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NHS
The Newcastle upon Tyne Hospitals
NHS Foundation Trust



Recruitment Information Pack

SENIOR CLINICAL FELLOW IN UPPER GI SURGERY

MAY 2019

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Section A

Introduction from Dame Jackie Daniel, Chief Executive Officer

The Newcastle upon Tyne Hospitals NHS Foundation Trust is a hugely successful organisation, with highly skilled staff, dedicated to providing the best possible care for the people of the North East and beyond. As one of the largest and highest performing NHS Foundation Trusts in the country, we are continuously seeking to improve our services including having among the highest number of specialist services of any Trust in the UK. We are, of course, proud to have been acknowledged in 2016 as 'Outstanding' by the Care Quality Commission.

Operating across multiple locations (Freeman Hospital, Royal Victoria Infirmary, Campus for Ageing and Vitality and Centre for Life) and a number of community sites, our services are rated amongst the best in the country according to the Care Quality Commission (CQC) Inpatient Survey 2017; in the most recent NHS Friends and Family Test around 98% of our in-patients would recommend our services, and 96% of our staff recommends the patient care provided.

We form a key part of one of Europe's leading centres for research and innovation with formal management relationships with both Newcastle University and the University of Northumbria in Newcastle and a high profile with the National Institute of Health Research. A core member of the North East and North Cumbria Academic Health Science Network (NENC AHSN) and Northern Health Science Alliance (NHSA), we continue to attract major awards and commercial opportunities to the North East.

We are an active member of the Shelford Group of specialist teaching hospitals and look forward to playing a leading role in current efforts to improve quality through closer collaboration with local and regional partners in delivery of health and social care.

We put patients at the heart of everything we do.

Please review the information within this recruitment pack. If you believe you share our passion and drive for excellence and have the experience we seek, we look forward to receiving your application for the position.

Kind regards



DAME JACKIE DANIEL
Chief Executive Officer

Section B

Overview

The Trust employs c 14,000 staff, with a gross turnover of in excess of £1 billion per annum, and operates on two major hospital sites – Freeman Hospital and the Royal Victoria Infirmary, as well as delivering Out of Hospital/Community Health Services to the city's residents.

The Newcastle upon Tyne Hospitals NHS Trust was licensed as a Foundation Trust on 1st June 2006, and this provides a robust framework and the freedom to run its own affairs at a local level. Although the Trust must comply with national standards in delivering healthcare, it can determine and influence how this is done by developing new ways of working tailored to meet the local needs and priorities.

The Trust is classified as a teaching hospital because of its close association with Newcastle University's Medical School. It also has a high nationally acknowledged research and development profile and capability and continues to challenge and inform patient treatment and care. A number of our Directorates are designated Academic Clinical Directorates which build on our clinical research and development track record and support our academic and teaching portfolio.

Our hospitals have around 2,170 beds and we manage over 1.67 million patient 'contacts' every year including more than 201,300 A and E attendances, 1,260,900 outpatient attendances and approximately 6,400 deliveries. We provide innovative high quality healthcare. The Trust is a large, technically complex and diverse organisation and to ensure the delivery of a high quality and safe service to all, robust performance management systems are in place. Working closely with clinical and support services, the Trust ensures effective monitoring and review of quality, business and financial issues.

We have a strong history of joint working which has led to a number of strategic partnerships across health and social care, with many of these relationships translating into integrated and multiagency pathways of care for patients.

We are an active member of the Shelford Group, a network of specialist teaching hospitals which undertakes comparative work and addresses issues of common interest.

The Trust is regulated by NHS Improvement, the Care Quality Commission determines the quality and standards of care.

Find out more about 'Your Future Starts Here' at <https://careers.nuth.nhs.uk> or search NUTH Careers.

Section C

About the Trust

In-patient clinical services are based on two sites - the Royal Victoria Infirmary and the Freeman Hospital. The Royal Victoria Infirmary site is the acute admitting site with the Great North Trauma and Emergency Centre together with acute medical services, maternity services and the Great North Children's Hospital. The Freeman site is of a more elective nature with surgical services, cardiothoracic services, transplantation, and the Northern Centre for Cancer Care (NCCC).

Royal Victoria Infirmary

The Royal Victoria Infirmary's city centre site is shared by the Medical and Dental Schools and is adjacent to the Newcastle University campus.

Pictured: New Victoria Wing Main Entrance and Great North Childrens Hospital, Royal Victoria Infirmary



Directorate	Service
Cancer Services and Clinical Haematology	Haemophilia Centre Haemostasis and Thrombosis
Cardiothoracic Services	Cardiology
Children's Services	A full range of secondary and tertiary paediatric medicine and surgery, including one of two national paediatric immunodeficiency units.
Dental	Dental Hospital Maxillo-Facial Surgery
EPOD	Burns Ophthalmology Plastic and Reconstructive Surgery Dermatology
Integrated Laboratory Medicine	Biochemistry, Cellular Pathology Health Protection Agency
Medicine and Older People's Medicine	Accident and Emergency/Trauma Centre (Great North Trauma and Emergency Centre) Acute Medicine Endocrinology, Gastroenterology Infectious Disease and Tropical Medicine Immunology Medical Admissions Unit Poisoning and Therapeutics Respiratory Medicine Falls and Syncope Stroke Medicine Older People's Medicine
Musculoskeletal	Orthopaedic Trauma Spinal Surgery Paediatric Orthopaedic Surgery

Directorate	Service
Neurosciences	Neurology Neuro-radiology Neurosurgery Neurophysiology
Out of Hospital/Community Services	Integrated Sexual Health District Nursing Health Visitors School Nursing Community Matrons TB Tracing Chronic Disease Monitoring Community Response & Rehabilitation Team Interface Team Home Re-ablement Consultant Led Continuing Care Beds (Intermediate Care) Nurse Practitioners Sexual Health Services Walk-in Centres
Peri-Operative RVI	Chronic Pain Critical Care Home Ventilation Theatres and Anaesthesia
Radiology	Emergency including trauma MSK, Children, Breast, Upper GI, Lower GI, Cancer, Endocrine
Surgery	Breast Colorectal Endocrine Upper GI
Women's Services	Gynaecology, Fetal Medicine, Obstetrics, Neonatology, Sexual Health Services

Freeman Hospital

The Freeman Hospital is to the east of the City Centre, with buildings predominately dating from the 1980s. The Northern Centre for Cancer Care opened in 2009 and the new Institute of Transplantation opened at the end of 2011.

Pictured: Northern Centre for Cancer Care, Freeman Hospital



Directorate	Service
Cancer Services and Clinical Haematology	Medical Oncology Northern Centre for Cancer Care Radiotherapy Haematology and Adult Bone Marrow Transplantation
Cardiothoracic Services	Adult Cardiac Surgery Adult Cardiology Cardiothoracic Critical Care: Adult and Paediatric Heart and Lung Transplantation Paediatric Cardiology, Cardiac Surgery, Transplantation and ECMO Thoracic Surgery

Directorate	Service
	Respiratory Medicine
EPOD	Head and Neck Surgery Rhinology Otology Face Plastics Implants Laryngology
Integrated Laboratory Medicine	Microbiology Blood Sciences
Medicine and Older People's Medicine	Gastroenterology Hepatology Older People's Medicine
Musculoskeletal	Elective Orthopaedic Surgery Rheumatology Sarcoma Service
Peri-Operative-FH	Anaesthesia Critical Care Operating Theatres
Radiology	GU, Cancer, MSK, Lower GI, HPB, ENT, Cardiothoracic
Renal	Nephrology Urology
Surgery	Colorectal Hepatobiliary Transplantation - Renal, Liver, Pancreas Vascular

Institute of Transplantation

This new, purpose-built facility brings together all aspects of transplantation under one roof. Designed with the 'patient journey' in mind from start to finish, seamless and high quality care is provided at all points of contact. This means that wherever possible patients are offered a 'one stop shop' approach so that they can access all the services they need in one location.

Pictured: Institute of Transplantation, Freeman Hospital



It houses an impressive range of ultramodern facilities and technology including:

- 4 'oversized' high technology theatres allowing for more than one transplant operation to take place at any one time.
- 22 bedded intensive care and high dependency facility designed to the very best of international specifications.
- 30 bedded inpatient ward including 14 single en- suite rooms.
- Outpatient facilities and a state-of-the-art screening and imaging suite.
- Research and development centre with associated lecture theatre and education facilities enabling live links to transplant surgery.

All intensive care and high dependency patients at the Freeman Hospital are now housed in the Institute, and heart and lung transplant patients are seen there in the Outpatient Suite.

Transplant TV is an online TV channel for medical professionals, patients, their families and carers. It hosts films on a range of topics to share scientific and medical information, and stories about transplantation. Based at the Freeman Hospital's Institute of Transplantation, the channel is run in partnership between Newcastle Hospitals, Newcastle University and Ten Alps multimedia.

[International Centre for Life](#)

The Northern Genetics Service and Newcastle Fertility Centre are based at the International Centre for Life along with Newcastle University's Institute of Human Genetics. Opened in 2000 it has brought together clinicians, scientists, industry and members of the public onto one site.

The site includes the Regional Genetics Service and Reproductive Medicine.



[Faculty of Medical Sciences, Newcastle University](#)

The Faculty, one of three in the University, includes Biosciences, Dentistry, Medical Sciences Education Development and Psychology, in addition to the traditional medical disciplines.

It has focused its core research activity at the basic science/clinical interface into seven Research Institutes that contain internationally strong research in ageing, genetics, cancer, health and society, biosciences, cellular medicine and neurosciences.

The Faculty has an excellent record in teaching, with Medicine coming top and 5 of the other 8 subject areas in its provision achieving higher than 90% satisfaction in the National Student Survey.

Undergraduate teaching is organised in four 'streams' – medicine, dentistry, psychology and biosciences, with a total undergraduate population of over 3000. Dentistry, Psychology and Bioscience degrees are administered by the Schools of Dental Sciences, Psychology and Biomedical Sciences respectively, while the undergraduate medical programme is administered at Faculty level.

The Graduate School currently has over 800 postgraduate students registered for both taught and research degrees.

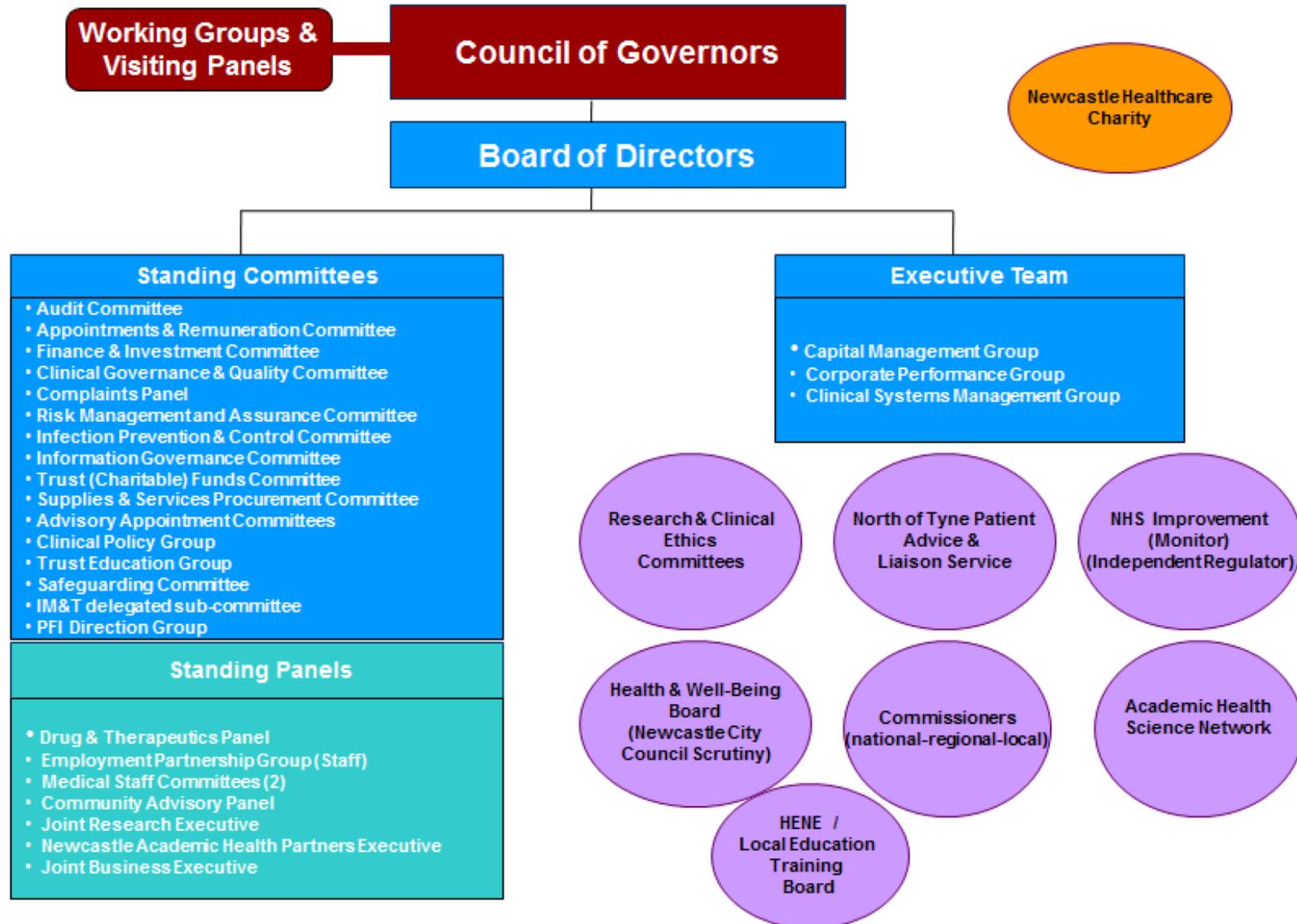
The Faculty has benefited from a significant period of capital refurbishment, funded largely through the Science Research Infrastructure Fund (SRIF) and University investment. In addition, successful bids to Wellcome, the Department of Health and the former One North East (the Regional Development Agency) have resulted in strategic capital developments at the Campus for Ageing and Vitality.

The Faculty is also a key player in the development of Newcastle Science City. The Newcastle Science City initiative (<http://www.newcastlesciencecentral.com>) aims to establish North East England as one of the world's premier locations for the integration of science, business and economic development, and to break down barriers between science and the wider regional community for the benefit of all.

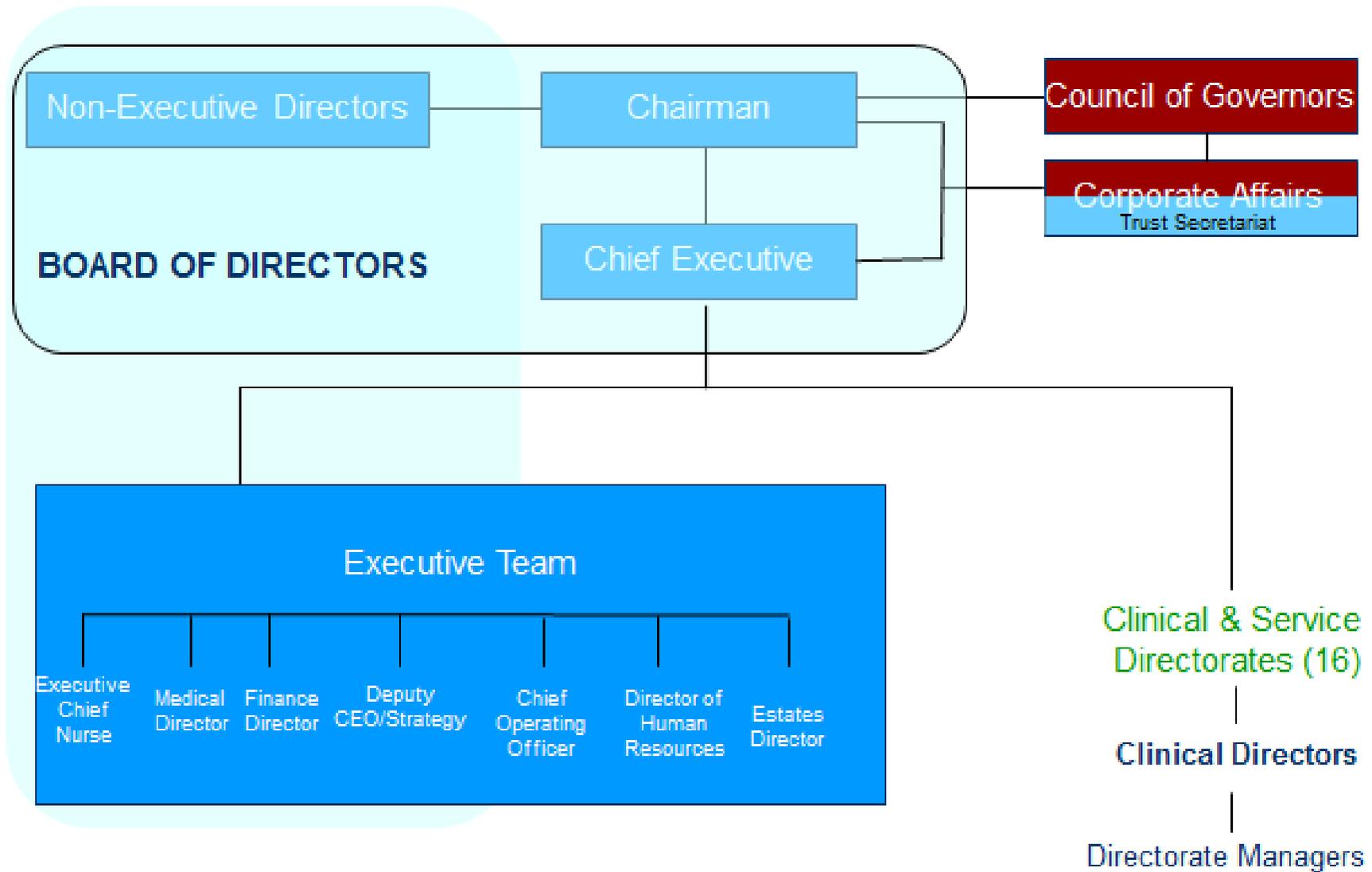
The project targets commercialisation of research in four key areas: Stem Cells and Regenerative Medicine; Ageing and Health; Molecular Engineering; and Energy and the Environment.

The Trust and the Faculty have formed a strategic partnership – Newcastle Academic Health Partners – which benefits from key synergies between the two organisations, acting essentially as an Academic Health Science Allegiance. This is overseen by an Executive which includes the Chief Executive, Medical Director, Chief Operating Officer, R&D Director, Faculty Pro Vice Chancellor and Dean of Clinical Medicine. It is responsible for the continuing development of the NIHR Biomedical Research Centre and has a Joint Research Executive, Joint Business Executive and Joint Education Executive. There is also a Joint Research Office and state-of-the-art Clinical Research Platforms.

Foundation Trust Framework



Foundation Trust Corporate Structure



PROFESSIONAL & LEADERSHIP BEHAVIOURS

CORE BEHAVIOURS EXPECTED OF ALL STAFF

To put patients at the heart of everything we do.

ENABLING OUR VISION

Shows commitment to service and delivering the Trust vision and goals for the highest quality, safe patient care. Supports integrated patient care. Shares information, resources and skills to support effective organisational performance.

DEMONSTRATING OUR VALUES

Puts patients at the heart of activity, listening and responding to their needs compassionately and demonstrating respect for their opinions and wishes. Communicates clearly and concisely using language that is readily understood. Behaves and uses language which demonstrates respect and courtesy for others. Achieves high personal and professional standards. 'Speaks up' to ensure patients and colleagues are safe from harm.

COMMITMENT TO SERVICE DELIVERY

Seeks, listens to and acts on feedback. Works as part of a team, supports the achievement of team goals, co-operates and communicates with colleagues. Shows an appreciation for others – their skills and knowledge, their attributes and differences. Recognises and understands organisational changes, helps to make improvements happen and shares good practice. Makes a positive contribution to the Trust and demonstrates flexibility and resilience. Accepts responsibility for own health and wellbeing to perform the role.

ACHIEVE RESULTS FOR PATIENT CARE

Does what is required from the role, including

- Meeting targets
- Following procedures
- Working within standards
- Providing the required level and quality of service
- Maintaining records
- Contributing fully to all work situations

Gets the facts right – ensures information is clear and correct. Supports colleagues to ensure wider organisational objectives are met and outcomes are achieved resourcefully.

FIRST LEVEL LEADERS

CREATING AND IMPLEMENTING OUR VISION

Creates and communicates a clear direction for the team to provide or support provision of the highest quality, safe care for patients.

Is specific about what needs to be achieved and how it should be done.

Gains buy-in of team and motivates team to deliver.

Ensures resources are deployed correctly and efficiently to deliver goals.

INFLUENCING TO ACHIEVE RESULTS

Interprets data accurately and shares it in a timely fashion.

Develops skills and knowledge in self and others.

Uses knowledge, skills and experience to provide insights and guidance.

Looks for options and alternatives, creating opportunities to explore possibilities.

ADAPTABILITY TO MEET SERVICE NEEDS (CHANGE FACILITATORS)

Identifies and communicates areas for improvements.

Takes ownership for change messages, communicating them positively and authentically to others.

Models a positive, can-do approach.

Structures the team and resources in the most effective and efficient way.

Tackles negative attitudes and behaviours, and creates a working environment which enables staff to raise issues and concerns openly, with a view to learning and improving practice.

Effectively handles conflict situations, supporting a positive and constructive resolution.

FOLLOWING THROUGH TO ACHIEVE RESULTS

Communicates and maintains professional and technical standards.

Ensures activities are completed and delivers on requirements and timescales.

Takes personal accountability to make decisions and overcome barriers.

Ensures personal and team compliance including quality, health and safety standards.

LEADING THROUGH OTHERS (INCLUDING LEADERS)

CREATING AND IMPLEMENTING OUR VISION

Brings the strategic goals and objectives of the highest quality, safe care to life, making them relevant and clear to the department.

Creates and communicates a clear direction for the department.

Acts as a catalyst to the creative thinking of others, supporting them to generate ideas and solutions.

Can see the bigger picture and keeps up-to-date with external and internal changes.

Builds and maintains a professional network across the Trust.

Identifies any gaps in departmental knowledge and skills and takes action to address these.

INFLUENCING TO ACHIEVE RESULTS

Challenges ideas and ways of thinking.

Leads through clear and motivating messages.

Deals with challenge effectively, making tough or unpopular decisions where needed.

Makes decisions and takes accountability, explaining rationale.

Empowers and enables first level leaders to have the confidence and skills to manage teams effectively, via coaching and mentoring.

ADAPTABILITY TO MEET SERVICE NEEDS (CHANGE FACILITATORS)

Identifies areas for change and improvement and implements activities to make change happen.

Takes ownership for change messages, supporting first level leaders to implement and embed change.

Structures departments and allocates resources in the most effective and efficient way.

FOLLOWING THROUGH TO ACHIEVE RESULTS

Maintains an overview of departmental goals, objectives and outcomes, achieving these through the empowerment and support of first level leaders.

Delivers objectives and goals that have a wider service impact.

Following achievement of objectives and outcomes, anticipates and implements actions to ensure the maintenance of high standards.

SERVICE & CORPORATE LEADERS

CREATING AND IMPLEMENTING OUR VISION

Looks to the longer term, seeking to achieve improved services with enduring benefits for the highest quality, safe care for patients.

Develops and communicates long term strategies that reflect current and future best practice and align to the values of the Trust.

Creates the structures and framework needed to deliver our vision of seamless patient care.

Builds and maintains a wide professional network inside and outside of the Trust.

Benchmarks performance against other organisations to identify opportunities for improvement and innovation.

Analyses and evaluates management information and uses this to inform approach.

INFLUENCING TO ACHIEVE RESULTS

Leads with empowerment rather than control, operating authentically and ethically.

A broad model of communications – demonstrates a two-way dialogue with staff.

Questions business as usual by being open to new ideas, challenging others to adopt new ways of thinking.

Ensures the Trust's values are demonstrated and promoted.

Holds others to account for what they have agreed to deliver, creating a collaborative climate to support openness, learning and accountability rather than blame.

Creates a solutions focused culture that encourages professional knowledge to be captured and shared between departments and teams.

Challenges inappropriate and unethical behaviour and attitudes.

ADAPTABILITY TO MEET SERVICE NEEDS (CHANGE FACILITATORS)

Remains alert to external opportunities and changes and uses this knowledge to inform strategic approach.

Ensures at a strategic level the correct resources and structures are in place to implement and embed change.

Works collaboratively to evaluate current processes and ways of operating.

Improves organisational performance by driving continuous improvement of processes.

Demonstrates resilience and uses any failures as learning to improve future approaches.

FOLLOWING THROUGH TO ACHIEVE RESULTS

Drives a high performance culture, supporting and enabling achievement of local and national key performance indicators and standards.

Displays innovation to develop cost-effective and efficient solutions.

Builds organisational capacity and develops opportunities including partnerships, strategic networks and alliances.

Recognises key influencers – both internally and externally to the Trust – and how to involve them as required.

Our Vision, Goals and Values

Our Vision

To be “the health service for Greater Newcastle and a leading national healthcare provider”.

Our Strategic Goals

- Putting patients first and providing care of the highest standard, focusing on safety and quality.
- Working in partnership to deliver fully integrated care and promoting healthy lifestyles to the people of Newcastle.
- Being a nationally and internationally respected leader in Research and Development underpinning our pioneering services
- Enhancing our reputation as one of the country’s top, first class teaching hospitals, promoting a culture of excellence in all that we do
- Maintaining sound financial management to ensure the ongoing development and success of our organisation.

Our Core Values

Putting patients at the heart of everything we do.

- Patients come first
- People and partnerships are important
- Professionalism at all times
- Pioneering Services
- Pride in what we do

Section D

About the Area

Newcastle upon Tyne is the city and regional capital for a population of c2.5 million people across North East England.

Newcastle is a great city, once in the forefront of 19th century industrial innovation and now at the forefront of technical innovation, leisure and culture. It has a deserved reputation for being one of the friendliest and liveliest cities in Europe. In recent years Newcastle has been transformed into one of the most cosmopolitan cities in the country. You can see the evidence everywhere from the restored buildings in Grainger Town to the regenerated Quayside area. With 2,000 years of fascinating history, the city has fabulous classical Georgian architecture in sweeping streets, wonderful restaurants and cafes, traditional pubs and contemporary bars, along with live music and theatre.

National surveys often suggest that people in the north east enjoy a better quality of life than anywhere else in England. The region has beautiful countryside, friendly people and a low cost of living. Accommodation varies from central city and riverside, through suburban to the urban periphery, stretching into the counties of Northumberland and Durham.

Newcastle lies on the East Coast Mainline rail service, with regular services through to London. In addition the Metro light-rail service connects to stations throughout Tyne and Wear. The A1(M) runs close by, with links to the national motorway network. Newcastle is also well connected for air travel via Newcastle International Airport, and for sea travel to Europe via the International Ferry Terminal.

Further information:

<http://www.visitnortheastengland.com/>

<http://www.newcastle.gov.uk/>

http://www.bbc.co.uk/news/england/tyne_and_wear/

<http://www.itv.com/tynetees/>

Section E | Advert

**ROYAL VICTORIA INFIRMARY
DIRECTORATE OF SURGICAL SERVICES
SENIOR CLINICAL FELLOW IN UPPER GI SURGERY
REF. 317-TD-19-134**

We are delighted to be able to offer an opportunity for a highly motivated, ambitious individual to join our well integrated team. The post is to start as soon as possible for 6 months and may be extendible to a year.

This is a Senior Clinical Fellow position in Upper GI surgery at the Royal Victoria Infirmary, Newcastle upon Tyne, with a contribution to emergency surgery at the Royal Victoria Infirmary.

The General Surgery Directorate in a busy directorate and the post will give significant experience in Upper GI procedures, including oesophageal and gastric resections, benign upper GI cases and general surgery. It would be ideal for a surgeon with significant experience in surgery, particularly towards the end of his/her training looking for further experience prior to obtaining CCT or commencing work as a consultant. The successful candidate will also be exposed to the management of major trauma as the Royal Victoria Infirmary is the regional trauma centre.

All successful candidates who require a DBS for the post they have been offered pay for their DBS certificate. The method of payment is a salary deduction from your first month's pay. You will be required to sign a DBS payment form which will be issued to you as part of your recruitment process.

The Newcastle upon Tyne Hospitals NHS Foundation Trust is one of the most successful teaching NHS Trusts in the country. We have one of the highest numbers of specialist services of hospitals in the UK. With around 14,000 staff, the Newcastle Hospitals is one of the region's major employers. We have a long-standing reputation for high quality clinical care with our staff's commitment to excellence reflected in our consistent performance at the highest level. We are committed to being an "employer of choice" offering our staff superb benefits, looking after their wellbeing, and providing access to high-quality education, training, career progression and support which enables them to provide "healthcare at its very best – with a personal touch".

We are committed to promoting equality and diversity and recognise the benefit in providing an inclusive environment. We value and respect the diversity of our employees and aim to recruit a workforce which reflects the communities we serve, and is equipped to deliver the best service to our patients. We welcome all applications irrespective of people's race, disability, gender, sexual orientation, religion or belief, age, gender identity, marriage and civil partnership, pregnancy and maternity and in particular those from under-represented groups.

For an informal discussion and further information regarding the opportunity and Directorate, please contact: **Mr Arul Immanuel Consultant Oesophagogastric Surgeon** via email at Arul.Immanuel@nuth.nhs.uk or **Mr Alexander Phillips Consultant Oesophagogastric Surgeon** Alexander.Phillips@nuth.nhs.uk.

To apply for this post, please visit NHS Jobs and complete the application form in full, please ensure that you provide references to cover the last 3 years. For any further queries, please contact **Suzanne Evans, Assistant HR Officer at** Suzanne.Evans@nuth.nhs.uk quoting the post reference number.

Closing Date: Midnight on the 7 June 2019
Interview Date: TBC

Section F | Job Description

Job Title:	Senior Clinical Fellow in Upper GI Surgery
Directorate:	Surgical Services
Hours:	48 per week
Post available from:	As soon as possible
Duration of Post:	6 months initially with a possible extension to 12 months
Reporting to:	Mr Arul Immanuel

Job Purpose:

The post is attached to the department of Upper GI surgery based primarily at the Royal Victoria Infirmary (RVI). The individual will work alongside the Upper GI surgeons at the RVI. The individual will work on the specialist registrar tier and will, as such, be expected to perform duties and take clinical responsibility at this level. This post will be attractive to pre and post-CCT individuals who require additional specialist training prior to applying for a consultant position or simply increasing their surgical experience prior to applying for Specialist Registrar posts.

Duties and Responsibilities:

Clinical:

- The doctor is expected to assist in the care of all patients to which he/she is allocated under the direct supervision of the consultant. In addition he/she is expected to provide 'cross-cover' for all patients in the Unit when required to do so. Duties include business, post-take and teaching ward rounds, OP clinics, Operating Theatre sessions, and administrative (dictation of summaries, letters, etc.) and participate on the emergency oncall rota at registrar level.

Administrative:

- Each Junior Doctor is expected to carry out all administrative tasks allocated to him/her by the consultants.

Research:

- This Directorate has a strong research pedigree and many ongoing clinical and scientific research projects. The high volume of specialist activity performed in the Directorate ensures there is vast opportunity to instigate and perform research/audit projects. Such activity is encouraged and results presented at regional, national and international meetings.

Teaching:

- The Unit has Stage II and III medical students attached to it. Each Junior Doctor is expected to assist in their teaching together with the teaching and supervision of the Foundation Doctors and in all post-graduate activities of the Unit. There is a strong unit commitment to the EOCP (Essential of Clinical Practice) programme and HBP (hospital-based practice) and all members of the team are expected to contribute.

Flexibility:

In line with the Trust's core value of placing patients at the heart of everything we do, we are developing our service provision to be responsive to the needs of our patients. To meet those needs some staff groups will be increasingly asked to work a more flexible work pattern so that they can offer services in the evening or weekend. As a result any offer of employment to a consultant post will be subject to you agreeing to work a new more flexible pattern or working in the future if required, including evening and weekend work.

Section G | Person Specification

Senior Clinical Fellow in Upper GI Surgery Directorate of Surgical Services

Requirements	Essential	Desirable	Assessment
Education and Qualifications	<p>Primary Medical Qualification.</p> <p>Full GMC registration or eligibility to obtain this within 3 months (or within 6 months for non-EEA applicants).</p> <p>FRCS or equivalent.</p>	<p>Other relevant qualifications (ATLS, CCrISP).</p> <p>Completed Two- years in oesophagogastric training.</p> <p>JAG endoscopy accreditation (or equivalent).</p> <p>MD/PhD.</p>	Application / Interview
Clinical Skills and Knowledge	<p>Good history & examination skills.</p> <p>Able to formulate a working diagnosis.</p> <p>Able to order appropriate investigations.</p> <p>Image interpretation relevant to practice.</p> <p>Knows when to appropriately seek assistance from a senior colleague.</p> <p>Satisfactory completion of Foundation <i>and</i> Core surgical Training (or equivalent).</p>	<p>Career intention to involve resectional Upper GI work.</p> <p>Evidence of smooth progression through training</p> <p>Independent therapeutic endoscopy capability (EMR/ Stenting/ Dilatation) programmes.</p>	Application / Interview
Maintaining Clinical Competence	<p>Written evidence of satisfactory training to date e.g. workplace assessments.</p>		Application / Interview
Teaching	<p>Experience of teaching undergraduate medical students & Foundation Doctors.</p>	<p>Teaching qualification (e.g. Master, Diploma, Certificate of Medical Education).</p>	Application / Interview

Clinical Governance, Audit and Research	Experience of audit projects.	Publication of an audit project Interest in research and record of publications	Application / Interview
Communication, Relationships and Working with Colleagues	Ability to communicate and liaise effectively with patients and other people within a team. Ability to work as a team with professional colleagues in all disciplines.		Application / Interview
Personal Attributes	Alignment with the Trust's Core & Professional Behaviours. Flexible approach to service delivery and committed approach to development. A commitment to personal / unit CPD. Time management skills. Honesty, integrity, awareness of ethical dilemmas, respect for confidentiality.	Evidence of leadership skills. IT literate.	Interview

Section I | Main Terms and Conditions of Service

Salary:	<p>The current salary applicable to this post is £31,217 to £49,086 per annum.</p> <p>In addition, a supplement will be paid for agreed hours of duty under the Terms and Conditions of service NHS Medical and Dental Staff (England) 2002.</p> <p>These are the current Terms & Conditions of Service, which are subject to review and likely to change as a result of national negotiations.</p>
Holiday:	<p>ST1-2 equivalent posts – 5 weeks per annum plus 8 public holidays and 2 statutory holidays or days in lieu thereof.</p> <p>ST3+ equivalent posts - 6 weeks per annum plus 8 public holidays and 2 statutory holidays or days in lieu thereof.</p> <p>Part time staff and/or staff on fixed term contracts of less than a year, will receive a pro rata entitlement.</p>
Occupational Sick Pay:	<p>No payment under the Trust’s contractual sick pay scheme will be made to an employee new to the NHS or with a break from the NHS of more than 12 months until they have been continuously employed for a period of 26 weeks or have successfully completed their probationary period.</p>
Pension:	<p>In accordance with the NHS Pension Scheme.</p>
Professional Registration:	<p>The Trust requires the successful candidate to have and maintain registration with the General Medical Council.</p>
Base:	<p>Your principal place of work is the Royal Victoria Infirmary. You may be required to work at any site within your employing organisation, including new sites.</p>
Notice Period:	<p>Three months.</p>
Probationary Period:	<p>Employees new to the Trust will be subject to a six month probationary period.</p>

The Terms and Conditions of Service for Junior Doctors can be found at:

[http://www.nhsemployers.org/~media/Employers/Documents/Pay%20and%20reward/Terms and Conditions of Service NHS Medical and Dental Staff 300813 bt.pdf](http://www.nhsemployers.org/~media/Employers/Documents/Pay%20and%20reward/Terms%20and%20Conditions%20of%20Service%20NHS%20Medical%20and%20Dental%20Staff%20300813%20bt.pdf)

Section I | Additional Information

Interview Guarantee

The Trust is committed to the employment and career development of disabled people. To demonstrate our commitment, we use the Disability Symbol that is awarded by the Employment Service. As a symbol user, we guarantee an interview to anyone with a disability whose application meets the minimum criteria for the post.

To be eligible for the Interview Guarantee Scheme you must have a disability or long term health condition that puts you at a significant disadvantage in either obtaining or keeping a job. The disability could be physical, sensory or mental and must have lasted, or be expected to last for at least twelve months. You do not have to be registered as a disabled person to apply under this scheme.

Why choose us?

The Trust has a range of benefits available including:

- Salary Sacrifice Schemes including childcare vouchers, car lease scheme and cycle scheme.
- Trust Travel scheme offering discounted travel passes with all major travel operators.
- On-site Free Spirits Nursery
- Staff Social Club.
- Staff Gyms (Freeman Hospital and RVI).
- Employee Assistance Programme including telephone and face to face counselling service.
- Care Co-ordinator- offering advice and support with care issues
- Employee Wellbeing and Health Events.
- Access to discounted products including holidays, insurance etc.
- Flexible working policy.

For more information please visit www.benefitseveryone.co.uk

Have you signed up to the DBS Update Service? Find out more here
<https://www.gov.uk/dbs-update-service>