



# Clinical Fellow in Advanced Endoscopy (ERCP/EUS)

## Recruitment Briefing

# Introduction

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Dear Candidate,

Thank you for your interest in Wirral University Teaching Hospital NHS Foundation Trust (WUTH) and this hugely important position of Clinical Fellow in Advanced Endoscopy.

This organisation is a major employer on the Wirral and we take our role as a partner in the wider health and care economy seriously. We recognise our opportunity and responsibility to improve the future well-being of our population. As an evolving and strengthening senior leadership team we are addressing performance challenges whilst developing a clear strategy to achieve our potential as an organisation and a system.

We are seeking a values-driven Clinical Fellow in Advanced Endoscopy who can handle risk and ambiguity comfortably and can bring intellect and insight to leading complex services within the context of a wider health and social care economy. Providing clear structures of accountability which empower our capable staff to innovate and drive sustainable change, this role will require an exceptional communicator who will be politically astute and quickly able to develop strong relationships internally and with a wide range of external stakeholders. We are interested in hearing from experienced clinical leaders who share our values and ambition and who are excited by the opportunity to help shape a vibrant health and care economy.

Wirral really is an enjoyable place to live and to work. I hope you enjoy finding out more about WUTH and its local area of beautiful coastline, recreation and adventure inside this recruitment briefing. Should you wish to talk anything through, please do get in touch.

I look forward to meeting you during the process.

**Dr Nicola Stevenson**  
Executive Medical Director



# The Local Area

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**Wirral has a stunning coastline and a beautiful countryside, making it a great place to live and work.**

It offers 50 miles of rural walking routes, cycle areas and beaches. In fact Wirral has two of Britain's most famous rivers, the Mersey and the Dee, running along its Eastern and Western coastline.

Excellent housing is available in nearby suburbs and there are a variety of schools. The University of Liverpool, University of Chester and Liverpool John Moores University are also within easy travelling distance.

There is also quality food and drink, including Michelin Star dining and many tea rooms.

The area has an idyllic, serene, landscape and is a delightful location for those who like to unwind with a round of golf as it boasts 14 golf courses.

The cities of Liverpool, Chester and Manchester as well as North Wales are easy reach to and from Wirral with various transport links including motorway, train, bus or ferry. National parks, the Peak District and Lake District are also easily accessible.

There are also excellent transport links to Liverpool John Lennon Airport and Manchester Airport offering both budget and long-haul flights.

Wirral is also an area of rich history with many heritage buildings within its picturesque surroundings.

# About WUTH

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**Wirral University Teaching Hospital serves a population of 400,000. It is one of the biggest and busiest acute NHS trusts on the North West, employing more than 6,000 staff.**

Our aim is to deliver the highest quality care for every patient. As a teaching hospital we are renowned as a leader in the region for high quality education and training for a wide range of staff including doctors, nurses and other clinicians.

We are proud of our teaching hospital status and we work closely with the University of Liverpool, University of Chester and Liverpool John Moores University to ensure staff and services reflect the very best clinical practice available.

Our organisation is at the forefront of innovation and a centre of excellence for digital technology. As a Global Digital Exemplar (GDE) we are one of the most digitally enable hospitals in the country, using technology to enhance patient care.

We are one of only 12 NHS acute trusts to achieve the GDE status to develop our digital technology, we call this Digital Wirral.



# Our WUTH Future

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**As Wirral's largest employer, WUTH is the thriving heart of the local community. Comprising Wirral's only Emergency Department, it is one of the biggest and busiest acute NHS trusts in the North West.**

We want to make WUTH a truly great place to both receive care and work and the refresh of our vision and values is a fundamental part of this. Recent months have seen a period of significant change and challenge, for us as an organisation and across the system and wider NHS. Despite all of this, colleagues have carried on with great professionalism and have continued to provide good compassionate care to our patients. This has all taken place through what has been one of the hardest winters we have known.

We are well on with our journey of improvement and making a clear commitment to engaging with and investing in the whole of our workforce to support them to lead and improve their services. There has been a focus on our future road map and what our improvement journey needs to look like. WUTH is a great place and we need to be recognised as an organisation that has quality improvement and supporting all staff to deliver the very best care at its heart.

One of the key steps in moving successfully is to 'bring to life' our organisational vision and values. We're currently in the process of updating these, and something we would like you to be a part of.

# The Opportunity

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<b>Job Title</b>	Clinical Fellow in Advanced Endoscopy (ERCP/EUS)
<b>Division</b>	Medicine
<b>Reporting To</b>	Clinical Lead

Wirral University Teaching NHS Trust is inviting applications for the post of fellow in advanced endoscopy. Appointee would be offered further training in ERCP, EUS/ FNA and endoluminal stenting. This post would be ideal for Post CCT gastroenterology SPRs or those endoscopists who wish to further their training in advanced biliary therapeutic endoscopy.

## **The Department**

There is a modern, well equipped, 7 room, JAG accredited Endoscopy Unit. A 1.5 million pounds capital build to improve on existing facilities was completed 2 years ago. Our Endoscopy Unit performs in excess of 17000 procedures per annum including ERCP, EUS, advanced colonoscopy and stenting. Over 440 ERCPs and 300 EUS +/-FNA are performed each year. Liverpool & Wirral Bowel Screening Centre was approved by National Office as a new National Bowel Cancer Screening Centre Bowel scope screening started at WUTH in September 2015.

The Gastroenterology Unit on the Wirral is sub specialised into hepato-pancreatobiliary (HPB) and luminal services. There are currently 12 substantive Gastroenterologists, 5 with luminal and nutrition interests and 7 with HPB interests. There are well established ERCP and EUS services. The HPB team in addition provides specialist hepatology clinics, including viral hepatitis and shared care for post liver transplant patients. Within luminal gastroenterology, each of the existing Gastroenterologists has an area of specific interest including advanced therapeutic colonoscopy, nutrition, inflammatory bowel disease, coeliac disease and Barrett's Oesophagus.

Gastroenterology services on the Wirral are amongst the first in the Northwest region to deliver 7 day consultant led services. This involves dedicated ward rounds on the Gastroenterology ward and endoscopy lists on weekends and bank holidays. The Gastroenterologists do not participate in the general medical on call rota. The Trust has a dedicated in-patient Gastroenterology ward.

There are dedicated local HPB and UGI cancer services, which feed into tertiary cancer centres in Liverpool. The Clatterbridge Cancer Centre, which provides Oncology and Radiotherapy services to the Mersey Region, is located on one of the two Wirral Hospital sites and has close links with Wirral Hospital and our Gastroenterology Unit. Wirral Hospice St John's is also located close by, providing specialist palliative care services with strong links to Wirral Hospital.

There are 5 specialist upper gastro-intestinal Surgeons and 6 colorectal Surgeons who liaise closely with the Gastroenterologists. The Gastroenterology Unit is also supported by 2 specialist registrars, 1 ANP, 2 Nurse consultants, 2 Hepatology Nurses, 2 IBD Specialist Nurses, two Nurse Endoscopists, a PEG Nurse and a senior dedicated Gastroenterology Dietician. A specialist nutrition team is well established.

The Post

The new appointee is expected to have broad based training in gastroenterology and should be independent in upper and lower therapeutic endoscopy. Previous ERCP and/or EUS experience

would be desirable but not essential. Appointee will be offered a minimum of 3, maximum of 5 training lists each week which could be mixture of ERCP/ EUS/ therapeutic endoscopy depending upon their requirement. In addition, ERCP trainee would also be involved in triaging and reviewing in-patient referrals for ERCP/EUS. The appointee is expected to deliver 4 clinical service provision sessions per week expected to be predominantly comprised of endoscopy lists. Clinical commitments are flexible depending upon service needs and expertise of the individual. It is expected that 4 service sessions will be delivered flexibly throughout the week and on some weeks include weekend service list as per room availability. There would be a requirement to participate in out of hours GI bleed on call which is currently 1 in 10 weekday frequency. There is no weekend on call commitment currently. The post is for 12 month fixed period initially.

### **Proposed Timetable**

The Indicative provisional timetable is below:

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
AM	ERCP Training	SPA/referrals	ERCP Training	Endoscopy	ERCP Training
PM	EUS Training	Endoscopy	Endoscopy	Endoscopy	EUS Training

This is for indicative purposes only and timing of service lists may vary as per room availability. There may be possibility of offering 5th training list depending upon progress and suitability. ERCP trainee would also be involved in triaging and reviewing in-patient referrals for ERCP/EUS.

### **Principle Duties of the Post**

The principal duty of this post is to provide a comprehensive clinical service to patients.

1. To at all times, comply with the GMC's guidance on 'Good Medical Practice' as amended or substituted from time to time.
2. To ensure that patient confidentiality is maintained at all times.
3. To undertake duties as defined within the attached job plan in so far as practicable and in agreement with the Clinical Service Lead.
4. To be responsible and managerially accountable for the reasonable and effective use of Trust resources that you use and influence, and professionally accountable to the Medical Director.
5. On commencement to ensure personal attendance at the Trust's corporate Induction.
6. To participate in the Trust's Statutory & Mandatory training programme.
7. To be responsible for the Clinical Management of all patients under your care.
8. To work flexibly with colleagues to meet the needs of the service and achieve trust and national targets.

### **The Medical Division**

The Division of Medicine comprises medical specialities across adult and elderly care. The Division is led by Dr John Corless (Associate Medical Director), Mr Alistair Leinster (Divisional Director) and Mr Dave Farmer (Divisional Director of Nursing).

At directorate level, there is triumvirate of Dr Tom Ledson (Clinical Director), Mrs Dionne Lennon (Divisional Manager) and Mrs Vanessa King (Associate Director of Nursing). The Clinical Lead for HPB Gastroenterology is Dr Omar Noorullah.

### **On Call Arrangements**

The appointee will take part in the Emergency Endoscopy Rota in 1 in 12 rotas only weekdays. Weekend on calls/endoscopy provision could be offered as per service need.

# Investing in Staff

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## **Secretarial Support and Accommodation**

Secretarial services and office accommodation will be provided. Access to a personal computer (including internet access), appropriate IT support and training will be available if required. Our administrative pool is well resourced and this is reflected in our timely communication with other departments and primary care.

## **Continuing Professional Development (CPD)**

There are 11 CPD half days each year, which are set aside throughout the hospital. These include clinical audit and clinical governance sessions and are often held jointly with other specialties. The Trust has a dynamic Clinical Practice Research Unit headed by a Consultant in Public Health.

The Trust supports the requirements for continuing professional development as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

## **Annual Appraisal**

The Consultant Appraisal System at WUTH has been established in accordance with Department of Health's National Appraisal Scheme for Consultant Medical Staff. All appraisers have been trained in appraisal techniques. Annual appraisals include monitoring of attendance at mandatory training and in compliance with infection control recommendations as well as monitory CPD and audit attendance. The appraisal reports are submitted to the Chief Executive and Medical Director. In case of any issues which cannot be reconciled by the clinical directors these will be referred to the Medical Director.

## **Annual and Study Leave**

The annual leave entitlement is six weeks and two days (32 days) per year plus public holidays (or days in lieu) observed by the Trust. All periods of leave are granted subject to the exigencies of the service. Applications are made on standard forms and will need to be approved by the Clinical Service Lead and Clinical Head of Division, who provide management medical support for this post. These are then submitted electronically.

The study leave entitlement is 30 days in any period of three years in relation to leave with pay and expenses in the United Kingdom. All study leave must be applied for in advance on standard application forms and will need to be approved by the Clinical Head of Division.

Consultants are asked to give six weeks' notice of leave so that clinical sessions are not cancelled at short notice.

## **Senior Mentor**

A nominated mentor will be available for the new appointee.

## **Audit/Research**

To fully participate in Clinical Governance arrangements across the Trust including participation in clinical audit, research (where appropriate), pursuing an agreed agenda with colleagues and the Trust Board and fully co-operating in implementing the results in order to achieve best practice.

## **Teaching**

To share responsibility with Consultants for the recruitment, appointment and supervision of junior medical staff in accordance with Trust policies.

To devote time on a regular basis for teaching and training of junior medical staff, contributing as appropriate to post-graduate and continuing medical education.

## **Information Technology**

Since 1990 Wirral Hospital Trust has been working towards an electronic patient record. It is recognised to be leading the way both nationally and internationally and has been awarded 'Global Digital Exemplar' status in 2016. The Trust hosts regular demonstrations through open days and presentations at healthcare conferences. Wirral was the first UK hospital to introduce prescribing on line – paper requests do not exist. Over the years our systems have evolved such that all radiology and laboratory requests are now placed electronically through structured screens and results reported on line. The system facilitates the production of timely discharge letters. Improvements in quality of patient care are obvious and in many cases costs have been reduced.

The Clinical User Group and Data Quality Group are working closely with the Wirral Wide Informatics Team towards a replacement paperless integrated care record system. This will link not only primary, secondary and tertiary care, but also community healthcare workers, e.g. Opticians, Pharmacists and Social Workers. We no longer write in paper notes on ward rounds, but use all electronic patient clinical noting.

All successful applicants, whatever their position in the hospital, are expected to embrace and participate in the 'paperless integrated record' philosophy. Stand alone data systems will be actively discouraged. An understanding of the technical aspects of computers is not necessary and appropriate training will be provided.

## **Education**

The Wirral University Teaching Hospital has extensive facilities for Postgraduate education with two excellent and active Education Centres on the two sites of Arrowe Park Hospital and Clatterbridge Hospital. In addition to fully equipped Lecture Theatres and Seminar Rooms for teaching purposes, both Centres have well-stocked Medical Libraries with full-time staff. There are a number of computers available 24 hours a day at Arrowe Park Hospital and during working hours at Clatterbridge Hospital, giving access to a wide variety of databases including Medline and the Cochran Library for literature searches, as well as access to the Internet. A new Education Centre has recently been opened at Arrowe Park Hospital.

The Director of Learning and Development, in association with the two Postgraduate Tutors, organises a programme of hospital-wide educational topics. A well supported Medical/DME Unit clinical meeting is held every Wednesday lunchtime and includes case presentations including "hot" cases and monthly journal clubs. The junior medical staff have specific teaching meetings to which the successful applicant will be expected to contribute.

Second, third, fourth and fifth year medical students from Liverpool University undertake part of their training at the Wirral Hospital Trust each year and there is an active Undergraduate Education Centre in the hospital with seminar rooms, IT suite and library facilities.

The successful applicant will be expected, whilst undertaking clinical duties, to take an active role in the teaching of postgraduate medical staff and in undergraduate teaching where applicable. He/she should also expect to be accompanied by a doctor in training for at least two programmed activities.

Consultants will also contribute to the direct teaching of trainees in the form of tutorials, journal clubs, etc. in collaboration with colleagues.

Funding is available for appropriate study leave and Continuing Professional Development.

# Applicants

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## **Contract**

The contract would be as per Specialist Registrar terms and conditions and remuneration would be fixed as per seniority and previous salary scale. The Trust supports a programme of monthly audit days which move equally through different days of the week (Tuesday – Thursday). These monthly audit sessions displace routine clinical work between 9 am and 5 pm, this has been factored into the routine clinical work. In practice this amounts to 0.5 PA per week.

Secretarial services and access to workstation will be provided.

## **Conditions of Service**

The successful applicant will be covered by the national Terms and Conditions of Service.

## **National Health Service Litigation Authority (NHSLA)**

In the course of your work you are to bring to the attention of the person in charge of your area:

- Any situation which reasonably could be considered to represent a serious or immediate danger to the health and safety of any person.
- Any matter which reasonably could be considered to represent a short coming in the Trust's health and safety protection arrangements.

It is a requirement of the Wirral University Teaching Hospital that the staff comply with the following standards:

- 1) Support the Risk Management Process within the Wirral Hospital Trust.
- 2) Work with the Directorate to ensure risk to patients, staff and the public are identified through the use of the clinical and non-clinical incident reporting system.

## **Equal Opportunities**

You are required to work within Trust Equal Opportunities policies and promote equality of opportunity and equality of access to healthcare at all times.

## **Notice**

A period of three months' notice, terminable on either side is applicable to this appointment.

## **Rehabilitation of Offenders Act 1974**

Because of the nature of the work this post is exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applications for the post are not entitled to withhold information about convictions which for other purposes are "spent" under the provision of the Act and, in the event of employment any failure to disclose such convictions could result in disciplinary action or dismissal by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for a position to which the Order applies.

## **Canvassing and relationships**

Canvassing will result in disqualification. Applicants who are related in any way to any member or senior officer of WUTH should declare this as part of the application process.

### **Health Clearance**

Appointment is subject to Health Clearance by the Trust's Occupational Health Department.

### **Smoking Policy**

Employees, trainees and volunteers are not permitted to smoke while they are on duty (irrespective of their location) or in the grounds of the hospital and other health premises. WUTH is a smoke free hospital.

### **Visiting Arrangements**

This job description only gives a flavour of the post available, the working practices, and ethos of the Unit and as such, any interested candidates are very actively encouraged to arrange an informal visit.

Arrangements will then be made for a consultant to guide you around the Unit and hospital in general and address any questions you may have. This is only available to shortlisted candidates.

Interested applicants are encouraged to visit the Hospital. Arrangements may be made with:

Dr Omar Noorullah      Consultant Gastroenterologist  
Direct line: 0151 604 7048  
Email: Omar.Noorullah@NHS.net

Dr Amit Singhal      Consultant Gastroenterologist  
Direct Dial Line: 0151 604 7098  
Email: Amit.Singhal@NHS.net

### **Shortlisted Candidates Only:**

Dr Nicola Stevenson, Medical Director  
Direct Dial: 0151 678 5111 ext 2960

*The Trust is committed to safeguarding and promoting the welfare of all unborn babies, children and adults and is signed up to both Wirral Safeguarding Children's partnership Board and the Merseyside Safeguarding Adults Board policies and procedures. All Trust staff must be familiar with, and adhere to, these procedures. It is the post-holder's responsibility to attend the Trust's mandatory Safeguarding Protecting Vulnerable People training, and to follow the relevant Trust's Policies and Practice Guidance.*

# Person Specification

Domain	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> <li>• Extensive experience in the management of general medical and gastroenterology patients</li> <li>• MRCP or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• CCT in General Medicine and Gastroenterology (or within 6 months of receipt) or inclusion on the Specialist Register</li> </ul>
Clinical	<ul style="list-style-type: none"> <li>• Therapeutic upper and lower GI endoscopy</li> <li>• Registration with GMC</li> </ul>	<ul style="list-style-type: none"> <li>• Previous experience in Endoscopic Ultrasound and/or ERCP</li> </ul>
Management	<ul style="list-style-type: none"> <li>• Relevant experience in organisation and undertaking audit</li> <li>• Research and publications relevant to post</li> <li>• Evidence or possession of management skills</li> </ul>	
Teaching	<ul style="list-style-type: none"> <li>• Teaching experience/interest</li> </ul>	<ul style="list-style-type: none"> <li>• Recognised teaching skills course</li> </ul>
Personal	<ul style="list-style-type: none"> <li>• Excellent communication skills</li> <li>• Interpersonal skills</li> <li>• Organisational skills</li> <li>• Ability to lead, teach and relate to patients, relatives and other hospital staff and to work as part of a team</li> <li>• Leadership skills</li> </ul>	