

**Job Title: Fixed Term Locum Consultant in Gastroenterology**

**Location: Aberdeen Royal Infirmary**

**Ref No: EG065461**

**Closing Date: Monday, 11 October 2021**

NHS GRAMPIAN

**LOCUM CONSULTANT GASTROENTEROLOGIST**

**Job Description**

**General**

*Aberdeen*

With a population of approximately 250,000, the city of Aberdeen stands between the Rivers Dee and Don. This historic city has many architectural splendours and the use of the sparkling local granite has earned Aberdeen the name of the ‘Silver City’ Aberdeen is recognised as the oil capital of Europe but nevertheless retains its old-fashioned charm and character making it an attractive place in which to live.

Aberdeen enjoys excellent communication services with other British cities – e.g. flying time to London is just over one hour with regular daily flights, road and rail links to all points North and South are excellent.

There is a wide choice of high quality housing available within easy commuting distance.

Well known for its superb quality of life, Aberdeen enjoys first class amenities including: His Majesty's Theatre, Music Hall, Art Gallery, Museums and Beach Leisure centre. Education facilities are excellent and in addition to Regional Education Authority schools, there are two fee-paying schools for girls and one co-educational college. All three cater for primary and secondary pupils.

There are two high-ranking universities in Aberdeen. The University of Aberdeen is a fusion of two ancient universities: Kings College founded in 1495 and Marischal College which dates from 1592. The University maintains an outstanding record in scholarship and supports a high level of teaching and learning underpinned by a first class portfolio of research programmes and currently has 10,000 matriculated students. In 2019 the Medical School was ranked 4th for Medicine in the UK by The Guardian newspaper.

The Robert Gordon University has earned wide recognition for its pragmatic approach to higher education both in Scotland and internationally. For generations it has produced qualified professionals across a broad spectrum of careers in the arts, management, engineering, sciences, pharmacy, health and the professions allied to medicine. Around 5,800 students study almost 100 full-time and part-time courses at undergraduate, post-experience and postgraduate levels. The University is actively involved in applied research in a variety of fields and many short course programmes are being formulated to meet the growing needs of the community.

Foresterhill Health Campus

Aberdeen Royal Infirmary, Aberdeen Maternity Hospital and the Royal Aberdeen Children’s Hospital are co-located with the University of Aberdeen Medical School on the Foresterhill site. The Suttie Centre is a purpose built clinical skills and postgraduate centre. The Institute of Medical Sciences brings together medical scientists and clinicians in a fully integrated research facility. The Rowett Institute is at the forefront of nutritional research. It includes a clinical investigation unit, a metabolic research facility and a body composition suite, alongside extensive state-of-the-art laboratories.

**1** *Description of Hospitals in the acute sector.*

**Aberdeen Royal Infirmary, Foresterhill**, with a complement of 1027 beds, is the principal adult acute teaching hospital in the Grampian Area providing a complete range of medical and clinical specialties. It is situated on a large open site to the North-West of the city centre. The Royal Aberdeen Children's Hospital and the Aberdeen Maternity Hospital are also located on this site. The Matthew Hay Building (previously known as the Emergency Care Centre) brings together emergency and urgent care services into one building.

 **Royal Aberdeen Children's Hospital** (RACH) with a complement of 109 beds together with the Neonatal Unit, Aberdeen Maternity Hospital (AMH) provide all specialist care for children up to the age of 16 years in the Grampian Region and the Orkney and Shetland Islands.

 **Aberdeen Maternity Hospital** with a complement of 177 beds is the main Maternity Hospital for the Area. It has both ante-natal and post-natal beds.

**Matthew Hay Building** with a complement of 353 inpatient and day case beds brings together urgent and emergency care services within one building. Accident and emergency (A&E), GMED (primary out- of- hour’s service) and NHS24 are also housed within this building.

**2** *Post*

1. **Consultant Gastroenterologist**

Applications are invited from appropriately trained individuals who are on the General Medical Council’s Specialist Register or within 6 months of obtaining their CCT. Every attempt will be made to accommodate sub-specialty interests depending on individuals.

**3** *Work of the Department*

The Unit functions as the main GI referral centre for Grampian and surrounding regions with a catchment population including tertiary referral of approximately 650,000. There is a 29 bed ward within the purpose built Emergency Care Centre/ Mathew Hay building in addition to dedicated gastroenterology beds within a Medical High Dependency facility. The department has an ongoing commitment to the Bowel Cancer Screening Programme.

The main endoscopy unit comprises 3 suites and there are two further fully equipped suites located elsewhere on the ARI site. A full range of endoscopic services are provided including ERCP, EUS, Enteroscopy, EMR, RFA and advanced interventional endoscopy, with over 10000 endoscopic procedures performed per year. Radiofrequency ablation for biliary and pancreatic cancers is also available. The unit is one of the centres in Scotland to offer Spyglass testing for biliary disease. A new purpose-built 7 room Endoscopy Unit is due to open in 2022.

The department participates in a comprehensive nutrition service for Grampian. The department works in close liaison with the Eden Unit (specialist eating disorder unit located at the nearby Cornhill hospital) and manages complex patients with eating disorders in the GI ward. The GI ward also admits complex patients with short gut syndrome and works in closely with the Total Parenteral Nutrition team in the hospital. The department also runs an excellent PEG service with good support from trained endoscopy nurses. The nutrition specialists in the department provide a wide advisory support to the entire hospital and community.

The luminal gastroenterology service is supported by two specialist nurses in IBD, a joint dietetic and medical Coeliac service along with an enteral tube feeding support team which is responsible for the majority of PEG placements and follow up in Grampian.

The IBD service provides urgent IBD and routine clinics, a dedicated IBD nurse help line and inpatient infusion services for biologic therapy for IBD.

There is a dedicated GI physiology laboratory providing a full range of tests including pH monitoring, manometry, Bravo studies, capsule endoscopy and a variety of hydrogen and C13 breath tests.

The Hepatology services provide outpatient and outreach clinics throughout the region for management of patients with liver disease. Specialist clinics included cirrhosis surveillance, hepatitis B & C, NAFLD, autoimmune liver disease and Fibroscan clinics. The liver service is well supported with specialist nurses who run independent clinics pertaining to viral hepatitis and cirrhosis.

There are regular audit, histopathology, radiology, morbidity and mortality meetings, in addition to weekly postgraduate training sessions. There are also excellent interventional radiology, dietetics and pharmacy services to complement the department. Regular multi disciplinary meetings facilitate appropriate care of patients with upper and lower GI cancers, HPB cancer, IBD, celiac disease, benign GI disorders and Liver diseases.

**4** *Staff in Unit (in addition to this post)*

Dr Gillian Bain Consultant Gastroenterologist

 *Training Programme Director*

Dr Umesh Basavaraju Consultant Gastroenterologist

Dr Chaitra Chandra Shekar Consultant Gastroenterologist

 Dr Shirley English Associate Specialist

Dr Alastair McKinlay Consultant Gastroenterologist

 Dr Lindsay McLeman Consultant Gastroenterologist

 Dr Emma Metcalfe Consultant Gastroenterologist

 *Endoscopy training lead*

 Dr Francesca Moroni Consultant Gastroenterologist

 Dr Ashis Mukhopadhya Consultant Gastroenterologist *Clinical Service Director*

 Dr Perminder Phull Consultant Gastroenterologist

 *Clinical Lead for Endoscopy*

 *Clinical Lead for Bowel Screening Programme*

Dr Sandeep Siddhi Consultant Gastroenterologist

Dr Malcolm Smith Consultant Gastroenterologist

Dr John Thomson Consultant Gastroenterologist

Dr Balasubramaniam Vijayan Consultant Gastroenterologist

Junior medical staff comprises of three Foundation Year 1 doctors, two Foundation Year 2 doctors, two Internal Medicine Trainees, and five Specialist Registrars/STs. In addition, there is a Clinical Scientist and Nurse Specialists in Nutrition (2), Liver Disease (6), Bowel Cancer Screening (2) IBD (3) and Endoscopy (2) within the department. There are two medical support nurses to aid the day to day running of the in-patient service. There are two physician’s associate for the IBD service and the liver service.

**5** *Duties*

An indicative job plan which documents commitments is given at Section 10, but this will be modified to allow for further redesign of the service as part of this appointment.

**6** *Teaching*

The successful candidate will be required to take a share in clinical teaching of undergraduates and postgraduates within the unit, and also to take part in the GI Lecture Course.

**7** *Research*

NHS Grampian aims to maintain the tradition of clinical excellence. It encourages clinical staff to work in an environment where people are looking to innovate and are aware of, and contribute to, developments within their specialties and are excited by the prospect of involvement in the exchange of ideas within the national and international research community. NHS Grampian’s Research and Development Strategy has been developed to prioritise and stimulate research and development within the organisation fields of interest, complementing the research strategies of the Universities and Research Institutes in the area. The Research and Development Directorate exists to support and facilitate research within NHS Grampian. Candidates should contact Prof M Cruickshank, Director, Research and Development, NHS Grampian, on 01224 551118 to discuss their particular research area of interest.

The Unit has an active research programme that draws on the excellent clinical and basic science facilities within the hospital and the University of Aberdeen. There is a dedicated gastroenterology research nurse and research health worker for studies undertaken in the Unit. The Unit has active collaborations with several clinical and basic science departments within the University and at the Rowett Research Institute. The areas of particular research interest include inflammatory bowel disease, upper GI malignancy, colorectal cancer, gastrointestinal bleeding and viral liver disease. The successful candidates will be encouraged to develop research interests in Nutrition or Hepatology.

**8** *Audit*

Regular process and outcome Audit Meetings are held every week. In addition, there are ongoing opportunities for audit of clinical outcomes across a variety of conditions which the successful candidate would be expected to contribute to.

**9** *Location of Duties*

In-patient work is undertaken in Aberdeen Royal Infirmary with the main ward base being ward 104. Endoscopy is undertaken at a variety of locations but principally in the main endoscopy suite within Aberdeen Royal Infirmary. ERCP work is undertaken in the Radiology Department. Out-Patient Clinics are held in the Peter Brunt Centre at Aberdeen Royal Infirmary and at a variety of peripheral hospitals across Grampian.

**10** *Job Plan (Initial)*

The successful candidate/s will be expected to contribute to the care of Gastroenterology and Hepatology patients. There is currently a one in eight rota (with prospective cover) in operation for Gastroenterology emergency admissions including the GI Bleeding Unit, with a weekly changeover of consultants. It is envisaged that the successful candidate will contribute to the care of non-elective Gastroenterology admissions including out of hours cover.

The detailed job plan will be agreed with the Clinical Service Director, and in accordance with the new consultant contract. As a result of rearrangement of the job plans of the existing medical staff, the successful candidate will work as part of a team to allow a varied job plan that will incorporate the management of patients admitted as both elective and emergency cases, out-patient clinics, endoscopy and on-call commitments. The day to day job plan will depend largely on whether the successful candidate is working on or off the wards. There will also be opportunities to participate in the integrated clinical nutrition team and the Hepatology team respectively.

**The following should be regarded as an indicative job plan only and will be subject to detailed planning on appointment. A number of sessions will be regarded as flexible.**

An indicative outline Job Plan (10PA) during non ward weeks

Monday AM - SPA

Monday PM - OP clinic

Tuesday AM - Patient Admin

Tuesday PM - OP Clinic

Wednesday AM - Vetting,MDT

Wednesday PM - Off

Thursday AM - Endoscopy

Thursday PM - SPA

Friday AM - Patient Admin, MDT

Friday PM - Endoscopy

Consultants are currently organised into two teams covering the GI Bleeding Unit, GI Emergencies and the Wards. Ward cover is currently provided by 8 Consultants with an interest in luminal GI tract disease and 4 Consultants and 1 Associate Specialist with an interest in Liver Disease. When responsible for ward cover, the Consultants usually have no programmed activities other than daily Ward rounds, ward referrals, emergency endoscopy and covering the GI Bleeding Unit.

The initial job plan will be for 10 sessions including 1 PA for on-call and ward cover and 2 SPA depending on the needs of the individual and the service, this is subject to negotiation, flexible working may also be negotiable. The provision for out of hours and weekends is on a 1 in 12 rota.

MODEL JOB PLAN FORMAT

***(For the period 1st April 2021 to 31st March 2022)***

**Name: Locum Consultant Specialty: Gastroenterology
Principal Place of Work: Aberdeen Royal Infirmary**

**Contract:** Locum

**Programmed Activities: 10 Indicative PA Split: DCC 7.5.. SPA2.5… EPAs (if applicable): …..**

**Availability Supplement**: **Level 1**

**Premium Rate Payment Received: 8%**

**Managerially Accountable to:**

**Responsible for:**

**a) Timetable of activities which have a specific location and time**

|  |  |  |
| --- | --- | --- |
| **DAY** | **HOSPITAL/ LOCATION** | **TYPE OF WORK** |
| **Monday** **From / To** | 16:00-17:00h MDT MtgOr On-call | Emergency Receiving Monday 1:6 – please see detail in job description |
| **Tuesday** **From / To**  | 08:30-09:30h QA meetingEndoscopy list available if appropriateOr On-call | 2nd on-call for emergency Tuesday 1:6 |
| **Wednesday** **From / To**  | 08:30- 17:00h Theatre listOr On-call | Emergency Receiving Wednesday 1:6 |
| **Thursday** **From / To**  | 09:00-12:00h OP clinicOr On-call | 2nd on-call for emergency Thursday 1:6 |
| **Friday** **From / To** | 09:00-12:00h OP clinicOr On-call | Receiving weekend or on-call cover weekend 1:6 |
| **Saturday** **From / To**  |  | Receiving weekend or on-call cover weekend 1:6 |
| **Sunday** **From / To** |  | Receiving weekend or on-call cover weekend 1:6 |

***NB: The detailed Job Plan will be agreed with the successful candidate at the time of the appointment, taking account of the experience, skills and interests of the candidate and how they can best be used within the Consultant team.***

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|  | **NHS GRAMPIAN****PERSON SPECIFICATION** |
| The Person Specification should meet the demands of the job and comply with current legislation. Setting unnecessary standards may, for example, unfairly discriminate against one sex, the disabled or minority racial groups. Applicants should be assessed in relation to their ability to meet the real requirements of the job as laid down in the job description. Shortlisted candidates **MUST** possess all the essential components as detailed below.  |

# POST/GRADE: CONSULTANT GASTROENTEROLOGIST WITH AN INTEREST IN NUTRITION AND FUNCTIONAL BOWEL DISORDERS

LOCATION/HOSPITALS: ABERDEEN ROYAL INFIRMARY

WARD/DEPARTMENT: Department of Digestive Disorders

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| **ATTRIBUTES** | **ESSENTIAL** | **DESIRABLE** |
| Qualifications | * MB ChB, MB BS or equivalent
* MRCP (UK) or equivalent
 | * MD or PhD
 |
| Experience | * Full GMC Registration
* CC(S)T in Gastroenterology (or within 6 months of obtaining CCT) or equivalent
* Competency in diagnostic and therapeutic endoscopy demonstrated by JAG accreditation (or equivalent)
 | * Experience and enthusiasm for teaching undergraduates and postgraduates
* Experience in colonoscopy
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| **Research** | * Knowledge of methodology and principles of research and audit
* Evidence of participation in research and audit projects
 | * Publications in peer-reviewed journals
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| **Personal Skills**  | * Highly motivated individual keen to contribute to an active GI Team within a major teaching hospital
* Commitment to teamwork within a multi-disciplinary and multi-professional setting
* Organisational & Leadership skills
* Good verbal and written communication skills
* Caring attitudes
* Honesty
* Reliability
 | * Evidence of skills useful for service redesign, and improved patient care.

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| **Teaching** | An interest in Undergraduate and Post Graduate teaching | An interest in undergraduate or postgraduate teaching for example endoscopy or training the trainers. |

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| --- |
| **MAJOR RISKS IN DOING THIS JOB**Performance of procedures which may expose the individual to blood-borne pathogens.Some manual handling issues may arise as part of routine endoscopy. |

**Other Requirements:**

All posts are subject to SCRO checks, and checks against GMC records.

Candidates should have good health and attendance and should not be in breach of NHSG attendance at work policy.

**NHS GRAMPIAN**

**LOCUM CONSULTANT GASTROENTEROLOGIST**

**REF: EG065461**

CONDITIONS OF APPOINTMENT

1. The appointment will be made by the Board on the recommendation of an Advisory Appointments Committee, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations, 1993 - NHS Circular 1993 No 994 (S.140) which will include University representatives. Any person suitably qualified and experienced who is unable for personal reasons to work full-time, will be eligible to be considered for the post.

2. (a) The whole-time salary, exclusive of any distinction award, will be a starting salary of £84,984 - £112,925 progression of salary is related to experience.

 Appendix 8 of the contract sets out the code of conduct for private practice which applies to all interested parties. In general consultants will be free to undertake private practice as long as this is undertaken outwith the agreed job plan and employers are informed, in writing, of private commitments. While employers have discretion to allow some private practice to be undertaken alongside a consultant’s NHS duties, such provisions of private service should not prejudice the interests of NHS patients or disrupt NHS services.

(b) Job plans must be agreed in association with the appropriate General Manager and Clinical Managers; for signature on behalf of the Chief Operating Officer. Changes will be discussed and agreed by these officers and yourself in line with Clinical Grouping service needs and changes in service requirements as well as at annual review.

3. The person appointed will be expected to take part in undergraduate and postgraduate teaching programmes. You will therefore be awarded appropriate Aberdeen University Honorary Status.

4. Consultants are expected to undertake research and development in their own field and to link with the University research areas.

5. Day to day arrangements for undertaking the specified duties of the post will be made in consultation with the Head of Service, other consultants in the department and with the Board.

6. The person appointed will have a continuing responsibility for the care of patients in his or her charge and will undertake the administrative duties associated with the care of his or her patients and an appropriate share in the running of the clinical department.

7. The person appointed will act as an adviser to the Board in Gastroenterology.

8. The person appointed will be expected to undertake domiciliary consultations as may be required by the Board.

9. The person appointed will be expected to undertake advisory ("pastoral") visits to hospitals in the Area.

10. You may exceptionally be required to undertake duties at other hospitals in the Grampian Area or other Health Board areas and at hospitals in Orkney, Shetland and elsewhere for which service agreements would be arranged.

11. The person appointed may undertake the diagnosis and treatment of patients occupying accommodation made available under Sections 57(1), 57(2) and 58 of the National Health Service (Scotland) Act 1978 at the above hospitals insofar as the patients have not made private arrangements for such treatment.

12. The Board, in partnership with the BMA Local Negotiating Committee has a study leave policy for all Career Grade Medical and Dental staff Policy available on request from the Human Resources Department.

13. The appointment will be superannuable if the person appointed so chooses. He or she will be subject to the regulations of the National Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless he or she opts out of the Scheme.

14. The private residence of the person appointed should not normally be more than 10 miles by road from their principal place of work unless otherwise agreed locally. They must be contactable by phone.

15. NHS Grampian is legally liable for the negligent acts or omissions of employees in the course of their NHS employment. Medical staff are however advised to ensure that they have defence cover for activities not covered by the Board’s indemnity.

16. The officer appointed will be required to be registered on the General Medical Council’s Specialist Register.

17. As a result of guidance issued by the Scottish Office on "Protecting Health Care Workers and Patients from Hepatitis B" NHS Grampian is required to:-

 Ensure health care workers who may be at risk of acquiring hepatitis B from a patient are protected by immunisation.

 Protect patients against the risk of acquiring hepatitis B from an infected health care worker. Due to the nature of this post, any offer of appointment will be conditional upon the successful applicant either:-

* Undergoing a process of screening/immunisation/monitoring in accordance with the Board's Policy and Procedure, or
* Producing acceptable documentary evidence that he/she is not an infective risk to others.

In the event that he/she is an infective risk to others or if he/she fails to comply with the above requirements, the conditional offer of appointment will be withdrawn.

As a condition of his/her subsequent employment in this post he/she is also required to undergo further immunisation and monitoring at the intervals specified by the Board's Occupational Health Service in order to boost/maintain his/her level of immunity. Should he/she become hepatitis B e antigen positive and therefore an infective risk to others at any stage in the future the appointment will be subject to review in accordance with the Board's agreed Procedure for dealing with such situations where the postholder is involved in "Exposure Prone Procedures". This review may result in the postholder having to alter his/her clinical exposure to remove risk to patients and others. In circumstances where this is not a practical option, it will be necessary to provide industrial compensation for this prescribed industrial disease prior to the postholder leaving the Board's employment.

18. The appointment is made subject to satisfactory fitness for employment. The candidate will therefore be required to complete a pre-employment health screening questionnaire and may/will subsequently be required to attend for health screening.

19. Termination of the appointment is subject to three months' notice on either side.

20. The Board is required to instigate a PVG (Protecting Vulnerable Groups) Scheme Check, to be made with Disclosure Scotland, for any convictions recorded before an offer of appointment can be made (Rehabilitation of Offenders Act 1974 (Exclusions and Exceptions) (Scotland) Amendment Order 2015)

**NOTES TO CANDIDATES**

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish from visiting the hospitals concerned.

Further information can be obtained and an appointment to view the Department arranged by contacting:

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| Dr Ashis MukhopadhyaConsultant Gastroenterologist 01224 553390Ashis.mukhopadhya@nhs.scot |  |  |

Mr P Bachoo Dr N Fluck

Medical Director – Acute Services Medical Director

NHS Grampian NHS Grampian

3rd Floor West Wing, Ashgrove House Summerfield House

ARI Site Eday Road, Aberdeen

Contact: Ann-Marie Park Lyndsay Cassie

 Personal Assistant Personal Assistant

 Direct Line: 01224 553734 Direct Line: 01224 558577

Apply for this post by visiting apply.jobs.scot.nhs.uk and search for Ref No quoted above. Closing date: Monday, 11 October 2021.

NHS Grampian has a process of induction for all newly appointed Consultants. You will have a local department induction and orientation led by your Head of Service. In addition we believe it important that you have an opportunity to meet with key personnel in NHS Grampian. This allows them to explain their role in the organisation and to discuss key information on the organisation and strategic planning processes we operate. We believe it important that all newly appointed Consultants even if they have previously worked in Grampian should have this opportunity once appointed to a Consultant post. Your Head of Service along with you will be responsible for ensuring this is undertaken. Heads of Service are supplied with the names of those you should meet.

NHS Grampian are obliged to bring to your notice that the Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences, the opportunity to have no need to refer to any conviction or circumstances relating to it in the course of daily lives. Certain convictions can, therefore, be regarded as “spent” after the lapse of a period of years under the terms of the Act. The National Health Service employment for which you are applying, however, has been excluded from the provisions of the Act and you are, therefore, required no withhold information about convictions which for other purposes are “spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Board. Any information given, however, will be completely confidential and will be considered only in relation to the post to which this job description refers.

There is a Day Nursing facility for children of staff employed by NHS Grampian. ‘Little Acorns Day Nursery’ which has been specially designed can accommodate 24 children between the ages of 6 months and 5 years. Please contact the Nursery Manager on (01224) 557828 for further details.

In The Interest Of Health Promotion We Operate A **No Smoking Policy**