CLINICAL FELLOW IN GASTROENTEROLOGY AND ACUTE MEDICINE

BASED AT VICTORIA INFIRMARY, GLASGOW

INFORMATION PACK

REF: 23513D

CLOSING DATE: 5TH AUGUST 2011
SUMMARY INFORMATION

POST: CLINICAL FELLOW IN GASTROENTEROLOGY AND ACUTE MEDICINE

BASE: VICTORIA INFIRMARY, GLASGOW

AVAILABLE UNTIL 31ST JULY 2012

The gastroenterology unit at the Victoria Infirmary comprises four consultants and provides a full range of gastroenterology services to the population of South East Glasgow, including specialist IBD, hepatology, oesophageal and endoscopic services.

The team also participates in the general medical services at the Victoria and looks after patients with both specialist gastroenterological and general medical conditions.

This post will provide the opportunity to gain experience and training in gastroenterology and general internal medicine. The successful applicant will participate in the acute medical receiving rota at the Victoria Infirmary and also form part of the gastroenterology team with responsibility for managing patients on gastroenterology wards and in out-patient clinics.

If the successful candidate wishes, there will be opportunities to undertake formal endoscopic training and training in other areas of specialist gastroenterology.

Further information regarding the post can be obtained from Dr Alan Clarke, Consultant Gastroenterologist, Victoria Infirmary on 0141 201 5411 or at alanclarke@nhs.net

This post has not been approved for Training purposes by NES. To practice medicine in the UK you need to hold both GMC registration and a Licence to Practice.

This post requires PVG Scheme Membership/Disclosure Scotland Check and may be eligible for Tier 2 General Sponsorship if no suitable UK or EEA national is identified for the post.

Closing Date: 5th August 2011
GREATER GLASGOW & CLYDE UNIVERSITY HOSPITALS DIVISION

INFORMATION PACK

FOR THE POST OF CLINICAL FELLOW – Gastroenterology

Ref: 23513D
1. Glasgow – a great place to live and work

Greater Glasgow and Clyde Valley are one of the world’s most beautiful destinations. There is a wealth of attractions to discover, the UK’s finest Victorian architecture to astound, internationally acclaimed museums and galleries to inspire, as well as Glasgow’s own unique atmosphere to soak up.

Be entertained in one of Europe’s top cultural capitals by its year-long calendar of festivals and special events and enjoy outstanding shopping, superb bars and restaurants - all located within a stone’s throw of some of the country’s finest parks and gardens.

The area also stands at the gateway to some of Scotland’s most spectacular scenery, with Loch Lomond and the Trossachs only 40 minutes away.

What’s more, we are easily accessible by air, rail and road so getting here could not be easier.

2. The Hospital Modernisation Programme – The Services of Tomorrow

Health services in Glasgow are on the verge of dramatic and exciting change, brought about by the recently approved Hospital Modernisation Programme. This ten-year £700 million strategy will see the transformation of acute services across the city including the replacement of out-dated Victorian buildings and the creation of one-stop/rapid diagnosis and treatment models for the vast majority of patients.

Core adult acute care is currently delivered from six sites within Glasgow. The Western Infirmary and Gartnavel General Hospital operate in tandem delivering acute care in the west-end of the city. In the north-east of the city acute care is delivered from Stobhill Hospital and Glasgow Royal Infirmary. The Victoria Infirmary serves the south-east and the Southern General Hospital the south-west of the city. Services for children are provided centrally from the Royal Hospital for Sick Children, Yorkhill. Full adult Accident and Emergency services are provided at the Western Infirmary, Glasgow Royal Infirmary, the Victoria Infirmary and the Southern General Hospital.

The Ambulatory Care Hospital [ACH] for the south side of the city is in a new £103 million purpose-built hospital next to the current Victoria Infirmary. This state-of-the-art facility opened in 2009. It will house the main out-patient centre and day surgery service for the south side of the city.
In-patient services will be concentrated in a new £235 million south-side hospital to be built on the site of the current Southern General Hospital. This new facility, housing some 850 beds, will replace ageing acute wards in both the Southern General Hospital and the Victoria Infirmary. The new facility will work alongside some of the relatively modern buildings housing specialist services, which will be retained on the Southern General Hospital site as part of the Strategy. The new south-side hospital will be home to one of two Accident and Emergency and Major Trauma Units covering the whole of the city. The new south side hospital is planned to open in phases from 2015.

The children’s hospital will also relocate from Yorkhill to a new £100 million building on the Southern General Hospitals site over the next five years to sit alongside and be fully integrated with maternity and adult services.

3. Greater Glasgow and Clyde University Hospitals Division

<table>
<thead>
<tr>
<th>Glasgow Acute Services</th>
<th>Clyde Acute Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>15 Hospitals</td>
<td>3 Hospitals</td>
</tr>
<tr>
<td>4,700 beds</td>
<td>1,100 beds</td>
</tr>
<tr>
<td>£980m income</td>
<td>£250m income</td>
</tr>
<tr>
<td>19,500 wte staff</td>
<td>7,000 wte staff</td>
</tr>
</tbody>
</table>

All acute services across Greater Glasgow and Clyde are under a single management structure led by the Chief Operating Officer. The Acute Division is made up of eight Directorates of clinical services each managed by a Director and clinical management team along with a Facilities Directorate. These are:

- Emergency Care and Medical Services
- Surgery and Anaesthetics
- Rehabilitation and Assessment
- Diagnostics
- Regional Services
- Women’s and Children’s Services
- Oral Health
- Facilities
In the Emergency Care and Medical Services, Surgery and Anaesthetics and Facilities directorates the General Managers will combine a city wide role with a local sectoral role for one of three sectors in the city – north and east, west and south.

**Emergency Care and Medical Services**

The specialties included in this Directorate are:

- Accident and Emergency services
- Acute Medicine
- Cardiology
- Respiratory Medicine
- Renal Medicine
- Gastroenterology
- Diabetes
- Infectious Diseases
- Rheumatology
- Dermatology

This Directorate also includes management of the out-of-hours GP service.

Acute medicine is managed by general managers on a sector basis with a lead strategic role for a citywide specialty.

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**Surgery and Anaesthetics**

This Directorate includes:

- General Surgery – including vascular and breast surgery
- Orthopaedics / trauma
- Anaesthetics – including critical care [with the exception of coronary care]
- Ophthalmology
- Optometry
- ENT Surgery
- Audiology
- Endoscopy
- Urology
The smaller surgical specialties of ophthalmology, urology and ENT surgery have a single citywide general management structure. In each of the larger surgical specialties, in addition to a pan Glasgow structure, there will be sector-based general management.

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Rehabilitation and Assessment Directorate

The Rehabilitation and Assessment Directorate brings together the management of services that have strong inter-relationships to related CHCPs.

The Directorate manages the following services:

- Stroke
- Frail elderly
- Palliative Care
- Inpatient Physically Disabled
- West of Scotland Mobility and Rehabilitation Centre (Westmarc)
- Physiotherapy
- Dietetics
- Speech and Language Therapy
- Rehabilitation

In addition, the Directorate will manage a range of community services including palliative care, a number of specialist community disability services, pain services, continence, services to care homes and falls prevention.

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Regional Services

This Directorate includes:

- Neuro-sciences [including all sub-specialties except neuro-radiology]
- Specialist Oncology services [including haemato-oncology]
- Plastic Surgery and Burns
- Cardiothoracic Surgery
- Renal Transplantation
- Oral and Maxilofacial surgery
- Homeopathy
Diagnostics Directorate
This Directorate includes:
- All Laboratory Medicine including Paediatrics
- Diagnostic imaging [including Beatson radiological services]
- Vascular and Interventional Radiology
- Breast Screening services

Facilities Directorate
This Directorate includes:
- Site maintenance for both acute and CHCP facilities
- Hotel services
- Laundry
- TSSU
- Supplies
- Transport
- Catering
- Telecommunications
- Waste management
4. Southside Hospitals

Services are currently provided from two main acute hospitals - the Southern General Hospital, which serves the south-west of the city and is also home to the regional and tertiary services, and the Victoria Infirmary, which provides acute care for the south-east of the city. Two smaller hospitals – the Mansionhouse Unit and Mearnskirk House deliver mainly rehabilitation and elderly care services.

The Victoria Infirmary

The Victoria Infirmary is a teaching hospital with an acute operational bed complement of approximately 350. The hospital is situated in the south-east of Glasgow providing a range of high quality health care services including Accident and Emergency, General Medicine (including sub-specialties), General Surgery (including sub-specialties), Medicine for the Elderly (including Assessment, Rehabilitation, and Day Services), Orthopaedics and a wide range of Out-Patient clinics.

Clinical Services

The range of services provided by the Department of Medicine includes the sub-specialties of Cardiology, Rheumatology, Respiratory Medicine, Gastro-Enterology, Diabetes, and Endocrinology and Dermatology. The General Surgical Services include an eight-bed High Dependency Unit and sub-specialties including Vascular, Breast Care, and Colorectal. Medicine for the Elderly Services includes Movement Disorders and Falls Specialties.

The above services are supported by other consultant-based services which incorporate diagnostic and clinical components including Anaesthetics, Laboratory Medicine, and Radiology. There is also available a wide range of therapeutic services which include Audiology, Clinical Psychology, Dietetics, Occupational Therapy, ECG, Physiotherapy, and Speech & Language Therapy.

Education

Facilities for Education and Personal Development include the Postgraduate Education Centre, the James Bridie Library, the Ebenezer Duncan Lecture Theatre and Seminar Rooms with a reception area. The Lecture Theatre has comprehensive audio-visual facilities. There is a Postgraduate Tutor, Postgraduate Secretary and Librarian on site.
University Links

Both the Southern General Hospital and the Victoria Infirmary have built a sound academic and research base over the years, and have an excellent teaching reputation with libraries and lecture suites with comprehensive audio/visual facilities on both sites. There are close links with the University of Glasgow's Faculty of Medicine including Professors within Neurosciences.

The Southern General Hospital

The Southern General Hospital is a large teaching hospital with an acute operational bed complement of approximately 930 beds. The Hospital is sited in the south-west of Glasgow and provides a comprehensive range of acute and related clinical services.

Services include Accident and Emergency, Dermatology, ENT, General Medicine (including sub-specialties), General Surgery (including sub-specialties), Medicine for the Elderly (including Assessment, Rehabilitation and Day Services), Gynaecology, Neonatal Paediatrics, Obstetrics, Ophthalmology, Orthopaedic Surgery, Urology, Physically Disabled Rehabilitation and Continuing Care. The Obstetrics, Gynaecology, Urology and Ophthalmology Departments provide the single in-patient location for the whole population of South Glasgow. In-patient Maxillofacial (trauma and elective surgery and specialist provision for head and neck cancer), Dermatology and the Assessment and Rehabilitation service for the Physically Disabled are also provided for the whole city from the Southern General Hospital.

There is also a wide range of therapeutic services including Audiology, Clinical Psychology, Dietetics, Occupational Therapy, ECG, Physiotherapy, Radiology (including MRI and CT provision for the general hospital service) and Speech Therapy.
5. Valuing our Staff

The Division is committed to extending training and development opportunities to all staff and is actively developing multi-disciplinary training, extending the role of on-line learning, and recognises the importance of developments in technology for both staff and patients.

We Offer:

- Policies to help balance commitments at work and home and flexible family friendly working arrangements
- Excellent training and development opportunities
- Free and confidential staff counseling services
- A central Glasgow location, with close access to motorway, rail and airport links
- On-site library services
- Subsidised staff restaurant facilities on each site
- Access to NHS staff benefits/staff discounts
- Access to discounted First Bus Travel
- Active health promotion activities
- Bike User Group
- Good Public Transport links
- Commitment to staff education and life-long learning/development opportunities
- Excellent student support
- Access to NHS Pension scheme
6. Work of the Department

The Medical Directorate at the Victoria Infirmary has 159 beds. There are 15 Consultant Physicians, with the following interests:- Cardiology (3), Gastro-enterology (4), Respiratory Medicine (4), Diabetes/Endocrinology (3), Rheumatology (1). There is currently a general medicine locum consultant physician.

The Consultant Physicians at the Victoria Infirmary, provide integrated outpatient, inpatient and daycase investigation services for the population of south east Glasgow (approximately 250,000 ) where more than 5,683 new out-patients are seen each year.

Both out-patient and in-patient duties are supported by the Allied Health Professions and multi-disciplinary working is a key feature of both services.

7. The Job Itself

(a) Its Title: Clinical Fellow – Gastroenterology and General Medicine

(b) Relationships:

(i) Name of Health Board(s):
NHS Greater Glasgow and Clyde NHS Board

(ii) Names of Consultant members of the Department:

<table>
<thead>
<tr>
<th>Sub-Specialty Interest</th>
<th>Consultant Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rheumatology</td>
<td>Dr J Larkin</td>
</tr>
<tr>
<td>Cardiology</td>
<td>Dr R Northcote</td>
</tr>
<tr>
<td>Cardiology</td>
<td>Dr H McAlpine</td>
</tr>
<tr>
<td>Cardiology</td>
<td>Dr J Adams</td>
</tr>
<tr>
<td>Diabetes &amp; Endocrinology</td>
<td>Dr A Gallagher [job share]</td>
</tr>
<tr>
<td>Diabetes &amp; Endocrinology</td>
<td>Dr H Hopkinson [job share]</td>
</tr>
<tr>
<td>Diabetes &amp; Endocrinology</td>
<td>Dr A Stewart [job share]</td>
</tr>
<tr>
<td>Diabetes &amp; Endocrinology</td>
<td>Dr J Hinney</td>
</tr>
<tr>
<td>Diabetes &amp; Endocrinology</td>
<td>Dr D MacIntyre</td>
</tr>
<tr>
<td>Respiratory Medicine</td>
<td>Dr J Sarvesvaram</td>
</tr>
<tr>
<td>Respiratory Medicine</td>
<td>Dr D Raeside [Clinical Director]</td>
</tr>
<tr>
<td>Respiratory Medicine</td>
<td>Dr D Anderson</td>
</tr>
<tr>
<td>Gastroenterology</td>
<td>Dr R Boulton Jones</td>
</tr>
<tr>
<td>Gastroenterology</td>
<td>Dr S Sarwar</td>
</tr>
<tr>
<td>Gastroenterology</td>
<td>Dr A Clarke</td>
</tr>
<tr>
<td>Gastroenterology</td>
<td>Dr S Datta</td>
</tr>
</tbody>
</table>
(c) Duties of the Post:

This post is fixed term until 31st July 2012 and the successful candidate will be attached to the gastroenterology team at the Victoria Infirmary. The successful candidate will also participate in the general medical receiving rota and the frequency of acute receiving will be adjusted according to the needs and experience of the successful candidate. The post-holder will contribute to the management of patients on the gastroenterology wards, which will be a mixture of patients with specialist gastroenterological and general medical conditions, and will be expected to both attend consultant lead ward rounds and lead their own ward rounds during the week. The post-holder will also attend gastroenterology clinics. There is the opportunity to attend endoscopy sessions and receive consultant lead training in performing endoscopy.

(i) Acute Medical Services

Gastroenterology
The full range of gastroenterology services are provided at the Victoria, including IBD, hepatology, oesophageal and endoscopic sub-speciality interests. Oesophageal manometry and 24 pH monitoring, ERCP, capsule endoscopy and enteroscopy are examples of specialist services that are provided A team of four consultants supported by four specialist nurses provide this service. There are close links with surgical colleagues who participate in an IBT MDT.
A purpose built 5 roomed endoscopy unit has recently been opened and is equipped with state of the art video endoscopes. Out-patient clinics are run at the newly opened New Victoria Hospital in purpose built facilities. The clinics see patients with general gastroenterological problems but there are also clinics for patients with complex IBD and hepatology problems. Once per month a joint clinic is held with the Scottish Liver Transplant Team.
There are male and female gastroenterology wards where all patients with GI problems are admitted and managed. General medical patients are also managed on these wards.
The post-holder with have the opportunity to develop their general medical and gastroenterological skills in a unit that has a strong commitment to providing training.

Acute Medicine
The Victoria has been central to the development of acute medicine services in Glasgow, pioneering the Acute Assessment Unit / Clinical Decisions Unit model which is now being adopted by other sites. The site has regularly achieved (and exceeded) the four hour wait target, despite being amongst the busiest sites in Scotland and serving a population with high levels of socio-economic deprivation.

Each consultant has a one-in-eleven medical commitment for acute medical receiving. All medical patients attending Accident and Emergency are triaged depending on expected length of stay to either a short stay ward (Ward 12a, expected length of stay 24 hours or less) or to an Acute Admissions Ward (Ward 14) where the planned length of stay is 48 hours or less. Both are mixed sex wards. The Consultant on-call is responsible for all patients admitted. Subsequent responsibility is on a ward-based system following any transfer of patients.
(ii)  Teaching

Undergraduates attend throughout their training and the new curriculum will involve a commitment both to supervise students in clinics and bedside teaching.

(iii)  Research

You will be expected to take part in ongoing audit and research activities within the Gastroenterology/General Medicine department, and will be encouraged and supported in any of your own projects.

(d) In addition to the duties mentioned above, duties at other hospitals administered by NHS Glasgow may be necessary.

5. DATE WHEN POST IS VACANT

Immediately

TERMS AND CONDITIONS OF SERVICE

The conditions of service are those laid down and amended from time to time by the Hospital and Medical & Dental Whitley Council.

<table>
<thead>
<tr>
<th>TYPE OF CONTRACT</th>
<th>Fixed Term</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRADE AND SALARY</td>
<td>Clinical Fellow, £29,705 - £39,300 per annum</td>
</tr>
<tr>
<td></td>
<td>New Entrants to the NHS will normally commence on the minimum point of the salary scale, (dependent on qualifications and experience). Salary is paid monthly by Bank Credit Transfer.</td>
</tr>
<tr>
<td>HOURS OF DUTY</td>
<td>Full time 40 hrs</td>
</tr>
<tr>
<td>SUPERANNUATION</td>
<td>You have the option to join the NHS Superannuation Scheme, to participate in the State Earnings Related Pension Scheme or to take out a Personal Pension.</td>
</tr>
<tr>
<td></td>
<td>Employee’s contributions to the NHS Scheme are Tiered based on your earnings and the employers contribution equates to 13.5 % of salary. Employees in the NHS Scheme are “Contracted-out” of the State Earnings Related Pension Scheme and pay a lower rate of National Insurance contributions. Employees who choose to participate in the State Earnings Related Pension Scheme pay the higher rate of National Insurance contribution. A Stakeholder Pension is also available.</td>
</tr>
<tr>
<td>Section</td>
<td>Description</td>
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</tr>
<tr>
<td>A Personal Pension</td>
<td>A Personal Pension is a private arrangement agreed with the pension provider that will be an organisation such as a Bank, Building Society or Insurance Company.</td>
</tr>
<tr>
<td>REMOVAL EXPENSES</td>
<td>Assistance with removal and associated expenses may be given and would be discussed and agreed prior to appointment.</td>
</tr>
<tr>
<td>EXPENSES OF CANDIDATES FOR APPOINTMENT</td>
<td>Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement shall not normally be made to employees who withdraw their application or refuse an offer of appointment.</td>
</tr>
<tr>
<td>TOBACCO POLICY</td>
<td>NHS Greater Glasgow and Clyde operate a No Smoking Policy in all premises and grounds.</td>
</tr>
<tr>
<td>DISCLOSURE SCOTLAND</td>
<td>This post is considered to be in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership which currently costs £59.00. The cost of the PVG Membership will be initially paid by NHS Greater Glasgow and Clyde and will required to be repaid through a payroll deduction mandate from the successful candidate’s first salary.</td>
</tr>
<tr>
<td>CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK</td>
<td>NHS Greater Glasgow and Clyde (NHSGGC) has a legal obligation to ensure that it’s employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS GGC they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under not circumstances will they be allowed to commence until the right to work in the UK has been verified. ALL applicants regardless of nationality must complete and return the Confirmation of Eligibility to Work in the UK Statement with their completed application form. You will be required provide appropriate documentation prior to any appointment being made.</td>
</tr>
</tbody>
</table>
| REHABILITATION OF OFFENDERS ACT 1974 | The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders
1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are "spent" under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Greater Glasgow and Clyde.

Any information given will be completely confidential.

| DISABLED APPLICANTS | A disability or health problems does not preclude full consideration for the job and applications from people with disabilities are welcome. All information will be treated as confidential.  
NHS Greater Glasgow and Clyde guarantees to interview all applicants with disabilities who meet the minimum criteria for the post.  
You will note on our application form that we ask for relevant information with regard to your disability. This is simply to ensure that we can assist you, if you are called for interview, to have every opportunity to present your application in full. We may call you to discuss your needs in more detail if you are selected for interview. |
| GENERAL | NHS Greater Glasgow and Clyde operates flexible staffing arrangements whereby all appointments are to a grade within a department. The duties of an officer may be varied from an initial set of duties to any other set, which are commensurate with the grade of the officer. The enhanced experience resulting from this is considered to be in the best interest of both NHS Greater Glasgow and Clyde and the individual. |
| EQUAL OPPORTUNITIES | The postholder will undertake their duties in strict accordance with NHS Greater Glasgow and Clyde’s Equal Opportunities Policy. |
FURTHER INFORMATION

For further information on NHS Greater Glasgow and Clyde, please visit our website on www.show.scot.nhs.uk

Applicants wishing further information about the post are invited to Dr Alan Clarke, Consultant Gastroenterologist, Victoria Infirmary on 0141 201 5411 or at alanclarke@nhs.net with whom visiting arrangements can also be made.

HOW TO APPLY

To apply for these posts please include your CV and names and addresses of 3 Referees, along with the following documents; (click on the hyperlinks to open)

Medical and Dental Application and Equal Opportunities Monitoring Form

Declaration Form Regarding Fitness to Practice

Immigration Questionnaire

Alternatively please visit www.nhsggc.org.uk/medicaljobs and click on the “How to Apply” tab to access application form and CV submission information.

RETURN OF APPLICATIONS

Please return your application by email to nhsggcrecruitment@nhs.net or to the recruitment address below;

Medial and Dental Recruitment Team
NHS Greater Glasgow and Clyde Recruitment Services
5th Floor, Tara House
46 Bath Street
Glasgow
G2 1HJ

CLOSING DATE

The closing Date will be 5th August 2011