




Job Description

Consultant in Gastroenterology	
Location	This post is based at Luton & Dunstable, which is part of Bedfordshire Hospitals NHS Foundation Trust. The post-holder may be required to work in other outreach clinics and establishments used in the course of Trust business (if necessary for the role).
Post	1 post (10 PAs)
Accountable to	Chief Executive – Mr David Carter
Professionally Accountable to	Medical Director – Mr Paul Tisi
Responsible to	Clinical Director – Dr J Harvey General Manager – Mr David Cox
Updated/Approval	Approved by Royal College of Physicians on 08/04/2024  Royal College of Physicians Approved

OUR VALUES:



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1. Job Outline

The appointee will join the well-established Gastroenterology Department as part of a service development plan, due to changes in working patterns within the department to provide additional clinical work on either site, with a 1 in 11 GI bleed on call commitment on the Luton Site.

Applicants must be included in the GMC Specialist Register for Gastroenterology and General Internal Medicine or be within six months of CCT accreditation. The successful applicants will provide a comprehensive high quality Gastroenterology service.

The Trust, along with Milton Keynes University Hospital NHS Foundation Trust (as well as other health and social care partners) have embarked on a strategic change programme known as the Integrated Care System (ICS). As a result, the successful candidate may be required to adapt their job plan in the future. This may include delivering aspects of care in community settings.

There may also be opportunities for the successful candidate to take part in activities at the Trust's Bedford Hospital site, depending upon their clinical interests.

The successful applicant will undertake two or three Gastroenterology clinics with a general profile of 10 slots (4 new and 6 follow ups) and two or three endoscopy sessions consisting of 10 to 12 points per list. There will also be involvement in the management of in-patients on a rotational basis.

2. Duties and Responsibilities

The main duties and responsibilities of the post include: -

- To undertake high quality diagnostic and therapeutic upper and lower GI endoscopy.
- To participate in the provision of a high quality out-patient service, including patient administration.
- To manage Gastroenterology in-patients.
- To have a specialty interest and to develop service as required.
- Manage JAG and surveillance pathways for endoscopy.

Other Tasks include: -

- The post-holder will attend and actively participate in the weekly multidisciplinary meetings and weekly governance meetings.
- Active participation in the management and development of the specialty and the introduction of new services.
- Contribute to the educational programme, including departmental meetings and teaching.
- Act as the joint clinical supervisor for Specialist Trainees in Gastroenterology.
- Participate in Departmental Multidisciplinary Team Meetings.



- Contribute in the General Medicine educational programme, including weekly department meetings and teaching.
- Undertake high quality medical audit projects and participate in the collection of data required to meet national quality standards.
- Implement audit and research findings as appropriate in clinical practice.
- Prepare and participate in an annual appraisal in accordance with Trust policy.
- Participate and comply with the requirements for Continuing Professional Development and revalidation as laid down by the Royal College of Physicians. The trust is committed to providing the time and financial support for these activities

Weekly work commitments will be within the European directives on working hours and will also be influenced by the Royal College of Physicians recommendations, the new consultant contract and specified in the Job Plan. A senior Gastroenterology Consultant in the department will act as the mentor for the new consultants, along with the other consultants in their absence. The department enjoys a close working relationship and all clinical issues are openly discussed at formal and informal meetings.

The job plans will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It will cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It will provide a clear schedule of commitments, both internal and external. In addition, it will provide personal objectives, including details of links to wider service objectives, and details of the support required by the consultant to fulfil the job plan and the objectives.

The pattern of work may change in the future to meet local changing needs and annual review meetings will take place in line with the new Consultant Contract, job planning and appraisal arrangements.

The appointee will participate in clinical audit. It is expected that the appointee will show a commitment to continuing medical education (CME).

3. Job Plan Contents

A 10 PA week consists of 8.5 PAs direct clinical care and 1.5 PAs for Supporting Professional Activity (SPA).

Job planning will be used to reflect the needs of the department, ensuring that contracted work is appropriately remunerated. An initial job plan review will be undertaken by the Clinical Director after 3 months and annually thereafter, or if the work pattern changes. Any additional PAs contracted by the Trust will be agreed as a separate part of the job plan by mutual consent.



Indicative Timetable

Details of the timetable will in part, be based on the areas of interest of the successful applicant, but will be based on a job plan of 10 PA's. The work pattern includes a rotational commitment to provide acute gastroenterology care for a period of 1 week at a time, subject to current review. During this period of work, out of hour emergency endoscopy and weekend working is provided by the pair of consultants allocated to that block alternately. The period of work outside this acute block is followed by a 9-week period of 'off ward' working.

Off Wards:

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Clinic	Clinic	Admin	Endoscopy JAG lead	SPA/Admin
Lunch	Endoscopy Meeting Benign MDT				
PM	SPA	Endoscopy	Endoscopy	Surveillance	Endoscopy

On wards:

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Wards	Wards	Wards	Wards	Wards
Lunch	Endoscopy meeting Benign MDT				
PM	Admin	Endoscopy	Hot clinic	SPA	SPA/Admin

The Trust is committed to extending the working day and to seven day working and hence by negotiation successful appointees may be asked to work earlier in the mornings, later in the evenings or at weekends in exchange for other day time duties. TOIL is offered when Consultants work ie on Bank Holidays and this is in line with Terms & Conditions.

On Call duties

The GI bleed rota with this post will be 1 in 11. Currently this requires availability for telephone advice and attendance for dealing with patients requiring urgent endoscopic intervention for GI bleeding and other GI emergencies. Clinicians required to work overnight or during weekends will be given compensatory rest.

4. Department of Gastroenterology

There are ten Consultant Gastroenterologists on the Luton site and eight on the BH site.

The Endoscopy units on both sites are JAG-accredited. They provide a full range of diagnostic and therapeutic procedures including ERCP and Spyglass with EUS also being



introduced in 2023. Bowel Cancer Screening is undertaken on both sites, colon capsule is based at the BH site and small bowel capsule at the L&D site. The endoscopy unit is well-equipped with Olympus endoscopes on the Bedford site and Pentax on the Luton site. Additional facilities to support training are available with BHFT being a spoke site within the East of England Endoscopy Training Academy.

The Trust offers other specialist diagnostic and therapeutic services such as fibro-scanning, enteral / colonic stenting, and is part of a national pilot for Cytosponge and colon capsule.

A site-based out-of-hours gastroenterology on-call service has been in place since 2012. The gastroenterology consultants assist in the management of patients admitted with acute GI emergencies and when necessary return to the hospital to carry out urgent endoscopic procedures (Category A on call). The post holders would be expected to fully participate in the L&D rota (1 in 11 with this appointment). Time off in lieu will be considered subject to Clinical Director's approval of unsociable working hours.

Gastroenterologists on both sites aim to provide the highest quality service to the local population. An active involvement in planning and service development will be an essential component of the post.

The post holder will ideally have expertise in advanced endoscopy and if not already the case, plan to become accredited as a BCSP endoscopist. The post holder after a period of induction and handover, will take on responsibility for the day to day running of the endoscopy unit on the Luton site overseeing JAG audits and surveillance pathways.

Attendance and contribution at MDT meetings and the monthly Gastroenterology Department Meeting is expected.

Where possible, the post-holders will be encouraged to develop a research interest, compatible with the background of the department and its facilities. Audit will be a mandatory part of the role.

The Gastroenterology team have close links with local General Practitioners and there is an active teaching programme, and also for all grades of doctors within the Trust. The post holder will be encouraged to continue teaching and training at all levels

Out-patient Clinic Attendances

	First (No. patients)	Follow-up (No. patients)
2022/2023	3884	6438
2021/2022	4486	6991



Staffing in the department:

Luton & Dunstable Site:

Consultant	Post	Sub-Specialty interest
Dr Pooja Khanna	Clinical Lead for Gastroenterology and Consultant	Hepatology and Hepatology specific palliative care
Dr Anthony Griffiths	Consultant	Deanery Training
Dr Matthew Johnson	Consultant	IBD, Research, SB capsule and therapeutic UGI endoscopy
Dr Sambit Sen	Consultant	Hepatology, Hepatology research, ERCP
Dr Rui Gao	Consultant	Nutrition, SB capsule
Dr Elliot Tash	Consultant	Therapeutic endoscopy, BCSP, ERCP
Dr Kiran Bundhoo	Consultant	Therapeutic endoscopy, EUS
Dr Steve Shieh	Consultant	IBD
Dr Joya Bhattacharyya	Consultant	IBD and Chief Clinical Information Officer
Dr Cynthia Kanagasundaram	Consultant	Gut Hut referral model SB capsule
Dr Meha Bhuvu	Consultant	Hepatology and Education

Bedford Site:

Consultant	Post	Sub-Specialty interest
Dr Rory Harvey	Associate Medical Director and Consultant	Therapeutic endoscopy, ERCP Clinical Director (General Surgery)
Dr Jacquelyn Harvey	Clinical Director and Consultant	Nutrition Support, endoscopy, functional bowel disorders Clinical Director (Gastroenterology/Endoscopy)
Yasseen Al-Naeeb	Clinical Lead for Endoscopy and Consultant	HPB, therapeutic endoscopy, ERCP and Spyglass
Dr Babur Javaid	Clinical Lead for IBD and Consultant	IBD / Deputy Director Research and Development
Dr Jay Patel	Clinical Lead for Hepatology and Consultant	Hepatology
Dr Tim Archampong	Consultant	Research: Dyspepsia and Helicobacter pylori Royal College Tutor for Medicine and Departmental Educational Lead
Dr Carla Swift	Consultant	Nutrition, Endoscopy, Capsule endoscopy Endoscopy Training Lead



Dr Sophie Sinclair	Consultant	Hepatology Clinical Governance Lead
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Other medical staff

x2 Specialty Registrar's with General Medicine rotations of FY2's/GPVTs's/ST's and FY1's

Support

Each Consultant is provided with secretarial support and office space with computer access.

5. Job Purpose

An additional post due to changes in working patterns within the department to provide additional clinical work on either site, with a 1 in 11 GI bleed on-call commitment on the Luton site.

Applicants must be included in the GMC Specialist Register for Gastroenterology and General Internal Medicine or be within six months of CCT accreditation. The successful applicants will provide a comprehensive high quality Gastroenterology service.

The Trust is part of the Bedfordshire, Luton and Milton Keynes Health and Care Partnership (Integrated Care System) and within this the Bedfordshire Care Alliance. As a result of this, the successful candidate may be required to adapt their job plan in the future to work across more than one site within the area; this may also include delivering aspects of care in community settings which supports the Trust's vertical integration strategy.

Visiting Arrangements and assessment

All shortlisted applicants will be expected to visit the hospital prior to interview and to make arrangements to discuss the post. Additional appointments are recommended with other members of the Department and Trust.

Prior to shortlisting:

Dr Jacquelyn Harvey
Clinical Director for Gastroenterology

Mr David Cox
General Manager for General Surgery and Gastroenterology

After shortlisting:

Mr Paul Tisi
Medical Director
Bedfordshire Hospitals NHS Foundation Trust
Tel: 01234 792100



Mr David Carter
Chief Executive
Bedfordshire Hospitals NHS Foundation Trust
Tel: 01234 792100

Please note that all shortlisted candidates will be required to attend a pre-interview assessment process involving the completion of an on-line personality profiling assessment, followed by a 1-1 session, a written exercise and a group assessment event at the hospital. These will be scheduled prior to the interview date; all shortlisted candidates must attend these appointments.

6. Bedfordshire Hospitals NHS Foundation Trust

Management Structure

The Trust's Clinical Services are managed by Clinical Service Lines and Care Units which are led by a Clinical Director, General Manager and Head of Nursing.

Trust Executive Management:

- David Carter, Chief Executive
- Cathy Jones, Deputy Chief Executive
- Mr Paul Tisi, Medical Director
- Liz Lees, Chief Nurse
- Matt Gibbons, Director of Finance
- Angela Doak, Director of Human Resources
- Catherine Thorne, Director of Quality and Safety Governance

The Trust Board has seven non-executive directors and is chaired by Richard Sumray.

The Trust

It is an exciting time to be joining Bedfordshire Hospitals NHS Foundation Trust which resulted from the merger of Luton and Dunstable University Hospital and Bedford Hospital NHS Trusts in April 2020. Both hospitals have retained their identity with individual hospital names and key services remaining on both sites and be managed as single teams across the whole Bedfordshire catchment area.

A merger was the logical next step in collaborative working after the two hospitals worked closely together for a number of years in various clinical services such as:

- Neonatal Intensive Care
- Vascular surgery
- Oral and Maxillofacial (OMF)
- Ear Nose and Throat (ENT) and
- Stroke services
- Pathology services since June 2020.



Our Trust has a strong portfolio of complementary specialist services: bariatric surgery, vascular, head and neck, OMFS, NICU, HASU

In 2022, the Trust was rated GOOD by CQC.

A year at our hospitals:

- We employ **9,000** staff
- We have **1,057** General and Acute beds
- We provide care for a diverse population of approximately **657,000**
- **700,000** patients attend the Outpatients and A&E departments
- We treat approx. **153,000** inpatients
- We deliver **711,000** outpatient appointments
- **8,100** babies are born

Innovation and technology:

We have state-of-the art facilities placing us at the heart of cutting edge health care. The Trust continues to be committed to delivering the best patient care using the best clinical knowledge and technology available.

We have embraced the latest in Robotic Assisted Surgery with the arrival of two da Vinci Xi robots, one at Bedford Hospital and one at Luton & Dunstable University Hospital (L&D), which will bring considerable benefits for both patients and staff.

Unlike in many other hospitals in the UK, the two robots will be used across a range of different specialties, treating patients with conditions ranging from bowel and renal cancer to endometriosis, gynaecology, bariatric and biliary surgery, and complex head and neck conditions.

Redevelopment projects:

Both sites have been undergoing a range of redevelopment projects.

Bedford:

We have completed one of our major redevelopment projects at Bedford hospital, to expand our Outpatients facilities within Cauldwell Centre. The expansion included an additional 34 rooms, which increased the overall number of Outpatients rooms from 19 to 53.

Within the Emergency Department work has been carried out to deliver nine additional beds, two extra paediatric cubicles, a two-storey extension, two larger adult waiting areas and new reception. The previous space was converted to provide an isolation room, treatment rooms, mental health room and dedicated secure paediatric ED.

In addition, a brand new state of the art CT scanner has been installed within the Emergency Department to allow for rapid diagnostics and improvement to patient experience and care.

To allow the Trust to further develop and improve the Bedford site, we have also upgraded our electrical infrastructure to provide additional capacity and resilience across the site.



L&D:

Work to create an acute services block and new ward block is currently underway to house maternity, neonatology, theatres and critical care services. This work is planned to complete towards the end of 2024, with services moving in the following year.

Within the Emergency Department work has been carried out to deliver a brand new entrance and waiting area, a dedicated paediatric area and 15 new major cubicles. The final phase of works will see the expansion of the department where there will be a further increase in capacity, including assessment and triage rooms and sensitively designed mental health care rooms.

In addition, a brand new state of the art CT scanner has been installed within the Emergency Department to allow for rapid diagnostics and improvement to patient experience and care.

An Energy Centre has also been built on site to deliver a substantial reduction in energy consumption, supporting the Trust's drive to Net Zero Carbon, and will increase resilience across the site.

This will support with the further expansion of works and developments for the future.

About Bedfordshire

Bedfordshire is the perfect mix between city living and stunning countryside views. Our towns and villages have a lively mix of traditional pubs, bars, restaurants, modern nightclubs, shops, culture, heritage and first-class sports facilities.

Bedford is a market town and unparished area in Bedfordshire. Bedford is 46 miles north-northwest of London, 65 miles southeast of Birmingham, 25 miles west of Cambridge and 19 miles east-southeast of Northampton.

Luton is a town situated 28 miles north of London and 39 miles southwest of Cambridge. Dunstable is a market town and civil parish located west of Luton.

Bedfordshire has three major airports within close proximity, including London Luton Airport. There are also regular trains to and from London with train stations located in both Bedford and Luton; Thameslink also provides services to London Gatwick Airport.

7. General Information

Medical Education

Medical education is led by the Directors of Medical Education, Dr Tejal Shah, Director for the Bedford site and Professor Ritwik Banerjee, Director for the Luton site. They are supported by a cross site Medical Education Manager and a site-specific team of administrators.



Medical Education centres are based at both Luton & Dunstable and Bedford Hospital sites and offer a comprehensive range of education and training events for undergraduates, postgraduate professionals and support staff to help drive forward and encourage life-long learning in the NHS. Both sites offer good library and study facilities, including PC/internet support for staff and students, as well as classrooms, lecture theatres and high tech simulation facilities.

The Danielle Freedman Library at the Luton site and The Bevan Library at the Bedford site offer access to a range of printed and electronic materials, including books, articles, journals, and research publications. The Library staff can help you with evidence searching to support your decision making and offer training to help you develop your own searching skills.

We are committed to developing our teaching and academic activities across the Trust and encourage all our staff to participate in teaching and training at both undergraduate and postgraduate levels. We welcome discussion with you regarding opportunities to progress your interest in teaching and training roles at the Trust.

On commencement of the post, the job plan is clinical only and includes just teaching and training on the wards and in outpatients, referred to as on the Job teaching and training.

Revalidation – Annual Appraisal and Job Plan review

The Responsible Officer (RO) for medical revalidation is Mr Paul Tisi, Medical Director who is fully supported by two Associate Medical Directors for Revalidation and Appraisal (Dr Penny McNamara and Miss Neela Mukhopadaya), a team of appraisers (including three Senior Appraisers) and a Revalidation Support Officer, with systems in place to ensure and support annual appraisal and 360° MSF in line with GMC and NHS-England requirements. The RO and CEO are required to confirm to NHS-England annually that Medical Appraisal and Revalidation are adequately supported.

Mentoring

We recognise that people are happier when they are valued, supported and developed.

The Trust has a coaching and mentoring service for established and new consultants to help enable them to thrive in their role and fulfil their potential as a Consultant.

Through our mentoring programme the new appointee will be assigned a senior consultant external to their department who will act as mentor, dealing with any professional and pastoral issues which may arise.

In addition, we run a New Consultant Development programme which blends workshops and presentations with discussion, offering a chance to network with other consultants new to the Trust. Further leadership development and support is available to you at all times throughout your consultant career and we actively encourage participation in NHS Leadership Academy events.



References

We will require 3 references; one must be relating to your present or most recent appointment, and be your Clinical Director.

Terms and Conditions

The post will be subject to the Terms and Conditions – Consultants (England) 2003

If the consultant appointed chooses to contract on a whole-time basis and wishes to undertake private practice, this private work must be carried out in accordance with the Code of Conduct for Private Practice.

All Consultants have a continuing responsibility for the care of patients in their charge and for the proper functioning of their department, and are required to undertake the administrative duties associated with that responsibility.

Pension

Employees will automatically be enrolled within the NHS pension scheme and will be required to opt out on appointment if they do not wish to pay into this scheme.

Smoke Free

The Trust implements a Smoke Free policy that applies to all staff. Staff are not allowed to smoke while wearing a recognisable Trust uniform or visible trust identification badge, and not allowed to smoke anywhere on hospital grounds. Staff are not allowed to take additional breaks in order to smoke. They may smoke during designated breaks but only out of uniform and off site. Staff contravening this policy may be subject to disciplinary procedures.

Safeguarding Children and Vulnerable Adults

All employees and volunteers working within the Trust have a responsibility for safeguarding and promoting the welfare of children and vulnerable adults.

Information Governance

(This includes Patient Confidentiality, IT Security, Data Protection and Freedom of Information)

You are required to respect the confidentiality of all patients, carers and staff, by not sharing any information (including data) obtained during the course of your duties. You have an obligation to report any non-compliance through the Trusts Incident Reporting process.

All staff must comply with the legal obligations and statutory requirements of the General Data Protection Act 2018, the Trusts IT Security and Information Governance Policies,



Codes of Conduct and Best Practice Guidelines which are available on the staff Intranet site.

Data quality

The information that you record as part of your duties at the Trust must be 'fit for purpose', reliable and easily accessed by appropriate/authorised personnel. To achieve this standard the information must be: accurate, legible (if hand written), recorded in a timely manner, kept up-to-date, appropriately filed.

All staff must monitor and take responsibility for data quality throughout the areas of the system used locally, all users maintain timely input, and ensuring that data is checked with the patient, and staff (in relation to their staff record), whenever possible, and to support initiatives to improve data quality.

Recorded information includes: patient information entered in case notes and entered on any computerised care records system, financial information, health and safety information e.g. incident reporting and investigation, personnel information recorded in personnel files etc.

Failure to adhere to these principles will be regarded as a performance issue and will result in disciplinary action.

Privacy Statement

The Trust is committed to protecting the privacy and security of your personal information. Information about you will be kept by the Trust for purposes relating to your employment. In accordance with the Trust's Privacy Notice for employees, the Trust will hold computer records and personnel files relating to you which contain personal and special category data.

The Trust will comply with its obligations under the General Data Protection Regulations and all other data protection legislation. The data the Trust holds will include employment application details, references, bank details, performance appraisals, holiday and sickness records, salary reviews and remuneration details and other records; which may, where necessary include special category data relating to your health, identity, data held for equality monitoring purposes, criminal offence data and data regarding DBS checks. The Trust requires such data for personnel administration and management purposes for the performance of your contract of employment and to comply with its legal obligations. The majority of information that you provide us with is mandatory to enable us to perform the contract of employment; where information is requested from you on voluntary basis, you will be advised of this and will be properly advised of your rights in respect of consent and the withdrawal of that consent.

The Trust will take all reasonable steps to ensure that the personal information held about you is complete, accurate, up-to-date and not held for longer than necessary for the purposes for which it was collected. However, you are responsible for informing us promptly



of any changes to your personal information either in writing or by updating your information on MyESR.

The Trust's Privacy Notice sets out the legal basis for processing your personal data and your rights to access this data are prescribed by law.

The Trust requires you to familiarise yourself with the Trust's Information Governance (data protection) Policy which set out its obligations under the General Data Protection Regulation and all other data protection legislation. You must comply with the Trust's Data Protection Policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation. The Trust will consider a breach of its Data Protection Policy by you to be a disciplinary matter which may lead to disciplinary action, up to and including dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Trust's Policies and Procedures. If you have any queries about your responsibilities in respect of data protection, you should contact the Trust's Data Protection Officer.

A copy of the full Privacy Notice for Employees can be downloaded from the Trust's Intranet.

Promoting Equality

The Trust is committed to promoting an environment that values diversity. All staff are responsible for ensuring that all patients and their carers are treated equally and fairly and not discriminated against on the grounds of race, sex, disability, religion, age, sexual orientation or any other unjustifiable reason in the application of this policy and recognising the need to work in partnership with and seek guidance from other agencies and services to ensure that special needs are met.

Infection Control

You are required to comply with the Trust's strategy regarding infection control and be aware of, and comply with, all Trust infection and prevention and control policies, to include hand hygiene, personal hygiene, environmental and food hygiene. Effective prevention and control of healthcare associated infections has to be embedded into every day practice and applied consistently by everyone. Failure to do so may result in disciplinary actions.

Disclosure Requirements

A risk assessment has indicated that a DBS disclosure is both proportionate and relevant to this position. Any person who is conditionally offered this post will be required to undertake a DBS check in this respect.

The Trust guarantees that this information will only be seen by those who need to see it as part of the recruitment process.



The Trust ensures that an open and measured discussion will take place on the subject of any offences or other matter that might be relevant to the position sought could lead to a withdrawal of an offer of employment.

We undertake to discuss any matter revealed in a Disclosure with the subject of that Disclosure before withdrawing a conditional offer of employment. Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position or circumstances and background of your offence. Please be aware that the Trust has a Policy containing a more detailed Code of Practice that meets the standards specified by the Disclosure and Barring Service relating to the fair use of criminal record information and the appointment of persons having a criminal record.

Note: Failure by an applicant to provide accurate and truthful information is considered to be a serious matter. Where it is found that a person has recklessly provided inaccurate information or withheld information relevant to their position, this may disqualify them from appointment. It may also result in dismissal or disciplinary action and referral to the appropriate professional registration body.

If you would like to discuss what effect any criminal record or fitness to practise proceeding might have on your application, you may telephone the Recruitment Manager at the Trust, in confidence, for advice.

Health & Safety

It is the general duty of every employee to take reasonable care for the health and safety of themselves and others who may be affected by their acts or omissions at work, including the use of necessary safety devices and protective clothing and co-operate with management in meeting its responsibilities under the Health and Safety at Work etc., Act 1974. Any failure to take such care or any contravention of safety policy or managerial instructions may result in disciplinary action being taken.

All employees are required to participate in the Trust's accident/incident reporting system and to comply with the Trust's procedures and techniques for managing risks.

Confidentiality

All matters relating to patients' health and personal affairs and matters of commercial interest to the Trust are strictly confidential. You must not divulge or act on a way that is likely to cause to be divulged to be divulged to any unauthorized person.

If in doubt, please refer to your manager for guidance. Disciplinary action including dismissal will be taken against any employee contravening this regulation. All staff are obliged to respect the requirements under the Data Protection Act 1998 and observe the Trust's policies on IM&T security.



Other Useful Information

The Trust has a number of Human Resources Policies and Procedures, which have been discussed and agreed with the Local Negotiating Committee (Joint Medical & Dental Negotiating Committee). They are available on the Trust Intranet.

The duties and responsibilities of the post will be undertaken in accordance with the policies, procedures and practices of The Bedfordshire Hospitals NHS Foundation Trust may amend from time to time.

Payment of Salary

Salary is paid direct into your Bank or Building Society on the 26th (Bedford) and 27th (Luton) of each month.

Variation

This job description will be subject to review from time to time. Any amendments will be made in consultation with the post holder.



Bedfordshire Hospitals Foundation NHS Trust Person Specification

	Essential	Desirable
Qualification	<ul style="list-style-type: none"> • Medical Degree • Relevant postgraduate qualification - MRCP 	<ul style="list-style-type: none"> • MD or equivalent Higher Degree or evidence of relevant research
Registration	<ul style="list-style-type: none"> • Full GMC Registration with a licence to practice • Entry onto the GMC Specialist Register: <ul style="list-style-type: none"> ➢ CCT (or within 6 months of receipt of CCT at time of interview) ➢ CESR (must be on Specialist Register at time of applying) 	
Clinical Experience	<ul style="list-style-type: none"> • Excellent all round experience of DGH work • Evidence of thorough and broad training and experience in Gastroenterology and General Medicine • Able to take full and independent responsibility for clinical work and delivering service without direct supervision. • Endoscopy certification in line with JAG accreditation and evidence of ongoing competency 	
Clinical Effectiveness	<ul style="list-style-type: none"> • Understanding of clinical governance and ability to demonstrate ongoing CPD • Experience of guideline appraisal • Participation in relevant local audits • Ability to interpret and apply clinical research 	<ul style="list-style-type: none"> • Participation in relevant national audits
Teaching	<ul style="list-style-type: none"> • Knowledge and ability to teach all grades of trainees and medical students 	<ul style="list-style-type: none"> • Has attended Teaching the Teachers or similar course
Personnel Skills	<ul style="list-style-type: none"> • Ability to co-operate in a democratic team environment • Flexible attitude, team player with good management skills • Leadership Skills 	



Clinical Governance	<ul style="list-style-type: none">• Able to demonstrate a broad understanding of the principles and elements of clinical governance.	
Personnel Circumstances	<ul style="list-style-type: none">• Residence within 10 miles by road or up to thirty minutes travelling time of the hospital for purposes of on-call emergencies.• Fit to undertake the role with satisfactory Occupational Health clearance• Satisfactory DBS clearance	