APPOINTMENT OF A 
TRUST ST1/2 IN ANAESTHETICS

JOB DESCRIPTION

JULY 2017
INTRODUCTION
We are seeking to recruit Trust ST1 level doctors in Anaesthetics from 2nd August 2017 for 6 months in the first instance.

This posts will be based at the Royal Shrewsbury Hospital. The posts will give exposure to all the DGH surgical specialties including general surgery, orthopaedics, daycase gynaecology and ophthalmology. In addition there will be training in ITU and chronic pain.

The post holder will participate in the first on call rota covering theatre emergencies. The rota is shift based, but equates to a 1 in 8 on call rota.

You will work in a supportive environment offering first class training and development opportunities to enhance your career development. There are regular teaching sessions and Clinical Governance meetings. You will be allocated a high proportion of lists with consultant supervision, and encouraged to maintain professional development.

This post would suit any trainee with experience in the specialty and it is our intention that the service commitment, supervision level and educational opportunities will be equivalent to that of our existing ST1/2’s. This post is equivalent to a training post in every way, although does not have Deanery approval.

THE ANAESTHETIC DEPARTMENTS

Royal Shrewsbury Hospital

Current RSH Consultant Anaesthetists and their Areas of Special Interest

Dr I Baguley  Lead for Pre-operative Assessment
              Interest in Colorectal Surgery

Dr D King  Interest in Trauma and Orthopaedic Anaesthesia
Dr H Brunner  Consultant responsible for anaesthetic equipment
              Trauma Anaesthesia lead

Dr A Windsor  Interest in Intensive Care and Vascular Anaesthesia

Dr D Elcock  LNC Representative
              Linkman
              Lead for Day Stay Surgery

Dr R Law  Clinical Lead for intensive care
          Organ donation lead

Dr R Hollands  Intensive Care.
              Interests in Vascular Anaesthesia.

Dr L Sykes  Clinical Lead for Anaesthesia RSH
              Interests in Colorectal and Bariatric Surgery
              Liaison with A & E Department

Dr Kulemeka  IT Clinical Lead / rota organiser for the department
              Interest in Colorectal Anaesthesia

Dr C de Klerk  Training Programme Director Stoke Scholl of Anaesthesia
Dr L Branfield  Lead for Obstetric Anaesthesia  
Interest in Obstetric Anaesthesia Paediatrics and Medical Education  

Dr S Leach  
Interest in  

Dr P Jones  
College Tutor. 
Interest in Colorectal Anaesthesia, Vascular and Medical Education. 
Lead for simulation training. 

Dr H Shawkat  
Interest in Colorectal, Bariatric Anaesthesia and Acute Pain lead  

Dr F Jutsum  
Interest in Intensive Care and Vascular Anaesthesia  

Dr A Carneiro  
Interest in Intensive Care  

Dr J Moon  
Interest in Intensive Care, Vascular Anaesthesia and Simulation  

Dr Chris Mowatt – Interest in Intensive Care and Bariatric Anaesthesia  
Dr Ashley Miller – Interest in Intensive care and Colorectal Anaesthesia  

Other staff members of the Anaesthetic Department at RSH are:  

Assistant Specialist  1.0 WTE  
Staff Grade Doctors  11.0 WTE  
Trust grade Doctors  3.0 WTE  
Full time Secretaries  1.5 WTE  

Specialist Trainees (Y3 to Y6) - on rotation from Stoke-on-Trent School of Anaesthesia – 5 WTE  
Specialist Trainees (Y1 and Y2) - a rotation exists between Shrewsbury, Telford and Wolverhampton – 8 WTE  

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 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 Royal Shrewsbury Hospital site includes Medical, and Surgical wards, a midwifery led Maternity unit, a new Day Surgical and Ambulatory Care Unit, Accident and Emergency Department, Intensive and High Dependency Care Units, Coronary Care and Renal Units. There are eleven operating theatres clustered close to the Intensive Care Unit providing for General, Urological, Bariatric, Upper GI, Colorectal, Vascular, Orthopaedic, ENT, Ophthalmic, and day case Maxillo-facial and Gynaecological Surgery.  

The Critical Care Unit currently has seven Intensive Care and six High Dependency beds with eight Consultants in Intensive care providing daytime Critical Care sessions. Out of hours, Critical Care cover is provided by the trainees and whichever of the Consultants is on call. A major benefit of trust merger has been that both sites have easier access to the other’s Critical Care beds should the need for overspill arise, however neither site feels able to cover the other site’s patients on clinical safety grounds, and for the foreseeable future there will remain two intensive care and High Dependency Units within the one trust, with site specific Consultant Anaesthetic covering both day and night. During the daytime, trainees rotate through the unit on
modular attachments. Head injured adults needing surgery are generally transferred to Stoke-on-Trent's Neurosurgical Unit or to the University Hospital in Birmingham.

The past few years have seen the introduction of outreach Critical Care teams on the general wards, led by Intensive Care Consultants and run very successfully by Intensive Care nurses. The Critical Care team run an ‘ALERT’ training package (Acute Life-threatening Emergency Recognition and Treatment) for all Junior Doctors and Nurses at Shrewsbury.

Reconfiguration since 2003 has seen Colorectal Surgery, Upper GI, Bariatric and all Vascular and Acute General Surgery locate to the Shrewsbury site, and Breast Surgery, Head and Neck and Maxillo-facial Surgery locate on the Telford site. Should reconfiguration proceed as expected, all Consultant Anaesthetists can expect to be approached to provide some of their elective work at the sister hospital. The successful candidate might also find such a request made of him/her in future years.

**Princess Royal Hospital**
The Anaesthetic Department at the PRH is located in the Critical Care cruciform on the first floor of the hospital just off the main hospital street where it is convenient for both the main theatre complex and the Intensive Therapy Unit. It comprises a secretary’s office, a seminar room and a number of consultant offices. At present, two consultants share an office, each having their own desk, filing cabinet and networked computer.

**Consultant staff**
The department currently has an establishment of 11 Consultant Anaesthetists.

- **Dr K Hickmott**  Current departmental chairperson and management liaison  Special interests - Paediatric Anaesthesia and Resuscitation Training
- **Dr G Phillips**  Special Interest - Anaesthesia for Vascular Surgery
- **Dr N Tufft**  Special interest - Intensive Therapy  Lead Trust Clinician for Information Technology
- **Dr J Wright**  Special Interest - Anaesthesia for Vascular Surgery
- **Dr S Jurai**  College Tutor. Rotamaster.
- **Dr A Schirge**  Special Interest – Pre-Operative Assessment
- **Dr M Juozaitis**  Special Interest – Regional anaesthesia and pre-operative assessment
- **Dr Annadurai**  Special Interest – General
- **Dr Z Kirkor**  Special Interest – Chronic Pain
- **Dr R Slater**  Special Interest – Intensive Therapy
- **Dr C Stewart**  Special Interest – Paediatrics and Obstetrics

**Non-consultant career-grade members of the department** currently include 2 Associate Specialists and 2 Specialty Doctors and One Trust Doctor. The Associate Specialists undertake the role of clinical lead for ambulatory surgery and has a special interest in chronic pain. Five of the staff grade doctors undertake resident second on call duties with the registrars.

**Training-grade medical staff** is as follows:

- **Specialist Registrar** (Three)
  These posts are on a rotational scheme with the School of Anaesthesia at the North Staffordshire Royal Infirmary.

- **ST1 and ST2 doctors** (Four)
  6 posts are allocated annually by the West Midlands Deanery. Usually 2 are at ST1 and 4 at ST2 level.
Trust Doctors / Clinical Fellows
The Department puts great emphasis on teaching and training and Part 1 FRCA pass rates are consistently high.

Other Staff:

Secretarial Assistance
The department has one full-time secretary and also shares another secretary part-time. A secretary is always available within the anaesthetic office between 08.30 and 16.30.

Pain Relief Nurses (Two)
The two pain relief sisters participate in providing both the acute and chronic pain services. Currently the sisters are working across both hospital sites, as does Dr. Mark Miller (Shrewsbury based,) who has four pain sessions (two on each site).

Main Operating Theatre Suite
This is a five-theatre in-patient suite located on the first floor of the hospital opposite the Anaesthetic Department. There is an integral reception area and a large recovery. In addition, there is the usual range of offices, staff rooms and changing rooms. A comprehensive range of anaesthetic equipment is provided at every anaesthesitising location. The hospital is fortunate in having a uniformity of high quality equipment throughout, with standardisation being provided at most sites. Appropriately trained anaesthetic assistants are provided to assist the anaesthetist whenever a general or regional anaesthetic or intravenous sedation is administered. No anaesthetist is expected to work without this assistance.

Day Care Unit
This unit occupies a position on the ground floor at the far end of the main hospital corridor. It has its own car parking facilities and entrance and also works closely with the innovative Community Dental Unit, which runs two lists per week of chair dentistry. The Day Unit has 23 beds and three operating theatres together with its own recovery area. Anaesthetic equipment and assistants are as above. Day Surgery procedures also include General Surgery, Oral, Orthopaedic, Urology, Gynaecology, and Plastic Surgery etc. Children’s Day Surgery is carried out in designated sessions.

Intensive Therapy and High Dependency Units
The ITU has 6 physical bed spaces of which 4 are currently funded. There are a further 4 high dependency beds located adjacent to the ITU bed area. Throughput has been steadily increasing over the past few years from 260 patients in 1997-98 to over 430 in the previous year, and there are no signs of this reducing. The proportion of ITU patients who are ventilated is approximately 60% and the number of consultant ITU sessions is 12.

Medical staffing of the units is by the junior anaesthetists undertaking their ‘critical care’ modules. All daytime ITU sessions are covered by the departments Intensivists, whilst the out of hours cover is provided by the consultant anaesthetist on-call, backed up if necessary by advise available from the Intensivists.

VIRGINIA MASON
The Trust is proud to have been working collaboratively with the Virginia Mason Hospital in Seattle, widely regarded as one of the safest Hospitals in the World. After the first 12 months we have progressed with a number of ‘Value Streams.’ Doctors, Nurses, Allied Health Professionals and Colleagues from Virginia Mason are working together to transform Healthcare at The Shrewsbury and Telford Hospital NHS Trust and share our learning across the Country. We are one of five Trusts across the UK working with Virginia Mason and NHS Innovation. Our current Value Streams are Respiratory Discharge, Sepsis, Workforce and Recruitment and Outpatients. Sponsor teams have ownership of the programme and run Rapid Process Improvement
weeks that allow our workforce to try new processes and procedures that may improve the care we offer to our patients. Any proposals made are tested, measured and fully supported to ensure that they become embedded into our normal daily work and remain sustainable in the long term. This process aligns to our Organisational Strategy putting our 'Patients First' and reflects the Values of our Trust. Our Kaizen Promotion Office (KPO) provides the support for this work. Every Value Stream has full Executive support and the entire Executive team have an important role to play on the Guiding team and our overall Transformation programme. We are very proud of our achievements to date and are looking for ways to engage with all of our staff through our Transformation work and our Leadership Academy launching in November 2016. There will be many opportunities for you to become involved in our KPO and value Stream work and we will be able to provide you with help and guidance independent of your level of expertise. We have a unique opportunity to make a difference and we hope that you will want to be a part of our journey.

EDUCATIONAL ACTIVITIES
The Department is fully committed to the provision of teaching to assist with exam preparation and continuing professional development. There are weekly educational meetings held every week in the anaesthetic seminar room. There is also a weekly programme of meetings of general medical interest held in the Combined Education Centre.

Junior staff are encouraged to attend courses and meetings relevant to the speciality and study leave is available for this purpose up to a maximum of 30 days per year plus financial support. The hospital is recognised for junior staff training by the College of Anaesthesia. Study leave may be granted (at the discretion of the department) for approved courses in preparation for higher qualifications. All trainees are encouraged to sit for a higher examination while in post where relevant. Study Leave and funding will be considered for courses which will prepare the candidate for appropriate examinations.

There is an active Post Graduate Medical Centre with a library, a 12 terminal internet/computer room, seminar rooms and a lecture theatre. The library holds over 10,000 books and 70 current journal titles. It has a CD-Rom facility for literature searches (MEDLINE, CINAHL and Cochrane), National Research Register and an interactive computer graphics anatomy package (which is recommended for preparation for FRCS exams). Facilities for Slide Preparation are also available through the library. When undertaking research, you are required to follow the Trust's procedure in line with the Research Governance Framework.

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.

APPRAISAL AND REVALIDATION
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.

AUDIT
There is a fully staffed Audit Department on both sites with well-organised teams.
TERMS AND CONDITIONS OF SERVICE
The appointment is full-time / part-time and the successful candidate will be appointed on the Terms & Conditions of Medical and Dental Staff (England and Wales) and the General Medical Council Conditions of Service as amended from time to time.

The salary scale is based on the ST pay scale:

Basic Salary: £36,461 per annum

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 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 including limited provision of married accommodation.

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 (annual charge of £120 pa for full-time consultant staff), staff gym membership (£18 monthly), on-site crèche/childcare provision and access to NHS Discounts schemes.

INFORMAL VISITS
Candidates interested in this post are encouraged to discuss the job description further and to visit the Department. Please contact the following consultants based at the Royal Shrewsbury Hospital:

Dr Paul Jones, Consultant Anaesthetist and College Tutor (01743 261196)
Dr Louise Sykes, Consultant Anaesthetist and Lead for Royal Shrewsbury Department (01743 261196)
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:
  o you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
  o you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.