

**Consultant Colorectal Surgeon
JOB DESCRIPTION**

Job Title:	Consultant Colorectal Surgeon
Grade:	Consultant
Terms & Conditions:	Consultants (England) 2003 Terms and Conditions
Contract:	Permanent
Directorate/Service:	General and Colorectal Surgery
Accountable To:	Divisional Medical Director
Responsible To:	Mr Zahirul Huq
Base Location:	The Royal Oldham Hospital, with travel to Rochdale and Fairfield hospitals as required
On-Call Requirement:	<p>Yes</p> <p>Contribution to a 1 in 12 general surgery on-call rota</p> <p>On call requirements may change in response to the changing needs of the service</p>

Values

Three values are at the heart of our organisation: **Care, Appreciate** and **Inspire**.

Our values and behaviours define what's important to us as we work alongside each other and with our patients and service users. They also shape what it feels like to work at the NCA and will be central to your development and performance conversations. Together, we will create a culture where care, appreciation and inspiration thrive.

Job Summary

The post holder will complement existing services and shape new services through the provision of specialist knowledge & expertise in Colorectal Surgery. The post holder is required to have full registration with the General Medical Council and a valid licence to practice. They must also be on the specialist register for General Surgery, or be within 6 months of CCT or equivalent at the time of interview.

Facilities and Service Provision

Joining The Royal Oldham Hospital as a substantive colorectal surgeon will allow the appointee to work in the busiest colorectal unit in Greater Manchester and one of the busiest units nationally. The Royal Oldham Hospital serves the Northeast sector of Greater Manchester for general / colorectal surgery equating to a population of 800,000. The Oldham colorectal unit undertakes over 200 colorectal cancer resections and over 40 rectal cancer resections (excluding TEMS) per Annum. The unit receives approximately 8000 TWW referrals a year. The department also hosts a large IBD service given the large population catchment with a weekly MDT supported by gastroenterology, radiology, and pathology. The Royal Oldham is also the largest accredited unit in Greater Manchester for Endometriosis surgery with 2 consultant colorectal colleagues supporting the service on a weekly basis.

It is a very exciting and challenging time to join The Royal Oldham Hospital as the new surgical building housing 2 new general surgery state of the art wards has recently opened as part of improving surgical service delivery within the organisation. This building will house in time a brand-new endoscopy unit with 4 procedural rooms. A brand new dedicated laparoscopic theatre for colorectal surgery is also near completion and will allow the colorectal team access to state-of-the-art theatre technology 5 days a week with streaming capability.

Key Role and Responsibilities

The successful appointee will join the existing team of 7 substantive colorectal surgical consultants and will have a great opportunity to influence the departments future. Currently a business case is being developed to acquire a second robotic platform within the Northern Care Alliance for the Royal Oldham Hospital Site. It would be advantageous if the successful appointee has had training on a robotic platform as they would be in a key position to lead on the introduction of this new service.

The appointee is expected to have a broad ranging experience of gastrointestinal surgery allowing participation in the emergency rota. There will also be an expectation of the successful candidate to improve existing services or contribute to the development of new ones.

This post has three main aims:

- 1) To join the existing team of colorectal surgeons and contribute to the delivery of contracted elective surgical activity (for malignant and benign disease). The post holder will be given the opportunity to develop a specialist area of colorectal interest which aligns with their career plan.
- 2) To participate in delivery of emergency surgery (on call rota frequency currently 1:12).
- 3) To contribute to training and development of the junior surgical team and maintain a supportive environment.

Candidates who are unable for personal reasons to work full time are entitled to apply. If successful, modification of the job content will be discussed on a personal basis in conjunction with the clinical director. The Job Description below highlights the main duties of the post, which will be reviewed in the light of experience and progressive developments within the service. Any job plan review will be undertaken in conjunction with the post holder.

Research and Development

The Northern Care Alliance has a well-established Quality Improvement programme, and it is expected that the post holder will contribute to this. Opportunity for clinical audit exists both locally and nationally in all areas, and it is expected that the post holder will support junior staff in undertaking this activity. It is the Post holder's duty to ensure that all research conducted within the Trust, is done so in accordance with the NHS Research Authority UK Policy Framework for Health and Social Care.

The post-holder will be expected to gain and maintain relevant research qualifications to facilitate recruitment to trials, particularly for patients eligible for cancer trials with our partners at the Christie.

Job Plan and Working Arrangements - Consultants and SAS Doctors only

The job plan review will take place annually in accordance with Terms and Conditions of Service. Job plan reviews may result in a revised prospective job plan where duties, responsibilities, accountability arrangements or objectives have changed or need to change significantly within the area.

On-call duties are category A and paid at 3% (1:12)

Activity	PAs
Operating Lists - DCC	2
Outpatient Clinics – DCC	2
Endoscopy – DCC	1
Ward Rounds – DCC	1
Administration – DCC	1
On-call – DCC	1
SPA (CPD, Supervision, Governance, Travel)	2
Total	10

This is an example job plan. SPA activities will be discussed on commencement in post. Review of duties will be carried out within first six months in post.

PERSON SPECIFICATION

Job Title:	Consultant Colorectal Surgeon
Grade:	Consultant

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> FRCS in Colorectal Surgery JAG accreditation in endoscopy (colonoscopy +/- OGD) Private residence within 30 minutes or ten miles from principle place of work Satisfactory Work Health Assessment Appropriate Home Office status to undertake a career post in the UK 	<ul style="list-style-type: none"> Postgraduate Degree e.g., MD, PhD, MSc
Professional Registration	<ul style="list-style-type: none"> Full registration with the General Medical Council with a valid license to practice. Inclusion on the Specialist Register / Admission to the Register within 6 months of interview (CCST /CESR in Colorectal surgery Surgery) 	
Knowledge, Training & Experience	<ul style="list-style-type: none"> Attendance at management course An understanding of management in the 	Attendance at 'Train the Trainers' Course

	<p>context of the Health Service.</p> <ul style="list-style-type: none"> • Experience of teaching juniors, medical students and other health care professionals. • Attendance at teaching course • GMC recognised training in clinical supervision 	
Skills & Abilities	<ul style="list-style-type: none"> • Proven ability to build and maintain effective teams. • Positive attitude towards members of the wider healthcare team • Evidence of good organisational and leadership skills • Evidence of development and management of change • Ability to manage risk and end of life decisions. • Is empathetic and sensitive to patient's needs. • Able to explain things clearly – particularly complex or sensitive information • Can influence and persuade effectively • All applicants to have demonstrable skills in written and spoken English 	<ul style="list-style-type: none"> • Able to manage and lead change internally and within multiagency setting.

	<p>that are adequate to enable effective communication about medical topics with patients and colleagues which could be demonstrated by one of the following:</p> <ul style="list-style-type: none"> - that applicants have undertaken undergraduate medical training in English; or have the appropriate scores in validated English examinations • Proven teaching abilities 	
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Living our Values

All colleagues are expected to demonstrate the NCA Values and underpinning behaviours as daily habits in your work and daily role.

For more information, please visit: [**ADD LINK**](#)

Values	Behaviours (I will...)
CARE We listen and treat each other with kindness.	Provide the highest standard of care, with compassion and kindness.
	Communicate clearly, actively listen and be person centred.
	Seek to understand and empathise.
	Collaborate to deliver services that are safe and give confidence in our care.
APPRECIATE We value and respect each other's contribution.	Recognise and openly acknowledge how we all make a difference.
	Value and respect others and share in celebrating our successes.
	Treat people fairly, notice, champion and positively appreciate diversity.

	Provide constructive feedback to support growth and development.
INSPIRE We speak up and find ways to be even better.	Have a voice and act with integrity and honesty.
	Make time to learn, share and find new ways of working.
	Be positive, be open to change and empower others.
	Work with my team and other teams to agree and deliver best outcomes.

Appendix

The below details all the standard Trust requirements which must be incorporated within the role.

Communications and Relationships
<p>You will be required to work in partnership with colleagues of all disciplines, external links to the Trust and service users, to ensure the creation of a quality service.</p> <p>You will be expected to commit to shared goals in the department by building effective teams and partnerships and valuing the roles and contributions of others.</p>
Resource Management
<p>You will be required to ensure that services are delivered within agreed parameters. Any external duties that impinge on Programmed Activities you may wish to be included in your job plan must be agreed with the Clinical Manager at least one month in advance, where practicable. We have a standard six week notice period for the cancellation of clinical activities. Standard annual leave notification is in line with Trust policies and the leave year is from 1st April.</p>
Teaching and Education
<p>Northern Care Alliance plays an important role in the education of medical students. The successful candidate will participate in undergraduate teaching. This can include assisting in problem-based tutorials; providing regular clinical skills teaching; acting as an educational supervisor to students during special study modules and research options projects; teaching in the clinical skills laboratories and offering other teaching according to the demands of the curriculum and the interests of the appointee.</p>

There will also be a requirement to participate in postgraduate and multi-disciplinary teaching and provide wider supervision and guidance to trainees in the directorate.

Delivering Service

You will be expected to take a lead role in ensuring delivery of a quality service. This will include the following:

- implementing and ensuring compliance Trust and national policies and procedures.
- reviewing and allocating resources appropriately
- reviewing and managing progress and improvement within the area.

The post holder will be required to ensure that services are delivered within agreed parameters.

The post holder will be expected to contribute to the ongoing improvement of the clinical service (and to the academic performance of the Trust).

Annual Leave and Cover Arrangement

Annual leave is taken within the exigencies of the service and in accordance with the terms and conditions of service applicable to the post.

Clinical Audit

You will be expected to participate in clinical audit on a regular basis.

Personal Development

You are responsible for maintaining your own continuous professional development. You will be expected to work towards continuous professional improvement, in line with service needs and changes in medical practices. The Trust retains an obligation to assist professional development as far as possible, subject to service need.

Contractual Commitment

You will have continuing responsibility for the care of patients and for the proper functioning of the service and will undertake the administrative duties associated with the care of patients and the running of the clinical department. If you do not undertake your contractual obligations then this will be seen as a breach of contract, and as such action may be taken under Trust policies and procedures.

Infection Prevention

Employees will adhere to all Trust Infection Control policies and procedures which are relevant to the post and undertake any appropriate mandatory training. All colleagues will ensure that advice is sought from the infection control team as required and appropriate action is taken to minimise cross infection.

Safeguarding
The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role.
Health and Safety
Employees must act in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, under which they must take reasonable care to avoid injury to themselves and to others who may be affected by their work activities. Employees are required to co-operate with the Trust in meeting statutory requirements. Employees must not intentionally or recklessly interfere with, or misuse anything that is provided in the interest of the health, safety and welfare of colleagues, patients, and the general public.
Confidentiality and Data Protection
Employees are required to uphold the confidentiality of all records held by the Trust, whether patient records or trust information. Unauthorised disclosure of any confidential information, or that covered by the Data Protection Act may result in disciplinary action.
Equality and Diversity
<p>All colleagues are required to understand the equality and diversity commitments and statutory obligations under the Equality Act 2010. You must act in ways that support Equality, Diversity, and Inclusion (EDI) and recognise the importance of people's rights in accordance with legislation, policies, frameworks, procedures, and good practice.</p> <p>Colleagues must recognise and report any behaviour that undermines equality under Trust policy and further EDI activity by:</p> <ul style="list-style-type: none"> • eliminating discrimination, harassment and victimisation • advancing equality of opportunity between people who share a protected characteristic and those who don't • fostering good relations between people who share a relevant protected characteristic and those who don't • understanding the impact of policies, services and practice on people with different protected characteristics
Code of Conduct
Colleagues that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Colleagues who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.

Leadership and Development

We believe our colleagues play a vital role in delivering excellence, and that everyone has the ability to demonstrate leadership and make a difference. As a member of our team, we expect you to live the NCA values Care, Appreciate and Inspire through your daily habits, to improve outcomes for patients, customers and service users across the system. In return we provide a range of development opportunities that help you to realise your potential and reach your professional best.

As you join us, you are required to attend our Corporate Induction, complete the Trust's mandatory training and participate in the NCA Accelerated Leader Development Programme if you are in a leadership or management role. Your annual My Time appraisal conversation helps to continually review your contribution and ongoing priorities through your Personal Development Plan, informed through a wide choice of development available to you.

Flexibility

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time, in discussion with the post holder. This job description is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.