APPOINTMENT OF
A CONSULTANT ANAESTHETIST
(With an interest in
Intensive Care)

JOB DESCRIPTION

NOVEMBER 2017
INTRODUCTION

An opportunity has arisen for a Consultant Anaesthetist with an interest in Intensive Care to join the Shrewsbury and Telford Hospital NHS Trust. The successful applicant may be expected to work at both hospitals, joining a team of 8 ITU Consultants at the Royal Shrewsbury Hospital to provide cover for Intensive Care, whilst theatre sessions may be based at either hospital depending on areas of special interest. The Intensive Care Consultants at the Royal Shrewsbury Hospital work on an 8 week rota of which 2 are spent solely on Intensive Care. On call would be purely for Intensive Care at the Royal Shrewsbury Hospital on a 1 in 8 basis.

The Shrewsbury and Telford Hospital NHS Trust is currently looking at improving care across the County with a “sustaining services” development which would include a single ITU at one Hospital. At present there are 13 beds at the Royal Shrewsbury Hospital and 11 at the Princess Royal Hospital. In the new unit we would hope to expand the total bed base of 30 initially with the aim of eventually expanding to 40 beds. To this end we are working towards developing a team of ITU Consultants covering both hospitals. This means that this post will be expected to work on the ITU’s at both hospitals although the on call will remain at the Royal Shrewsbury Hospital until we have recruited enough people for a split rota at the Princess Royal Hospital. There are currently three ITU Consultants at the Princess Royal Hospital.

The post is full time and will consist of 10 PA’s plus the opportunity to take up further clinical duties if the you wish. Part time, job share and flexible working applications will be given consideration.

There are currently 2.5 SPA’s allocated for supporting professional activities, 1 of which is for revalidation.

It is expected that the successful applicant would do most of their on call during their ITU weeks to ensure continuity of care. However there is flexibility to swap on call nights if family or other commitments so dictate. The ITU weeks are cross covered and this is taken into account in the allocation of PA’s on an annual basis, as is predictable on call at weekends. A more detailed account of the PA allocation is available to interested candidates.

The Anaesthetic Department at the Royal Shrewsbury Hospital

The Royal Shrewsbury Hospital has separate coronary care and renal units and 11 operating theatres close to the Critical care unit. The majority of the theatre workload is general, colorectal, upper GI/Bariatric, urological, vascular, and trauma orthopaedic surgery with smaller numbers of ENT, ophthalmic, gynaecological and max fax surgery undertaken
Current RSH Consultant Anaesthetists and their Areas of Special Interest

Dr Ian Baguley  Lead for pre op assessment, interest in colorectal anaesthesia
Dr Hil Brunner  Lead for trauma anaesthesia, Lead for anaesthetic equipment
Dr Lorien Branfield  Lead for Obstetric anaesthesia, interest in urological anaesthesia
Dr David Elcock  LNC Representative, Linkman, interest in colorectal anaesthesia
Dr Gordon Kulemaka  IT Clinical Lead / Rota master
                      Interest in colorectal anaesthesia
Dr Simon Leach  Interest in colorectal anaesthesia, pre op assessment and equipment
Dr Paul Jones  College Tutor
              Keele University Tutor
              Lead for simulation training
Dr Robin Hollands  Interest in Intensive care and vascular anaesthesia
Dr James Moon  Clinical lead for intensive care
              Interest in Intensive care, vascular anaesthesia and CPEX
Dr Rob Law  Trust lead for organ donation
Dr Louise Sykes  Clinical Director for Anaesthetics, Intensive Care and theatres, RSH
              Interest in bariatric and colorectal anaesthesia
Dr Fiona Jutsum  Interest in Intensive care, vascular and colorectal anaesthesia
Dr Chris De Klerk  Training Programme Director for Stoke School of Anaesthesia
                  Interest in Obstetric anaesthesia
Dr Hany Shawkat  Lead for acute pain. Interest in Bariatric, urological and colorectal anaesthesia
Dr Alistair Windsor  Interest in Intensive care, CPEX, and vascular anaesthesia
Dr Chris Mowatt  Interest in Intensive Care and enhanced recovery
Dr Ashley Miller  Interest in Intensive Care, BSE Tutor.
Dr Mike Dixon  Interest in Intensive Care
Dr Andreas Zafiropoulos  Interest in Vascular Anaesthesia and pre op assessment

Other staff members of the Anaesthetic Department at RSH are:

Associate Specialist  1.0 WTE
Staff Grade Doctors  2.5 WTE
Speciality Doctors  2.0 WTE
Full time secretaries 1.5 WTE

Specialist trainees (Y3 to 6) - on rotation from Stoke-on-Trent School of Anaesthesia 5 WTE

Specialist trainees (Y1 and 2) - a rotation exists between Shrewsbury, Telford and Wolverhampton 8 WTE

A well established outreach critical care team – 1 WTE

**ON-CALL**

There are 3 tiers of on-call anaesthetic cover:

- The first on-call is provided by the STs (1/2) (full shift pattern)
- The second on-call is provided by the STs (3+) and by two Trust Grade Doctors, working full shifts
- The third on-call cover is by Consultants covering the ITU and the emergency theatres separately on a 1 in 8 rota.

 Currently there are Emergency departments and Intensive Care units at both the Royal Shrewsbury Hospital and the Princess Royal Hospital. The medical “acute take” and acute Orthopaedics is split between both Hospitals.

 The Shrewsbury and Telford Hospital NHS Trust, the local Community HT and the CCGs are undertaking a “Future fit “evaluation which will decide on the best model with which to deliver care in the future. This model will involve only one critical care unit.

**Princess Royal Hospital**

Subspecialty interests for theatre sessions may be accommodated in various specialities provided at the Princess Royal Hospital.

There are eight operating theatres which provide Orthopaedic, ENT, Maxillo-facial, Breast, Gynaecological and Paediatric Surgery. The New Women’s and Children’s Hospital which opened in September 2014 contains Antenatal and Postnatal wards, a Labour Ward with 12 delivery rooms, two operating theatres and a recovery unit. Consultant Anaesthetic cover is provided for the three elective Caesarean Section Lists occurring on Monday, Wednesday and Friday mornings

**Current PRH Consultant Anaesthetists and their Areas of Special Interest**

There are 15 Consultant Anaesthetists currently at the Princess Royal Hospital

**Areas of Special Interest**

Dr Jane Wright Department Lead for Appraisal and Neck of Femur Pathway

Dr Shelly Jurai Lead for Day Surgery

Dr Sheena Annadurai College Tutor and Lead for Paediatrics
Dr Gauri Dashputre  Pre assessment Lead and Obstetrics
Dr Zibby Kirkor  Chronic pain Lead
Dr Martynas Juozaitas  Acute Pain Lead, Orthopaedics and Obstetrics
Dr Roger Slater  ITU
Dr Angie Schirge  Critical Incident Lead, Pre-Operative Assessment and Paediatrics and CPEX
Dr Catherine Stewart  Paediatrics and Obstetrics
Dr Omu Davies  ITU, Clinical Governance Lead
Dr Simon Hester  Clinical lead for ITU
Dr Asis Behura  General
Dr Raj Srivastava  Chronic Pain and Maxillo-Facial

Other staff members of the Anaesthetic Department at PRH are:
Associate Specialists  2.0 WTE
Specialist Doctors  2.0 WTE
Trust Doctors  1.0 WTE
Full time Secretaries  1.5 WTE

Specialist Trainees ST 3-7 - on rotation from Stoke-on-Trent School of Anaesthesia – 2 WTE
Specialist Trainees CT 1-2 and ACCS – 4 WTE

There are 3 tiers of on-call Anaesthetic cover:
- The first on-call is provided by the CTs (1/2) (full shift pattern)
- The second on-call is provided by the STs (3+) and by three specialty doctors, working full shifts
- The third on-call cover is provided by the Consultant Anaesthetists from home

The Princess Royal Hospital includes Medical, Orthopaedic and Trauma, Gynaecology and Paediatric wards, the Consultant Maternity unit, a Day Surgical and Ambulatory Care Unit, Accident and Emergency Department, Intensive and High Dependency Care Units and Coronary Care Units.

The Intensive Care Units

At the Royal Shrewsbury Hospital the Critical Care Unit currently has 5 Intensive care and 6 High Dependency beds (Total dependency of 8) 8 Consultants provide day and night cover. The ICU at The Royal Shrewsbury Hospital is located next to the Radiology department and we enjoy excellent support from our colleagues with rapid access to ultrasound, CT scanning and clinical discussion.

At the Princess Royal Hospital there are four Intensive Care and four High Dependency beds, (Total dependency of 6) Three Consultant Anaesthetists from provide daytime Critical Care cover.

Both Hospitals have easier access to the other’s critical care beds should the need for overspill arise. However neither Hospital feels able to cover the other Hospitals patients on clinical safety grounds nor for the moment there will remain two intensive care and high
dependency units within the one Trust, with Hospital specific Consultant cover both day and night.

**Intensive care profile 01/01/16 to 31/12/16**

<table>
<thead>
<tr>
<th></th>
<th>Total Admissions Nos</th>
<th>Elective Nos</th>
<th>Ventilated</th>
<th>Surgical admissions</th>
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<tbody>
<tr>
<td>RSH</td>
<td>583</td>
<td>95</td>
<td>210 (36%)</td>
<td>235</td>
</tr>
<tr>
<td>PRH</td>
<td>386</td>
<td>26</td>
<td>111 (29%)</td>
<td>39</td>
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Both units have below national SMRs based on their ICNARC database figures. Both the Princess Royal Hospital and Royal Shrewsbury Hospital can deliver both haemodialysis and haemofiltration.

There is an outreach service on the general wards run very successfully by intensive care trained nurses. The Trust is the development site for vitalPAC, an electronic Early Warning System that has won numerous innovation awards, adopting it enthusiastically some years ago as only one of two Trusts in the Country at that time. Many new features are being integrated into the system to improve patient ward safety. The Critical Care team also run an ‘ALERT’ training package (Acute Life-threatening Emergency Recognition and Treatment) for all junior Doctors and Nurses at Shrewsbury.

Head injured adults needing Surgery or admission to a Neurosurgical unit are generally transferred to Stoke on Trent’s Neurosurgical Unit or to the University Hospital in Birmingham. Paediatric patients requiring intensive care are transferred to PICUs in Stoke on Trent or Birmingham. The Emergency Department is a designated Trauma Unit. Major Trauma patients may pass through the Unit en-route to the Regional Trauma Centres. The ICU provides support to the E/R, including facilitation of transfers.

A newly established acute pain service runs across both hospitals with the recent appointment of two specialist nurses led by one of the Consultant Anaesthetists.
A typical job plan is illustrated below.

<table>
<thead>
<tr>
<th>Week</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
<th>Saturday</th>
<th>Sunday</th>
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</thead>
<tbody>
<tr>
<td>ITU 1</td>
<td>ITU 8 to 6 RSH</td>
<td>ITU 8 to 2 RSH</td>
<td>ITU 8 to 6 RSH</td>
<td>ITU 8 to 2 RSH</td>
<td>ITU 8 to 6 RSH</td>
<td>ITU o/c RSH</td>
<td>ITU o/c RSH</td>
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<tr>
<td>2</td>
<td>All day list</td>
<td>1/2 day list</td>
<td>SPA Day</td>
<td>SPA Day</td>
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<td>SPA Day</td>
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<td>3</td>
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<td>1/2 day list</td>
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<td>ITU 4</td>
<td>ITU 8 to 2 RSH</td>
<td>ITU 8 to 6 RSH</td>
<td>ITU 8 to 2 RSH</td>
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<td>6</td>
<td>All day list</td>
<td>1/2 day list</td>
<td>SPA Day</td>
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<td>7</td>
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<td>1/2 day list</td>
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<td>8</td>
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<td>1/2 day list</td>
<td>SPA Day</td>
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**PROVISIONAL JOB PLAN**

Direct Clinical Care  
7.5 PA on average per week of which 1.9 is currently allocated for on call.  
(*Clinical activity, clinically related activity, predictable and unpredictable emergency work*)

On call approximately 1:8 weekdays and weekends.

Supporting Professional Activities  
2.5 PA on average per week  
(*Includes CPD, audit, teaching, research. It is expected that 0.5 P.A. will be taken flexibly*)

Total = **10PAs**

**OVERALL RESPONSIBILITY OF THE POST**

The Consultant members of the ITU and Anaesthetic Department are responsible to the Medical Director, Dr Edwin Borman. All Consultants are expected to provide support to the trainees and actively contribute to training and continuity of service at senior level.

**RESEARCH**

It is usual for the Trust to be participating in many research projects at any time. Every effort would be made to accommodate a particular research interest of the successful applicants, particularly if trainee members of the department could be incorporated in the methodological and practical stages.

**EDUCATION & TEACHING**

There are thriving postgraduate centres at both Hospitals. The Shropshire Education & Conference Centre at the Royal Shrewsbury Hospital enhances the already excellent reputation of the Hospital for training junior staff, supporting seniors and continued
professional development. alongside this we have the Education Centre at the Princess Royal Hospital which means that a wide range of teaching can be accommodated.

The Trust has a dedicated Continuing Professional Development budget to allow Consultants to pursue CPD requirements. Participation in Audit and Clinical Governance is actively encouraged.

In August 2007 the Trust became a Teaching Hospital for medical students in conjunction with Keele University Medical School. New teaching and residential accommodation is provided at the Royal Shrewsbury Hospital. The Hospitals are involved in teaching year 4 and 5 students and also acts as a base for those students participating in the community module.

TEACHING OF TRAINEES AND UNDERGRADUATES

Teaching for the Anaesthetic SHOs is currently undertaken jointly between Shrewsbury and Telford.

Primary Fellowship candidates have a whole day teaching session every two weeks, half of the time in Stoke on Trent, and the remainder of the time rotated around the other member Hospitals of the Stoke on Trent School of Anaesthesia (Burton-on-Trent, Stafford, Sandwell, Walsall and Wolverhampton.)

Final fellowship candidates attend teaching sessions and courses run at Stoke on Trent.

AUDIT

There is a fully staffed Audit Department at both Hospitals with well-organised teams. There is an active audit programme within the anaesthetic department. Consultants will be encouraged to pursue their own audit projects and to involve junior members of the department in the process.

As already mentioned, there is an Education Centre adjacent to the Hospital with a well-stocked library containing periodicals, journals and standard textbooks. The library is open into the evenings, and staffed by full time librarians. All staff have access to computer facilities both here and within their offices in the anaesthetic department.

Study leave will be approved in conformity with regional and national policy.

APPRAISAL, REVALIDATION AND MENTORSHIP

The successful applicant will undergo annual appraisal allowing jointly agreed development needs to be fed into their job plan. A formal review of the job plan will be performed at least annually. Appropriate educational and training needs will be supported by the Trust in, as agreed with the LNC (for example, the approval and funding of study leave).

An annual job plan review at individual and departmental level is being introduced. The successful applicant will be expected to participate in this exercise.
The Trusts supports the Royal College of Anaesthetists guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust.

**OFFICE AND SECRETARIAL FACILITIES**
Adequate office facilities with IT equipment will be provided with appropriate secretarial support.

**TERMS AND CONDITIONS OF SERVICE**
The appointment is full-time / part-time and the successful candidate will be appointed on the Terms & Conditions Consultants (England) 2003.

The salary scale is based on the Consultant scale (MC72):

Salary Scale: £76,761 - £103,490 per annum for 10 Programmed Activities (as of April 2017)

The post is based on the recognition of 10 Programmed Activities, with the ability to include a further PA upon negotiation.

The post holder:

- will be in possession of a recognised medical / dental qualification and full registration with the General Medical Council and continue hold a licence to practice
- is advised to be a member of a recognised medical defence society or be suitably insured. Trust insurance does not cover work undertaken outside the Trust other than caring for patients and work of the Trust
- will be expected to make sure that there are adequate arrangements for hospital staff involved in patient care to be able to contact him / her when necessary
- will be expected to reside within 30 minutes or 10 miles by road of the base hospital whilst on call
- will not be permitted to commence employment until a full medical examination has been completed with a satisfactory result or the Occupational Health Physician has satisfied himself that a full examination is not necessary. The completion of a satisfactory health questionnaire is a condition of employment
- will not be permitted to commence employment until full clearance has been received from the Criminal Records Bureau

The Trust operates a no smoking policy.

The Trust values its diverse workforce and is committed to taking all necessary steps to ensure that individuals are treated equally and fairly and to taking positive action to promote equal opportunities.
ACKOMMODATION
The Trust has residential accommodation available for medical staff.

OTHER FACILITIES
There is an active Doctors Mess run by the Junior Doctors Mess Committee which organise social events, parties, outings etc. There are on-site fitness centres (a membership fee is payable) available to all members of staff.

STAFF BENEFITS
There are a number of staff benefits schemes which attract tax reductions if joined. This includes a discount on the staff car parking, staff gym membership, on-site crèche/childcare provision and access to NHS Discounts schemes.

VISITING
Appointments to visit the Trust should be arranged with:

Dr Louise Sykes
Clinical Director for Anaesthetics, ITU and theatres, Royal Shrewsbury Hospital
Tel: 01743 251196

Dr James Moon
Clinical Lead for Intensive Care, Royal Shrewsbury Hospital
Tel: 01743 261196

Dr Simon Hester
Clinical Lead for Intensive Care, Princess Royal Hospital
Tel: 01952 641222 ext 4522
STATEMENTS

Health & Safety
As an employee of the Trust you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control
The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust’s agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff; and
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Information Governance
The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust’s Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust’s Disciplinary Procedure.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.

- Disclosure of Information - The unauthorised use or disclosure of information relating to the Trust’s activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust’s employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of
this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.

- **Information Quality and Records Management** - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust’s recording, monitoring, validation and improvement schemes and processes.

**Professional Standards and Performance Review**

As an employee of the Trust you have a responsibility to:

- participate in statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates; and
- participate in the Trust’s appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

**Safeguarding Children and Vulnerable Adults**

- We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust’s procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.
- As an employee of the Trust you have a responsibility to ensure that:
  - you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
  - you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

**Social Responsibility**

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.
Breakdown of PAs for ITU role.

10 PA allocated for full time job.

ITU weeks 2 weeks spent on ITU during every 8 week rota

KEY Long days 8 to 6 = 2.5 PAs
    Short days 8 to 2 =1.25 PAs

Week A 3 long days 2.5 x 3 = 7.5
    2 short days 1.25 x 2 = 2.5

Week B 2 Long days 2.5 x 2 = 5
    3 Short days 1.25 x 3 = 3.75

Total = 18.75

ITU rota worked over 52 weeks as not allowed to take annual leave during ITU weeks therefore 52 / 8 = 6.5

Total PAs for ITU in year = 18.75 x 6.5= 121.875

Theatre lists worked in rest of weeks left based on 42 weeks worked

So 42- 13 (ITU weeks) = 29

Total number of lists worked 3 sessions 1.25 x 3 x 29 = 108.75

On call

Predictable on call

Weekends worked 52/8 = 6.5
Saturday 8 to 5 = 3 PAs
Sunday 8 to 5 = 3 PAs

Therefore $6 \times 6.5 = 39$

Unpredictable on call $1 \times 42 = 42$

SPAs $2.5 \times 42 = 105$

SO in total
ITU = 121.875
Theatres = 108.75
Unpredictable on call = 39
Predictable on call = 42
SPAs = 105

Total = 416.625

This divided by 42 weeks worked = 9.91 = 10 PAs