



Hull University  
Teaching Hospitals  
NHS Trust



# JOB DESCRIPTION

**Job title:**

Consultant Intensivist

**Speciality:**

*Intensive Care Medicine*

**Care group:**

*Anaesthetics & Critical Care*

**Contact details:**

**Dr Tom Eckersley**

**Clinical Lead ICU**

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**Remarkable people.  
Extraordinary place.**

**BETTER  
BRIGHTER  
GREENER  
FAIRER**

# THE TRUST

Hull University Teaching Hospitals NHS Trust is one of the largest acute trusts in the North of England with two hospitals serving a local population of 600,000, increasing to 1.2 million for tertiary services. The services provided by the Trust are split across Hull Royal Infirmary, situated close to Hull city centre, and Castle Hill Hospital, in Cottingham on the outskirts of the city. The Trust has an annual budget of over £800m, employing over 10,000 staff who provide a wide range of emergency, inpatient and outpatient services.

## WELCOME FROM OUR CHIEF MEDICAL OFFICER

Hull University Teaching Hospitals NHS Trust is an organisation that will always care about you and your career.

From the day you arrive, you will join a great team that has made a solid commitment (and a unique set of promises) to ensure your continued enjoyment and growth.

As part of our medical workforce you will be one of our leaders and role models. We'll make sure we invest in your continued development and enable you to deliver great care to your patients. We will empower you to be accountable for your services and make sure you always feel part of a team that seeks to deliver new ways of working.

We are a teaching trust that works closely with our partners in education, commissioning and across health care in a great place to work, live and unwind.

We are a trust that typifies this extraordinary place and reflects its remarkable people.

Join us and make a difference. You'll love it.  
**We promise.**

# OUR VALUES

## GREAT STAFF

- Honest, caring and accountable culture
- Valued, skilled and sufficient workforce

## GREAT CARE

- High quality care
- Great clinical services
- Partnership and integrated services

## GREAT FUTURE

- Research and innovation
- Financial sustainability
- Estates and Infrastructure
- Digital development
- Environmental sustainability



# HULL YORK MEDICAL SCHOOL PARTNERSHIP

Hull York Medical School is a partnership between the Universities of Hull and York and the NHS in North and East Yorkshire, and Northern Lincolnshire. The school performs well in league tables in recognition of its excellent undergraduate medical curriculum and research, judged to be of high international quality. With a distinctive and innovative approach to training doctors for the health services of the 21st century, HYMS aims to influence positively the recruitment and retention of doctors in the region and the quality of local health services.

HYMS offers a five-year programme using contemporary learning and assessment methods in an integrated structure to some 140 students each year. The programme features a modern learning environment and high-quality clinical attachment opportunities. There is a strong focus on learning in community settings, including primary care, and on working collaboratively with other health professionals.

## EDUCATIONAL FACILITIES

Medical Education at Hull University Teaching Hospitals NHS Trust is accessible to all health care professionals and offers a broad range of training and support. The Medical Education Centre provides a modern, flexible arena in which professionals can train in a supportive environment. The Centre contains a 190 seat auditorium and three large seminar rooms. The Lecture Theatre at Castle Hill Hospital comprises of a 70 seat lecture theatre with modern audio-visual equipment.

The Hull Institute of Learning and Simulation (HILS) is able to offer practical skills rooms including ward areas, operating theatre and simulation suites. Each room has been built with a high level of flexibility and all can be customised to the user's needs. In addition, the Suture Centre based at Suite 22 at Castle Hill Hospital is an ideal training venue for all wet lab and surgical skills training. This facility comprises of 10 surgical stations all with wall mounted monitors, large presentation screen plus a preparation area and a procedural simulation room.

Library and Knowledge Services provide a highly rated service, with access to over 10,000 texts both online and physically. The libraries are accessible 24/7 and PCs are available to access online resources.

## THE LOCAL AREA

Hull is a thriving university city with excellent shopping, leisure facilities and dining experiences. It is surrounded by attractive villages, countryside, the Yorkshire Wolds and is in easy reach of the East Yorkshire coastline. The minster towns of Beverley and York are both within easy travelling distance. Hull and the East Riding of Yorkshire offer a diverse and impressive range of housing choices, offering great value for money as house prices are generally cheaper than other parts of the UK.

The area provides a broad range of educational opportunities close to the University, including a number of Further and Higher Education Colleges. A number of schools and academies in Hull and the East Riding have been rated Outstanding by Ofsted, and the area also offers a good choice of independent schools with boarding and day school options.

There are an increasing number of direct inter-city trains to London and regular services to other major centres. The M62 motorway provides fast communications within Yorkshire and links up directly with the A1 and M1 North/South motor routes. Humberside Airport provides a reliable service to several European cities and global connections via Schiphol Airport.

# THE SERVICE AND THE ROLE

## Critical Care Department

The critical care department currently has a complement of 16 intensive care consultants, of whom 15 are dual qualified in anaesthesia. There are 4 intensive care units, 2 on each site, with a total of 46 critical care beds. General critical care services are provided to the population of Kingston upon Hull and a large area of the East Riding of Yorkshire, and specialist critical care services to the whole of Hull and the East Riding of Yorkshire as well as parts of North Yorkshire and North and North-East Lincolnshire. All intensive care consultants work sessions on both sites.

Hull Royal Infirmary has 2 intensive care units, each with 12 beds. The units opened in December 2021 with spacious modern facilities including new state-of-the-art equipment and monitoring. Eight of the twelve beds on each unit are cubicles.

Hull Royal Infirmary provides a comprehensive range of critical care services to support medicine, obstetrics, and emergency general surgery. It is also home to our tertiary critical care services supporting vascular surgery, interventional radiology, neurosurgery, neurology including the stroke thrombectomy service, renal medicine and major trauma. Hull Royal Infirmary is a designated adult major trauma centre.

Castle Hill Hospital has 2 intensive care units. The cardio-thoracic intensive care unit has 12 beds and provides tertiary critical care services for the departments of cardiology, cardiac surgery, and thoracic surgery. The cardiothoracic ICU is managed by the cardiothoracic anaesthetic team with support of the general critical care team as required. The general critical care unit has 10 beds. It provides tertiary critical care services for maxillofacial surgery, major upper and lower GI surgery, ENT surgery, urology, orthopaedics, and gynaecology, as well as haematology and oncology from the Queens Cancer Centre.

The trust has an excellent critical care outreach department which is staffed 24 hours a day on both sites with two critical care outreach nurses at Hull Royal Infirmary and one at Castle Hill Hospital. The designated outreach intensive care consultant supports the service Monday to Friday 08:00 to 18:00.

The critical care department receives trainees from the Foundation Program, Internal Medicine (IMT), Anaesthetics and ACCS programmes. There are higher trainees from ICM, Anaesthetics, Acute Medicine and Respiratory Medicine. The trainees fill a two-tier rota on the Hull Royal Infirmary site, with 2 trainees in each tier. We also offer a senior registrar rota for advanced trainees in their final 6 months of ICM training which has remote on-call experience. The cardio-thoracic ICU at Castle Hill has a single tier rota with higher trainees from anaesthesia and ICM.

Hull has a well-established ACCP program with 16 qualified ACCP's and 2 currently in training. The ACCP team provide 24/7 cover for the general ICU at Castle Hill and out of hours cover for Hull Royal Infirmary.

## Resources

There is dedicated critical care and anaesthesia secretarial support along with appropriate office accommodation and IT facilities at both sites.

## The Role

This post will help meet the growing demand for both emergency and elective critical care capacity. The appointee(s) will add to a current team of 16 intensive care consultants who cover the 3 general critical care units in the trust.

The appointee will contribute to the delivery of consultant led critical care across the two main hospital sites. Their job will include dedicated critical care time with twice daily teaching ICU ward rounds, and critical care outreach supporting the wider hospital and Emergency Department with the resuscitation and stabilisation of adult, paediatric and major trauma patients.

The appointee will be expected to contribute to the clinical governance activity of the department including audit, research, teaching, policy review and development, and monthly morbidity and mortality meetings.

The job plan may also include time in a second specialty (such as anaesthesia, emergency medicine, major trauma, or medicine), or to support an interest such as research or education. The appointee will take part in a dedicated 1:8 on call for general critical care.

## Job plan

A standard full time Job Plan will contain 10 programmed activities (PAs) comprising 8 PAs for direct clinical care (DCC) and 2 for supporting activities (SPAs). 1.75 SPAs are classed as 'core' and cover time for training, teaching, CPD, audit, appraisal, clinical governance and attendance at service meetings. The additional 0.25 SPA is included for Educational Supervision of one trainee who could be from any level of training from FY1 to speciality registrar. There are opportunities to participate in undergraduate teaching within the HYMS medical school curriculum. Additional SPA time can be allocated for research and clinical management. It is expected that the appointee will have completed ES training or complete this within a short time of taking up the post. All new appointees will be encouraged to develop their management skills by taking on a management role which could include assisting more senior colleagues with the organisation of educational activities, audit, junior doctor management, recruitment etc. Personal preferences can be taken into account and training will be given for the chosen role. Additional PA time is negotiable for more senior management, research or educational roles within the department.

## Provisional Job Plan

The post holder would join the ICU consultant rota. This would be an 18-week rota of which 8 weeks have an ICU commitment, with a weekend commitment of 4 weekends per 18-week cycle. With further recruitment we aim to expand this to a 24-person rota.

	Mon	Tues	Wed	Thurs	Fri	Sat	Sun
Wk 1	ICU 08 – 18	ICU 08 – 18	ICU 08 – 18	ICU 08 – 18	ICU 08 – 18	ICU O/C 08 – 18	ICU O/C 08 – 18
Wk 2	ICU 08 – 18	ICU 08 – 18	ICU 08 – 18	ICU 08 – 18	ICU 08 – 18	ICU 08 – 14	ICU 08 – 14
Wk 3	Outreach 08 – 18	Outreach 08 – 18	Outreach 08 – 18	Outreach 08 – 18	Outreach 08 – 18		
Wk 4	ICU 08 – 18	ICU 08 – 18	ICU 08 – 18	ICU 08 – 18	SPA		
Wk 5	ICU O/C 17 – 08	ICU O/C 17 – 08	ICU O/C 17 – 08	ICU O/C 17 – 08			
Wk 6	ICU O/C 17 – 08	ICU O/C 17 – 08	ICU O/C 17 – 08	ICU O/C 17 – 08			
Wk 7		Secondary specialty 08 – 18	Secondary specialty 08 – 18		ICU O/C 17 – 08	ICU O/C 17 – 08	ICU O/C 17 – 08
Wk 8		Secondary specialty 08 – 18	Secondary specialty 08 – 18		ICU O/C 08 – 08	ICU O/C 08 – 08	ICU O/C 08 – 08
Wk 9-18		Secondary specialty 08 – 18	Secondary specialty 08 – 18		SPA		

## Additional PAs

Any additional programmed activities above 10PAs will be agreed during the job planning process with the clinical lead and clinical director. Any agreement will be made in writing and the additional programmed activities will be incorporated into the job plan schedule.

## On-call

The on-call commitment is currently 1:8, with 2.1PAs allocated for the on-call commitment. This also attracts an on-call availability supplement of 5% for Category A on-call.

# ADDITIONAL INFORMATION

## Appraisal/Revalidation/CPD

The Trust is committed to supporting the requirements for continuing education and professional development as laid down by the Royal Colleges. An appraisal review will be undertaken annually by a trained appraiser and clear objectives agreed. The appraisal process is carried out according to GMC guidance in preparation for revalidation.

## Training

The post will have timetabled training with some flexible time for mandatory training and preparation for appraisal and revalidation. This is in keeping with national recommendations.

## Flexible Working

Any consultant who wishes to work part time will still be eligible to be considered for the post. If such a person is appointed, modifications of the job description will be discussed on a personal basis following consultation with colleagues and the Chief Executive.

Appointments under the Department of Health Flexible Careers Scheme will be in accordance with the provisions of that scheme and the associated guidelines for Trusts.

## Audit

There are full facilities and support for audits. Audits are done from an agreed plan set departmentally on a yearly basis.

## Research and Development

Our vision is to empower our workforce to engage in research, apply the latest research findings, and enhance clinical practices for improved patient care. Our collaboration with the University of Hull and Hull York Medical School has led us to conduct research across multiple clinical areas, backed by around 75 key staff members. Our successful partnerships with pharmaceutical and medical technology industries, collaborators and funders are evident in our management of around 500 ongoing research studies at any point in time.

## Relationships between Consultants, the Chief executive and the Trust Board

The management of hospitals and other health care facilities is the responsibility of Trust Boards discharged through their Chief Executives, who have authority to decide policy commensurate with their responsibility. Consultants have a primary role to provide clinical services to patients referred to them.

The Consultants have a responsibility to the Chief Executive and a commensurate authority in respect of the reasonable and effective use of such resources and staff as they use and influence. The successful candidate will be expected to operate within the agreed speciality budget and workload target. There is in addition a collective responsibility falling on all Consultants to consult with their colleagues and, hence, to

co-ordinate their individual commitments in order to ensure that the particular clinical services with which they are involved operate effectively.

Each consultant has a specific responsibility to the appropriate Service Management for the use of the resources.

## **Conditions of Service**

It is a legal requirement for all doctors to be on the Specialist Register before they can take up a Consultant appointment.

The post holder must live within 30 minutes travelling time of base hospital.

# TRUST POLICIES

## Equality, Diversity and Inclusion

The Trust is committed to building a workforce which is valued and whose diversity reflects all communities from which it serves. Evidence shows that a diverse and inclusive workforce has a positive impact on not only staff but also on patient experience and outcomes.

If you have a disability, long term condition or are neurodiverse, we have a Staff Disability Network, which is run for staff by staff. It's a safe place that offers support, advice and can help you navigate the workplace, so that you can come to work with the things in place you need to have a great day at work. We also offer a staff adult special educational needs services that can help with everything from dyslexia through to ADHD support in the workplace.

## Health and Wellbeing

The Trust wants our staff to feel well supported in their roles, so we offer a wide variety of health and wellbeing activities, including support for both your mental and physical health. As well as direct support from your clinical manager, our UP! Health and Wellbeing Programme information is accessible via the Trust intranet (Pattie). We have an Occupational Health Team, which you can self-refer to for support on a range of physical and mental health issues. The Trust also offers specific mental and emotional wellbeing services including in-house staff support clinical psychologists, counsellors and personal coaches.

For staff who need extra support when dealing with tough situations we have a Trauma Risk Incident Management (TRiM) Service, which confidentially supports staff individually or in groups through structured peer support. This ensures that we support you early, and the service is designed to help you to understand your responses and find ways, if needed, to get support in a timely manner. We also have a pastoral/chaplaincy team who can visit staff in their place of work or meet with teams and individuals to support on the day to day challenges or when things get really difficult. They are available across both sites and also directly support our 24/7 staff support hotline.

## Health and Safety

In addition to the Trust's overall responsibility for your health and safety you have a personal responsibility for your own health and safety. As such you are required to inform your line manager of any safety issues that you identify, that could affect you or others in the workplace. You must co-operate with management and colleagues at all times in achieving safer work processes and work places, particularly where it can impact on others.

As a Trust employee you will be trained in the correct use of any equipment provided to improve safety and health within the Trust. You are required to use the equipment when necessary and as instructed which will include checking the equipment is safe to use, prior to its use and must report any defects immediately to your line manager.

You are responsible for the implementation and adherence to Trust safety policies and procedures for areas within your remit. You are required to ensure suitable and sufficient risk assessments are completed for all areas within your remit. The controls identified must be evaluated and implemented where necessary. You are required to review all risk assessments periodically and particularly when staffing and/or equipment changes, monitoring the effectiveness of any control measure implemented. You are to ensure suitable and sufficient equipment is provided to sustain the health and safety of staff, patients and visitors to areas within your remit.



## Infection Control

In addition to the Trust's overall responsibilities under The Health and Social Care Act 2008 Code of Practice for healthcare, including primary and adult social care on the prevention and control of infections (revised December 2010) for your safety, you have a personal responsibility to ensure your work adheres to this Code in the delivery of safe patient care within the organisation. This code relates to ALL Trust staff and contractors working within the organisation who are employed to ensure this level of care is provided.

As an employee you will be trained to ensure adherence and compliance to the various Infection Control policies within the Trust.

## Sustainability

To actively support the Trust's goals for sustainability by encouraging and adopting sustainable ideas and practices.

## Safeguarding

The Trust has a duty and is committed to safeguarding all service users and provide additional measures for adults and children who are less able to protect themselves from harm or abuse. As an employee\* you have an individual responsibility to contribute to the detection, reporting and prevention of abuse to safeguard those in our care (Section 11 Children Act, 2004, Human rights Act 1998, Equality Act 2010 Mental Capacity Act 2005 Care Act 2014) and are accountable to ensure that you know how to respond when you are concerned for the safety of a child, young person or adult at risk. The Trust will assist you in this process by providing training, guidance and advice. There are corporate safeguarding teams who can be contacted for advice, support and safeguarding supervision. All concerns must be reported as per Trust Safeguarding Policies which are available on the Trust Intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.



# PERSON SPECIFICATION

Requirement	Essential	Desirable	How Assessed
Professional Registration	Full Registration with the GMC  GMC Specialist Registration (or expected inclusion within 6 months)		CV GMC
Qualifications and Training	Evidence of having completed a formal training program in Intensive Care Medicine  FFICM  Valid Advanced Life Support (ALS) certification	FRCA, MRCP, FRCER  PGC(H)E, MA(Ed) or similar  FICE/FUSIC accreditation	CV
Clinical Experience	Clinical experience equivalent to completion of a formal training program in Intensive Care Medicine	Specialist experience over and above that gained as part of the ICM training program such as:  <ul style="list-style-type: none"> <li>- Advanced echocardiography</li> <li>- Transfer/prehospital care</li> <li>- Greater than 12 months FTE neurointensive care</li> </ul>	CV Interview
Management and Administration Experience	Ability to lead on smooth and efficient running of the unit  Ability to organise, prioritise and manage high intensity workload	Experience of leading improvement programmes, implementing change and monitoring compliance	CV Interview
Teaching, Audit and Research	Experience of supervising junior medical staff  Commitment to formal and informal teaching of medical staff, AHPs and medical students  Evidence of participation in audit  Ability to extrapolate clinical research evidence to care for individual patients	Evidence of having conducted a practice-changing audit  Experience of teaching/ training in clinical courses e.g. IMPACT Course Faculty, ALS Instructor, ALERT Instructor  Good Clinical Practice (GCP) Certification  Original peer-reviewed research publications	CV Interview

Requirement	Essential	Desirable	How Assessed
Personal Attributes	<p>Ability to work flexibly in a changing health service</p> <p>Ability to communicate effectively with patients, relatives, nurses and other health professionals and flex style as appropriate</p> <p>High level of verbal and written communication skills</p> <p>Demonstrate the ability to cope under pressure</p> <p>Willingness to undertake additional professional responsibilities at local, regional and national levels</p>	<p>Ability to communicate effectively with external agencies and other disciplines</p>	Interview