APPOINTMENT OF A FULL TIME / PART TIME CONSULTANT GENERAL ANAESTHETIST

JOB DESCRIPTION

AUGUST 2017
INTRODUCTION
This appointment to The Shrewsbury and Telford NHS Trust is a general post and is primarily based at the Princess Royal Hospital (PRH). You are likely to be asked to work at the Royal Shrewsbury Hospital (RSH) for some sessions and may be required to work at any other site within your employing organisation, including new sites.

The suggested job plan equates to 10.05 Programmed Activities. Candidates who wish to work a different work pattern or part-time or job share may also apply, but the national contract only allows for 6 or more PAs to be offered.

You will join a department of 15 Consultants, who currently share the out of hour’s senior cover for the Department, which includes the Emergency Theatre, Intensive Care and High Dependency Units and Maternity services.

THE POST
It is expected that you will co-operate with Consultant Anaesthetic colleagues in the provision of the following services:

- Elective and Emergency Anaesthetic Services
- Intensive Care Services when on-call (until rotas are split – see below)
- An elective and emergency service in Obstetric Anaesthesia and Analgesia
- Anaesthetic assistance to the resuscitation service and to the A & E Department
- Acute pain service

Subspeciality interests could be accommodated in ENT, Gynaecology and Pre-Operative Assessment.

Clinical Audit within the department occurs monthly for half a day, and currently comprises a mixture of audit, M&M case discussion, clinical incident feedback, updating on “Core” topics, equipment and procedures.

The on-call commitment currently is for one night and one weekend in fourteen, although this is expected to change to a more frequent on call, but with less intensity, when the rotas for ITU and general theatres/maternity are split in the future. When this occurs it is possible that the frequency of on-call could change to between 1:8 to 1:12, but obviously the workload would significantly reduce as there would then be two Consultants on call out of hours, rather than the current single Consultant. At present the on call is organised on the basis of approximately one night every three weeks and one long weekend (3 days) every 14 weeks. For candidates who are unable or unwilling to commit to such long weekends, they will usually find Consultant colleagues prepared to ‘split’ their weekends allowing at least one day off over a weekend on call. The consultants will also provide, in addition, anaesthesia for the morning session Emergency lists each weekend. The frequency of this rota is 1:15.

Consultant Anaesthetists cover the on-call duties of Consultant colleagues absent on study or (short-term) sick leave. Consultant Anaesthetists do not normally reside in the Hospital when on-call.
Current PRH Consultant Anaesthetists and their Areas of Special Interest

There are 15 Consultant Anaesthetists currently at the Princess Royal Hospital Hospital

**Areas of Special Interest**

- Dr. J. Wright: Department Lead for Appraisal and Neck of Femur Pathway
- Dr. S. Jurai: Lead for Day Surgery
- Dr. S. Annadurai: College Tutor and Lead for Paediatrics
- Dr. G. Dashputre: Pre assessment Lead and Obstetrics
- Dr. Z. Kirkor: Chronic pain Lead
- Dr. M. Juozaitis: Acute Pain Lead, Orthopaedics and Obstetrics
- Dr. R. Slater: ITU
- Dr. A. Schirge: Critical Incident Lead, Pre-Operative Assessment and Paediatrics
- Dr. C. Stewart: Paediatrics and Obstetrics
- Dr. O Davies: ITU, Clinical Governance Lead
- Dr. S Hester: ITU
- Dr. A Behura: General
- Dr. R Srivastava: Chronic Pain and Maxillo-Facial
- Dr. V Weerasekera
- Dr. R Shivanna

Other staff members of the Anaesthetic Department at PRH are:

- **Associate Specialists**: 2.0 WTE
- **Specialty 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 WORK OF THE DEPARTMENT**

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. There are eight operating theatres providing for Orthopaedic, ENT, Maxillo-facial, Breast, Gynaecological and Paediatric Surgery. The New Women’s and
Children’s Hospital 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.

The Critical Care Unit currently has five Intensive Care and five High Dependency beds, which are utilised flexibly. Three Consultant Anaesthetists from PRH with support from RSH provide daytime Critical Care cover. Out of hours, Critical Care cover is provided by the trainees and the on-call Anaesthetic Consultant. Work is on-going to recruit sufficient intensive care clinicians to allow for 24 hour cover of the unit. During the daytime, trainees rotate through the unit on modular attachments.

Breast Surgery, Head and Neck and Maxillo-facial Surgery and Women’s and Children’s Services are based at PRH with General Surgery predominantly located at RSH. It is anticipated that there will be further reconfiguration, with the development of a hot site and a warm site, in the next 3-5 years. Should this proceed as expected, all Consultant Anaesthetists can expect to work across both sites.

The Supporting Professional Activities are not necessarily fixed in time and could be taken at a time to suit the candidate. An illustrative job plan, which is open to negotiation and includes time for pre and post-op care, is as follows:

<table>
<thead>
<tr>
<th></th>
<th>AM</th>
<th>PM</th>
</tr>
</thead>
<tbody>
<tr>
<td>MONDAY</td>
<td>SPA</td>
<td>SPA</td>
</tr>
<tr>
<td>TUESDAY</td>
<td>08:00 – 13:00 ENT</td>
<td>13:00 – 18:00 ENT</td>
</tr>
<tr>
<td>WEDNESDAY</td>
<td>Free</td>
<td>Free</td>
</tr>
<tr>
<td>THURSDAY</td>
<td>08:00 – 13:00 Breast</td>
<td>Free</td>
</tr>
<tr>
<td>FRIDAY</td>
<td>08:00-13:00 Gynae</td>
<td>13:00-18:00 Gynae</td>
</tr>
</tbody>
</table>

Direct Clinical Care 7.55 PAs on average per week
(clinical activity, clinically related activity, plus 1.3 PA for predictable and unpredictable emergency work)

Supporting Professional Activities 2.5 on average per week
(includes CPD, audit, teaching, research)

OVERALL RESPONSIBILITY OF THE POST
The Consultant members of the Anaesthetic Department are responsible, to the Clinical Director, and 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 applicant, particularly if trainee members of the department could be incorporated in the methodological and practical stages.
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.

Undergraduate teaching has significantly increased with the opening of Keele University Medical School. Students with an interest in Anaesthesia are encouraged to attend the consultant lists for teaching.

There is a Post Graduate Centre within 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
You will undergo annual appraisal allowing jointly agreed development needs to be fed into your 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).

The Trust supports the Royal College of Anaesthesia’s guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust.

AUDIT
Great importance is placed upon audit and you will be expected to contribute to this as part of your role; the Trust has a fully staffed Audit Department on both sites with well-organised teams.

OFFICE AND SECRETARIAL FACILITIES
You will share an office with other Anaesthetists and will have desk space, workstation facilities, internet access and space for securing personal belongings. The Department’s secretary has a General office here and the Anaesthetists hold their educational and governance meetings within their own department or in the Hospital Post Graduate Centre.
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 (but there is scope to negotiate additional Programmed Activities)

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.

ACCOMMODATION

The Trust has residential accommodation 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 charge, staff gym, and on-site crèche/childcare provision and access to NHS Discounts schemes.

**VISITING**

Appointments to visit the Trust should be arranged with:

Dr Catherine Stewart, Consultant Anaesthetist, Princess Royal Hospital, Telford
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 Trust’s 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.