertiary Services.

Bronglais General Hospital, Aberystwyth

This is a busy rural district general hospital. The successful candidate will work in close conjunction with other consultant physicians in the hospital and the community; the distribution of these posts is as follows:

Names of Senior and Consultant Members of the Department

Dr Annette Snell	Consultant Orthogeriatrician and Clinical Hospital Director
Dr Mark Narain	Consultant General Physician and Gastroenterologist
Mr Sebastian Simone	Consultant Colorectal Surgeon
Mr Cristian Soare	Consultant Colorectal Surgeon
Dr Donogh McKeogh	Consultant Cardiologist
Dr Lenka Raisova	Consultant Cardiologist
Dr Kevin Joseph	Locum Consultant Cardiologist
Dr Arun Ramappa	Consultant Acute Physician
Dr Ian Thompson	Consultant in Frailty Medicine
Dr Kaled Hatashe	Locum Consultant in Respiratory Medicine
Dr Zubair Ul-Hassan	Locum Consultant in Diabetes
Dr Syed Raza	Locum Consultant in Stroke Medicine
Dr Jyoti Gupta	Locum Consultant in Acute Medicine
Dr Elin Jones	Locum Consultant in Oncology

Location

The principal place of work for this post is currently Bronglais Hospital, Aberystwyth. The post holder will generally be expected to undertake their programmed activities at the principal place of work or other locations agreed in the Job Plan. Exceptions will include travelling between work sites and attending official meetings away from the workplace. A planned and cost-effective approach is expected, and is included in the DCC sessional allocation. The post holder may be required to work at any site within the Health Board, including new sites.

Review

This job description will be regularly reviewed. It is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.

Consultant Development and Mentoring Programme

We run a successful Consultant Development and Mentoring Programme within the Health Board, this programme is specifically designed to meet the needs of newly appointed consultants, and offers a current and future focus by: This programme may also be provided to Locum Consultants subject to Service requirements:

The programme entails:

- developing you as a senior leader, to enable you to effectively contribute to Hywel Dda and its future direction.
- Enhancing your capability as a senior leader and to support you to deliver organisational priorities
- build capacity for the future, by aligning current priorities with planning for delivering future service.
- delivering development aimed at consultants, enabling you to translate the NHS Medical Leadership Competency Framework (MCLF) behaviours into practice

The programme has been designed to support new Consultants to achieve the competencies required from the Medical Leadership Competency Framework (MCLF). This framework has been included within the NHS Leadership Framework (LF), and as such is consistent in its language and approach.

In addition, the programme offers:

- membership of an action learning set for the duration of the programme
 - have access to diagnostic tests to support identification of individual learning and development needs, including the LF 360° self-assessment
 - the opportunity for Academic accreditation (tbc)
 - access to an executive coach
 - opportunity to meet with the Chief Executive and Chair of Hywel Dda
 - access to the Hywel Dda quarterly leadership forum
 - invite to join the senior leadership programme's master classes
- A mentorship Scheme is also in place within the Health Board, with over 15 fully trained mentors to which all newly appointed Consultants will be allocated

Provisional Job Plan

Actual DCC/SPA split will be discussed and agreed with the successful applicant in the light of their individual agreed SPA needs.

Also the successful candidate will be allocated 0.5 SPAs per week in their first 12 months to participate on our Consultant Leadership Programme

(As required under paragraph 30a of the Terms and Conditions of Service)

Day	Time	Location	Work	Category	No. of Sessions
Monday	Am	Bronglais Hospital	Ward Round/Endoscopy	DCC	1.00
	Pm	Bronglais Hospital	Admin	DCC	1.00
Tuesday	Am	Bronglais Hospital	Ward Round	DCC	1.00
	Pm	Bronglais Hospital	OPD	DCC	1.00
Wednesday	Am	Bronglais Hospital	CRC MDT/Ward Round	DCC	1.00
	Pm	Bronglais Hospital	Endoscopy	DCC	1.00
Thursday	Am	Bronglais Hospital	SPA	SPA	1.00
	Pm	Bronglais Hospital	OPD	DCC	1.00
Friday	Am	Bronglais Hospital	Ward Round/MDT	DCC	1.00
	Pm	Bronglais Hospital	Admin	DCC	1.00
TOTAL Sessions					10.00
Sessions				No. of Sessions	
Direct Clinical Care (including patient administration)				9	
On Call – If Applicable				0.25	
Supporting Professional Activities – one given for Continued Professional Development				1	
TOTAL SESSIONS				10.00	
On-Call Availability Supplement					
Agreed on-call rota – Prospective/Non Prospective cover for Annual/Study leave				1:10	
Agreed Category in line with colleagues on the same rota – currently paid at:				Intensity Band 3	

This Job Plan is provisional and will be discussed and agreed with the successful candidate upon appointment and annual job plan review.

In line with the terms and conditions, the final job plan is subject to the agreement of the Health Board through the Clinical Team Lead/Hospital Director and the appointee.

**Person Specification for LOCUM CONSULTANT in GENERAL MEDICINE
WITH A SPECIAL INTEREST IN GASTROENTEROLOGY**

Requirements	Essential	Desirable	Measurable by
Qualifications	<ul style="list-style-type: none"> - Full GMC Registration and Licence to Practice - MRCP or FRCS or other - Valid Certified Advanced Life Support Skills 	<ul style="list-style-type: none"> - Appropriate Higher Degree e.g. MD, PhD or MSc or equivalent - On Specialist Register with GMC or CCT due) within 6 months of interview date - Or CESR or equivalent European Qualifications for Specialist Registration 	Application
Clinical Experience	<ul style="list-style-type: none"> - Broad based experience in Gastroenterology - Knowledge of UK hospital systems (or equivalent) - Knowledge and participation in CPD - Competence in Gastroenterology and Endoscopy - Expertise in subspecialty - Able to apply knowledge - Safe and effective written and verbal communication skills - Knowledge and experience of communicating bad news - Meet the requirement of the GMC's "Good Medical Practice" 	<ul style="list-style-type: none"> - Experience of NHS - Wider experience, research and training in providing subspecialty service - Evidence of above average performance - Additional clinical qualification(s) 	Application/ Interview
Clinical Governance	<ul style="list-style-type: none"> - Evidence of participation in clinical audit and understanding role of audit in improving medical practice - Comprehension of core philosophy and building blocks of Clinical Governance 	<ul style="list-style-type: none"> - Knowledge of risk management - Knowledge of annual job planning/appraisal review process 	Application/ Interview
Research	<ul style="list-style-type: none"> - Experience and knowledge of critical appraisal of evidence so as to improve clinical outcomes 	<ul style="list-style-type: none"> - Evidence of initiating, progressing and concluding research projects with publication - Research degree 	Application/ Interview
Teaching	<ul style="list-style-type: none"> - Evidence of organising programmes and teaching medical students and junior doctors - Willingness to teach all grades of professional multidisciplinary staff 	<ul style="list-style-type: none"> - Organisation of further teaching programmes in medical education - "Training the Trainers" experience 	Application/ Interview
Management	<ul style="list-style-type: none"> - Knowledge of the management and structure of the NHS - Willingness to participate in clinical management 	<ul style="list-style-type: none"> - Evidence of management training 	Application/ Interview
Personal Qualities	<ul style="list-style-type: none"> - Ability to cope with stressful situations and undertake responsibility - Excellent interpersonal skills and team-working skills - Ability to work as part of a multidisciplinary and multi-agency team and alone - Ability to work flexibly in response to the changing needs of Geriatric Service <p>Ability to embrace the following personal values and behaviours on a daily basis:</p> <ul style="list-style-type: none"> · Dignity, Respect and Fairness; · Integrity, Openness and Honesty; · Caring, Kindness and Compassion. <p>Ability to demonstrate a commitment to our organisational values:</p> <ul style="list-style-type: none"> · Working together to be the best we can be; · Striving to develop and deliver excellent Services · Putting people at the heart of everything we do 	<ul style="list-style-type: none"> - Evidence of leadership attributes - Motivational skills 	Interview
	-		

