



Consultant Anaesthetist with Specialist interests in

- 1) Paediatrics / ENT / MaxFacs
- 2) Obstetrics / Major Surgery

Medway NHS Foundation Trust



Job Description

Role:	Consultant Anaesthetists with Specialist Interest in Paediatrics and Obstetrics.
Banding:	Consultant Contract
Division:	Perioperative Medicine, Anaesthesia and Critical Care
Responsible to:	Clinical Director Perioperative Medicine, Anaesthesia
Accountable to:	Chief Medical Officer

All posts include preoperative assessment, anaesthesia for emergency lists and also with an interest in anaesthesia for surgery as follows:

Post 1 – Paediatrics, OMFS and ENT

Post 2 – Major Surgery and Obstetrics

Contract:	Substantive
Hours:	Full Time only due to departmental needs
Programmed Activities:	10 PAs :7.5 DCC, 1.5 SPAs,1 PA On-Call
On Call:	1:17.5
Availability supplement:	3%
Responsible and Reporting to:	Dr Chee-Fone Chu, Clinical Director Anaesthesia, Theatres & Perioperative Care
Principal Location:	Medway Maritime Hospital NHS Foundation Trust
Tenure:	2 Substantive posts

Job Purpose:

To join our collaborative and ambitious group of Consultant Anaesthetists. To provide expert care to high-risk obstetric and surgical patients of all ages throughout their perioperative journey. The candidates will be working within an expanding and collegiate multidisciplinary perioperative medicine team. Our work is varied and stimulating both in patient population demographics and the surgical interventions that we offer. We have especially strong obstetric, paediatrics and major surgery departments, supporting 2 robots across, General surgery, Urology and Gynae. We offer high risk obstetric work as the centre for Kent for invasive placental implantation and have strong leadership (STPN) representation in the South East for



our paediatric work. Every opportunity will be offered to support new ideas and creativity for the benefit of the department, as we are a group that is wholly inclusive, and progressive.

Key Responsibilities:

The clinical duties of the post will be to provide:

- To participate on the on-call rota (presently 1:17.5, subject to review) with internal cover for Consultants on the general on call rota. The ICU and HDU Consultants provide a separate, dedicated on call rota covering ICU and Surgical HDU.
- To provide Anaesthesia for Trauma/CEPOD lists and adult general anaesthesia as in the time-table or by agreement
- To participate in high-risk surgical patients pre-operative clinics and optimisation
- To use Shared Decision Making tools for high-risk emergency and elective patients needing surgery
- Liaison with surgical department to assist in the clinical management of high-risk patients
- Have an active role in the anaesthetic training/ research
- By arrangement to cover colleagues during periods of annual and study leave.
- Administrative duties include those associated with the care of the patients and the running of the clinical department.
- Help in the supervision and teaching of nursing and junior medical staff
- Participate actively in quality improvement activity/ clinical audit and implement its results.
- The post-holder will undertake, exceptionally, to perform additional duties in emergency and unforeseen circumstances as are essential for continuity of patient care.
- Abiding by the clinical and corporation governance policies of the Trust

Medway NHS Foundation Trust

Located in the beautiful county of Kent, and just under an hour away from central London, Medway NHS Foundation Trust is the largest acute trust and district general hospital in Kent. We have a proud history, originating in 1905 when a Royal Naval Hospital was opened on the site. Just over a century later, Medway NHS Foundation Trust was the first hospital in Kent to achieve Foundation Trust status. We continue to expand and modernise the array of services on offer to the people of the Medway towns, Swale and the wider West Kent region.

Medway is a fully accredited teaching hospital, with strong links to The Kent & Medway Medical School. Many of our clinicians hold educational leadership roles within the Medical School, demonstrating our commitment to education, excellence and the support of our future doctors. Support will be offered to achieve aspirational work in academia through our Medical School.

The Department of Anaesthesia, Perioperative Medicine and Critical Care

We are an inclusive and forward thinking team of 31 Consultants who have a shared vision of providing world class perioperative care for our local population in a District General Hospital setting.

The Department has 31 Consultants. In addition the Department has 6 Specialist doctors, 3 Specialty Doctors; 1 ST7 for Chronic pain, 1 ST 7 Regional Fellow, 3 ST5s, 3 ST3s, , 4 CT2s, 2



ACCS CT2 trainees, 2 CT1s and 6 Clinical Trust Fellows in HDU and 4 F1/F2's in Critical Care. We are supported by a fantastic team of nurses, nurse practitioners, ODPs and exercise physiologists.

The Department provides anaesthetic services for major urological, colorectal and gynae surgery (including utilising the DaVinci Robot and HUGO), orthopaedic and spinal surgery, paediatric surgery, ENT and Vascular. We are the second trust in the country to operate the HUGO robot and are an accredited training centre for this work. In addition the Department also provides anaesthetic services for radiological services including EVARs, MRIs and CT scans and cardioversions. On the background of this case mix we provide anaesthesia and integrated perioperative care for a large number of complex high-risk surgical patients. We provide a Consultant delivered prehabilitation service, CPET and pre-assessment service. We contribute to decision making at multi-disciplinary meetings for major spinal surgery, complex pheochromocytoma & adrenal surgery, and endometriosis surgery. We are committed to undergraduate and postgraduate training.

The department is supported by dedicated secretarial input.

We encourage our Consultants to develop their roles as educators, innovators and leaders within the department, the hospital and beyond. Research activities are actively supported by our Trust R&I team. Several Consultants hold National Lead roles, and we are enthusiastic in supporting each other in activities such as presenting work at national and international conferences or teaching on courses around the world.

Teaching is strongly supported departmentally and trainees regularly give the department good feedback about this. We are accredited for advanced training in Pain, ICM and regional anaesthesia. We have strong international ties and fully recruit to our MTI programme which allows our department to benefit from the expertise of outstanding senior trainees from abroad. The department has a specialist interest in regional anaesthesia and we provide twice yearly ultrasound regional block teaching.

We support our SAS grade doctors and develop them in their roles, encouraging them to take on leadership positions and include them in the development of our future plans and strategy setting. There is a named SAS Lead doctor

We have been accredited with our **RCOA ACSA Accreditation**. We are really proud of this achievement and have worked very hard to gain this. It exemplifies the commitment to high quality care and the drive for further improvement.

Department Specialities:

There are a number of subspecialty areas within the Department which include:

Pre-Assessment, prehabilitation and CPET

The Anaesthetic Department runs a stand-alone consultant led pre-assessment unit. This is staffed by eight pre-assessment nurses and one Consultant Anaesthetist at all times. Patients are triaged by the nursing staff and any who require an anaesthetic opinion are seen by the Consultant Anaesthetist. Full consent for anaesthesia is taken along with appropriate discussion of the risks.



We are developing our service rapidly, and we provide a 5 day a week CPET & prehabilitation service alongside the pre-assessment clinics. This is supported by 2 exercise physiologists, dieticians, specialist nurses. All high-risk elective surgical patients are enrolled into our prehabilitation programme.

Obstetrics

Medway Maritime Hospital has a CQC outstanding maternity service. There is one dedicated operating theatre for elective caesarean sections and another theatre for all emergency Obstetric cases. Five half day LSCS lists per week are undertaken and there a 24 hour emergency obstetric service. Deliveries are in the region of 7,000 babies born at Medway each year. The award winning midwife-led birthing centre is complemented by 10 labour rooms and there is a separate bay of 4 Maternity Enhanced Care Unit (MECU) beds for high risk cases.

The Consultant Anaesthetist with a Special Interest in Obstetrics covers the delivery suite between 8am to 6pm Monday to Friday with out of hours being covered by the general on call Consultant. They are an integral part of the Labour Ward team, attend high risk maternity MDT meetings and run a daily Antenatal Anaesthetic Pre-assessment Clinic.

Medway Maritime Hospital is a foetal medicine centre for high risk maternity cases such as placenta percreta/increta/accreta who require LSCS.

Pain Management

The chronic pain management/medicine service is provided by 4 chronic pain consultants via outpatient clinics, day case and inpatient procedures. In conjunction with a Consultant Clinical Psychologist, Senior Specialist Clinician Physiotherapist and nurse specialist, we provide a multi-disciplinary Pain Management Service. A range of standard pain intervention services are provided, including radiofrequency procedures. Multi-disciplinary assessment and pain management programmes for Medway residents are also provided.

The Chronic Pain Medicine Services is supported by a dedicated team of 3 WTE secretarial, administrative and IT support.

All chronic pain consultants are given allocated admin time in addition to clinic session. Each 4 hr clinic attracts 1.5 PA

There are 2 Acute Pain Consultants and 2 Nurse Practitioners. There are dedicated acute pain ward rounds by the Nurse Practitioner every week day and four times a week by a Consultant Anaesthetist.

The Pain Medicine service plays an active role in teaching anaesthetic trainees providing basic, intermediate, higher trained in pain medicine.

Paediatric Services

There are 2 general paediatric wards with a total of 30 beds, including a four beeded HDU and an assessment unit through which most emergency admissions are channelled. The paediatric wards provide beds for general surgery, orthopaedics and ENT in addition to medical paediatrics. We have four paediatric surgeons (2 joint appointments with King's College) who provide general surgery to children including neonates. There are also paediatric patients in ENT, oral/dental and MRI lists. We also provide out of hours cover for all paediatric age groups for emergency surgery.

Critical Care



Our critical care department is one of the busiest in the South East of England with approximately 2000 admissions per year, and comprises a 14-bedded level 3 Intensive Care Unit (ICU) and a 10-bedded level 2 High Dependency Unit (HDU).

We have an integrated multi-disciplinary consultant-led post-critical care rehabilitation service comprising a critical care counsellor, physiotherapists, rehabilitation nurse, and occupational therapists. We have an active critical care research unit with an extensive portfolio of national and international trials and are a FICM-recognised unit for ICM trainees and have 4 trained Advanced Critical Care Practitioners supporting our trainee rotas. We invested in an electronic patient records system in 2013 which we use to facilitate quality improvement and high quality audit.

The ICU and HDU are currently led by 10 consultant anaesthetists with an interest in critical care and two dual-certified medical consultants. Our HDU is further supported by 6 respiratory consultants with an interest in critical care, providing 24/7 care to our critically unwell patients, supported by dedicated trainee Dr rotas.

Pre-Operative Care Unit (POCU)

Surgical patients suitable for admission on the day of surgery are admitted to a pre-operative care unit. This ward focuses solely on the admission and pre-operative preparation of the surgical patient for the safe transfer to theatres and is purpose built, equipped with the latest equipment and dedicated patient pods and located adjacent to theatres.

Theatres

The in-patient theatre complex comprises of 10 theatres of which three theatres are used almost exclusively for Orthopaedic surgery. Three theatres have laminar flow and are used for orthopaedics and vascular surgery. One theatre is exclusively used for Emergency cases 24 hours a day. There is a dedicated full day trauma list every day including weekends and in addition three further half day trauma lists each week.

The Trust has also invested in 'SaferSleep', a paperless electronic anaesthesia record which is created in Pre-assessment and used within Theatres. This excellent electronic system is used to support not only clinical records, but research and quality improvement projects.

Day Care

Day Surgery is predominantly undertaken at the Sunderland Day Care Centre, a modern purpose built unit with four functioning operating theatres and a busy twin room endoscopy suite. There is a separate paediatric ward area with dedicated paediatric nursing support for this area.

Perioperative Medicine Research, Audit and Quality Improvement

The hospital benefits from an active Research & Development department, and the Medway Innovation Institute supporting QI. The post holder will be expected to actively participate in QI initiatives and support research projects. The post holder will be encouraged to develop collaborative projects, act as PI for national and international trials relevant to Perioperative Medicine and Critical Care. We have excellent librarians and library resources that will support literature searches and sourcing of articles and more.



Best of care
Best of people



Provisional Job Plan

This 10 PA job comprises of 8.5 PA for direct clinical care (Including 1PA for on-call activities) and 1.5 supporting professional activity (SPA) appointment. There will be a possible 0.5PA for Educational Supervision if they qualify and additional SPAs may be offered for departmental/ Trust roles.

We are looking for a dedicated, enthusiastic, forward thinking anaesthetist who will be committed to the shared vision of our department. The applicant must be aware that due to the current COVID epidemic the job plan and clinical responsibilities are likely to change at short notice.

Title: Consultant Anaesthetist

- Supporting Professional Activities: Supporting Professional Activities: 1.5 PA on average per week for continuing professional development. Opportunities for more SPAs will be offered after 12-months in post.
- All new consultants are invited to join the CMO's Advanced Medical Leadership Program (AMLPP) in their 1st year for support and mentorship and we have an established peer support mechanism to help new consultants transition from the senior trainee role to consultant, including assistance with out of hours decision-making.
- Each consultant will have access to non-clinical office space including computer access and support from our administration team.

Prime responsibility:

- To work with the Trusts team of 31 Anaesthetic and Perioperative Medicine Consultants to provide elective and emergency anaesthetic care. To provide additional Covid and non-Covid rota support if needed.

Key Tasks:

- To maintain the highest clinical standards in the management of patients under their care
- To join and support colleagues in the development of the department to support providing high quality care to our patients
- To demonstrate leadership and role modelling to junior doctors and other colleagues
- To participate actively in teaching, clinical audit, quality improvement and management both at care group and divisional level.
- To be demonstrably active in participating in CPD activities

Well Being:

Our team has always been supportive and inclusive with an open – door policy to our managers and leadership. As a local team we will support any significant events and empathetically guide our colleagues through any difficult professional or personal events. We also offer an initial mentorship for supporting new Consultants as they find their feet. Our responsive Occupational Health and Human Resource departments provide formal support and advice to our local Leadership.

We offer leadership and personal growth through our Chief Medical Officer team's development programme. This opportunity supports the growth of the new Consultant's skills and interests. Medway offers



Example of Provisional Job Plan 1

		Mon	Tues	Wed	Thurs	Fri
Wk 1	AM 0800 - 1300	SPA	Paeds MRI	ENT Main theatres	OFF / Private	Day surgery Dental
	PM 1300- 1800	SPA	Paeds MRI	ENT Main theatres	OFF / Private	Day surgery Dental
Wk 2	AM 0800 - 1300	OFF / Private	High Risk Clinic	Paeds ENT Day surgery	OFF / Private	Paeds Preassessment
	PM 1300- 1800	OFF / Private	High Risk Clinic	Paeds ENT Day surgery	OFF / Private	Paeds Preassessment
Wk 3	AM 0800 - 1300	ENT Main theatres	SPA	Trauma Main Theatres	OFF / Private	ENT Main Theatres
	PM 1300- 1800	ENT Main Theatres	SPA	Trauma Main Theatres	OFF / Private	ENT Main Theatres
Wk 4	AM 0800 - 1300	OFF / Private	Paeds MRI	Flexible Day surgery	OFF / Private	Preassessment
	PM 1300- 1800	OFF / Private	Paeds MRI	Flexible Main Theatres	OFF / Private	Preassessment
Wk 5	AM 0800 - 1300	SPA	Flexible Main theatres	Paeds ENT Day Surgery	OFF / Private	Dental Day surgery
	PM 1300- 1800	SPA	Flexible Main theatres	Paeds ENT Day surgery	OFF / Private	Dental Day surgery
Wk 6	AM 0800 - 1300	OFF / Private	Paeds MRI	Flexible Day surgery	OFF / Private	Paeds Preassessment
	PM 1300- 1800	OFF / Private	Paeds MRI	Flexible Day surgery	OFF / Private	Paeds Preassessment
Wk 7	AM 0800 - 1300	OFF / Private	Flexible Main theatres	Flexible Main Theatres	OFF / Private	CEPOD
	PM 1300- 1800	OFF / Private	Flexible Main theatres	Flexible Main Theatres	OFF / Private	CEPOD
Wk 8	AM 0800 - 1300	OFF / Private	ENT Main theatres	Trauma/ Main Theatres	OFF / Private	Paeds Preassessment
	PM 1300- 1800	OFF / Private	ENT Main theatres	Trauma/ Main Theatres	OFF / Private	Paeds Preassessment



Best of care
Best of people



Example of Provisional Job Plan 2

		Mon	Tues	Wed	Thurs	Fri
Wk 1	AM 0800 - 1300	SPA	Obstetrics	CEPOD	OFF / Private	Trauma/ Main Theatres
	PM 1300- 1800	SPA	Obstetrics	CEPOD	OFF / Private	Trauma/ Main Theatres
Wk 2	AM 0800 - 1300	OFF / Private	Obstetrics	Preassessment	OFF / Private	Robotics Main theatres
	PM 1300- 1800	OFF / Private	Obstetrics	Preassessment	OFF / Private	Robotics Main theatres
Wk 3	AM 0800 - 1300	Robotics Main theatres	Obstetrics	CEPOD	OFF / Private	OFF / Private
	PM 1300- 1800	Robotics Main theatres	Obstetrics	CEPOD	OFF / Private	OFF / Private
Wk 4	AM 0800 - 1300	OFF / Private	Obstetrics	Preassessment	OFF / Private	Robotics Main theatres
	PM 1300- 1800	OFF / Private	Obstetrics	Preassessment	OFF / Private	Robotics Main theatres
Wk 5	AM 0800 - 1300	SPA	Obstetrics	CEPOD	Robotics Gynae Surgery	OFF / Private
	PM 1300- 1800	SPA	Obstetrics	CEPOD	Robotics Gynae Surgery	OFF / Private
Wk 6	AM 0800 - 1300	OFF / Private	Obstetrics	Preassessment	OFF / Private	Robotics Main theatres
	PM 1300- 1800	OFF / Private	Obstetrics	Preassessment	OFF / Private	Robotics Main theatres
Wk 7	AM 0800 - 1300	OFF / Private	Obstetrics	CEPOD	Flexible Main theatres	SPA
	PM 1300- 1800	OFF / Private	Obstetrics	CEPOD	Flexible Main theatres	SPA
Wk 8	AM 0800 - 1300	OFF / Private	Obstetrics	Trauma/ Main Theatres	OFF / Private	Robotics Main theatres
	PM 1300- 1800	OFF / Private	Obstetrics	Trauma/ Main Theatres	OFF / Private	Robotics Main theatres



Calculations:

- 1) Job planned SPA will be from 0800–1840: 0.33PA (three of which makes 1PA)
- 2) A further 0.5 SPA will be added on as a flexible addition to be done at the Consultant's convenience.
- 3) Additional educational PAs will be added around working days, either before or after 0800-1800 to maintain OFF/Private days.
- 4) Each theatre session are timetabled: 0800-1800 (2.5 PAs)
- 5) High Risk Clinic/CPET (POA): 0800 – 1800 (2.5 PAs)
- 6) On call commitment: 1PA (1:17.5 rota)

A formal Job Plan will be agreed between the appointee and the Clinical Director of POCC, on behalf of the Medical Director, within three months after the commencement date of the appointee. This will be signed and will be effective from the commencement date of the appointment. The Job Plan for the first three months will be agreed between yourself and the Division. The Job Plan will then be reviewed annually, following the Appraisal Meeting.

The Job Plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It should provide a clear schedule of commitments, both internal and external. In addition, it should include personal objectives, and details of the support required by the consultant to fulfil the job plan and the objectives.

For a whole-time contract this would typically include ten programmed activities with the following suggested split: (A provisional timetable is in Appendix 1).

- Direct Clinical Care: 7.5 PA's on average per week
(Includes clinical activity, clinically related activity, predictable and unpredictable emergency work).

Job plan 1 – Paeds / ENT / MaxFacs

Sessions	Average number of PAs per week
<i>General On call</i>	<i>1 PA</i>
<i>Anaesthetic sessions</i>	<i>6.25 PA</i>
<i>Perioperative Medicine</i>	<i>1.25 PA</i>
<i>Revalidation SPA</i>	<i>1.5 PA</i>

Job plan 2 – Obstetrics / Major Surgery

Sessions	Average number of PAs per week
<i>General On call</i>	<i>1 PA</i>
<i>Anaesthetic sessions</i>	<i>4.07 PA</i>
<i>Perioperative Medicine</i>	<i>0.94 PA</i>
<i>Obstetrics</i>	<i>2.5 PA</i>
<i>Revalidation SPA</i>	<i>1.5 PA</i>



Emergency Work

The appointee will take part in the consultant on-call rota (at present 1:18.5 and subject to change) and will on weekdays support a 24 hr period of on call. During annual and study-leave it is expected that consultants provide cross cover.

The post holder will have a commitment of weekend whole day Trauma list on Saturday and Sunday (0800-1800 hrs including pre and post op) approximately three times a year. There is no commitment to cover other colleagues' sick leave.

The provisional timetable above provides details of the clinical activity and clinically related activity components of the job plan which occur at regular times in the week. Agreement should be reached between the appointee and the Clinical Director with regard to the scheduling of all other activities including Supporting Professional Activities. Supporting Professional Activities must be undertaken in the hospital except for 2 hours per week where it has been agreed that this may be undertaken at home.

The Clinical Director has flexibility to agree additional SPA allocation by taking on additional Division or Trust duties. These include educational supervision, clinical lead roles, College Tutor, Safety & Quality roles etc.

Hospital Services

The range of specialist services we offer has grown over recent years, as have the communities we serve. In addition to our busy Emergency department, these services include a Cardiac Catheter Suite, the West Kent Vascular Centre, West Kent Cancer Centre for Urology, a dedicated stroke unit and an award-winning Macmillan Cancer Care Unit. The Trust is recognised nationally for our high standards of infection control.

Our major specialities include:

Cardiology	Anaesthesia	Obstetrics	Diagnostic
Neurology	Pain Medicine	Gynaecology	Radiology
Endocrinology	Urology	Midwife-led	Interventional
Gastroenterology	Colorectal	Birthing Suite	Radiology
Rheumatology	Vascular	Level 3 NICU	Nuclear
Chest Medicine	Breast	Community	Medicine
Care of the Elderly	ENT	Paediatrics	Pharmacy
Haematology	Maxillo-facial		Physiotherapy
Emergency Department	Day Surgery		Pathology
AMU	Trauma and		
24-hour Emergency	Orthopaedics		
Surgery	Audiology		
Critical Care (ICU, Medical	Orthodontics		
HDU, Surgical HDU,	General Surgery		
Outreach)			
Ambulatory Care Centre			

You can view the full [A-Z of services](#) via our website.

Our support services include a comprehensive Imaging Service, Nuclear Medicine, Pathology, Physiotherapy and Pharmacy.



Our Patients

We serve a population of around 400,000, predominantly residents of Medway and Swale, but increasingly we provide care to patients from other parts of North and West Kent. On an average day we see around 1,400 outpatients, 250-300 patients via the emergency department and approximately 150 are admitted to the wards.

In comparison to the rest of England, Medway has a younger population profile. Health has generally been improving across the region. Nonetheless, extremes of life expectancy exist in the surrounding area which spans pockets of both affluence and deprivation. Almost a third of deaths in women and half in men are premature (occurring younger than 75 years). Chronic conditions contribute strongly to the health and social care challenge in Medway.

Our Staff

Every Person Counts

Medway employs over 4,000 staff. Undergraduates and doctors-in-training from London-based medical schools are taught throughout the hospital, as are nursing and allied health professional students from nearby education institutions. Patients are at the heart of our daily practice, and our great personal passion for good care is reflected in the hundreds of WOW award nominations our staff receive from the people in their care.

We are committed to valuing the views and ideas of staff. They tell us that the hospital is a friendly place to work with constant opportunities to diversify your professional experience; 'It's like a major city acute that feels like a local district general hospital'.

As an organisation we are committed to developing our services in ways that best suit the needs of our patients. This means that some staff groups will be increasingly asked to work a flexible shift pattern so that we can offer services in the evenings or at weekends.

Our Environment

The Thames Gateway region as a whole will continue to be the focus of much investment over coming years and decades. The Medway towns represent the largest conurbation in the south east outside of London, encompassing the towns of Gillingham (where the hospital is based), Chatham, Rainham, Strood and historic Rochester. The area is affordable and family-friendly.

Rural regions of Swale, the Hoo Peninsula and the wider Kent countryside are all within easy reach of the hospital and leisure amenities abound. The high speed HS1 rail link means that London is 45 minutes away and continental Europe is practically on our doorstep.

Teaching Facilities

Postgraduate Medical Centre

The Postgraduate Medical Centre is situated on the Medway Maritime Hospital site and has been extended to take account of the needs of the undergraduate as well as postgraduate teaching. The accommodation comprises a fully equipped, 80-seat lecture theatre, four seminar rooms together with office accommodation and a large common room. The Centre also has a Simulation Suite which is a dedicated area used for specialty and multi-disciplinary teaching.



The Postgraduate Centre works closely with Nurse Education. This is in the same building complex and incorporates an additional lecture theatre, seminar room and auditorium. Meetings with a clinical educational basis are becoming increasingly multi-disciplinary and this closeness is a benefit.

The Learning Resource Centre

All Trust employees have access to a comprehensive library and audio visual aids service. This supports any training and educational programmes, self-directed learning or simply allows staff to keep abreast of the latest research developments in any specialty. The centre not only provides access to information in a variety of formats (including books, journals, video or other electronic media) but also allows access to computers for database searches, access to the Internet and the medical school web-sites. A range of software packages is available for use, including word processing, presentation software; computer assisted learning programmes and desktop publishing. The centre's staff can also assist and advise in the preparation of electronic presentations slide production and the use of scanners and audio equipment. Equipment available for use outside the Learning Resource Centre includes a digital camera, OHP's, multimedia projectors, laptop computers and screens.

The Library is open and staffed between 8.30am and 7pm Monday to Thursday and 8.30am to 5pm on Fridays and contains approximately 12,000 books and 200 current journal titles. The library is part of a Regional network and therefore has access to resources at other centres in the South East including the BMA and the Royal College of Surgeons.

The centre actively promotes a policy of liaising closely with its users in order to ensure that its resources and services reflect their individual interests and needs.

Undergraduate Training

The Trust has close links with the Guy's, King's & St Thomas' Medical School, King's College, London and St George's Hospital Medical school.

The Medway Maritime Hospital is recognised by London University as an Associated University Hospital. There is a sub-dean at the Medway Maritime Hospital, Dr Rosemary Toye, and a Medway Academic Committee and representation through these on the Academic Board of the Medical School, along with Guy's Thomas', King's and Lewisham hospitals.

Two local Universities (Kent & Canterbury Christ Church) won an exciting joint bid for the development of the Kent & Medway Medical School, which will see the first intake of medical students in September 2020. Opportunities for joint appointments with the medical school for senior lecturers and clinical teaching can be expected in the future.

Postgraduate Training

Postgraduate teaching is being strengthened in all specialties. All Consultants are responsible for ensuring that the junior medical staff have appropriate training and will also contribute to the training of nurses, technicians and other staff. Training programmes are conducted within specialties and across specialties (such as F1 & F2 training).

Research & Development

An objective of the Trust is to increase the level of research and development (R&D) undertaken by our staff and to promote the adoption of evidence bases medicine. A multi-disciplinary group



that includes the Head of R&D, R&D Manager, Medical Director, Chief Executive lead our strategy for R&D.

The very large, socially and racially diverse local population provides an excellent base with varying pathology to support clinical research. There is close liaison with facilities at Guy's, King's and St Thomas' Medical School through the undergraduate teaching links and associated joint appointments. There have been a number of collaborative initiatives undertaken in conjunction with Christ Church College, University of Canterbury and University of Kent.

The Trust R&D team (based in Residence 8) supports national Trials, as well as local research. They welcome enquiries regarding all aspects of R&D and inventions and can help

To get research underway from initial assessment and set up through to delivery of a project and completion.

The success of Trust in research is evident via the continual support by the National Institute for Health Research (NIHR). The funding provided by the NIHR agent, Kent Surrey and Sussex Clinical Research Network (KSS CRN), currently exceeds £1M.

To further success in application for research funds, the Trust appointed R&D Officer. The post is jointly funded with the University of Greenwich which deepens collaborative links with the academia. The Trust also encourages appropriate involvement in commercial trials.

Key Working Relationships:

Internal	External
Consultant colleagues within the Directorate and the Trust.	Consultant colleagues and supporting staff at other sites. Other medical and clinical staff within the Trust Medical Director. Management and administration staff within the Directorate and Trust.

Consultants

Dr S Alawad	Chronic Pain,
Dr M Badrinath	Colorectal Anaesthesia
Dr S Bijral	Consultant Anaesthetist Obstetrics
Dr S Black	Consultant Anaesthetist Paediatric lead Trust Lead for NatSSIPS CPET and Prehab



Dr C Chu	Clinical Director, Anaesthesia, Perioperative Medicine Acute and Chronic Pain Lead for CPET
Dr M De Silva	Emergency Anaesthesia, College Tutor for the Royal College of Anaesthetists Examiner, Final FRCA, RCoA National Lead, RCoA for MTI training
Dr N Divekar	Critical Care Trust Lead for smoking cessation
Dr D Gunarathna	Locum Consultant
Dr P Hayden	Critical Care Trust Organ Donation Lead
Dr R Kalidindi	Orthopaedic Anaesthesia
Dr K Kamaraj	Locum Consultant Obstetric Clinical Lead
Dr R Kaur	Consultant Anaesthetist and CC Vascular Anaesthesia & Critical Care Med Student F2 Lead
Dr S Kothari	Consultant in Anaesthesia and Chronic Pain Regional Advisor for Chronic Pain training
Dr P Krishnan	Divisional Clinical Governance Lead, Planned Care Deputy Undergraduate Lead for Medical Education
Dr K Lankester	Consultant Anaesthetist with interests in: Paediatrics Preassessment Shared decision making
Dr A Makowski	Critical Care & Vascular Anaesthesia MD, PhD Patient Safety Lead for Critical Care
Dr B Misztal	Consultant Anaesthetist Vascular Anaesthesia
Dr P Palcovic	Orthopaedics and Trauma Critical Care CPET and Prehab



Dr R Reddy	Chronic Pain Lead for Pain Medicine Faculty Tutor, Pain Medicine Gen Sec UK Chapter: World Institute Pain, WIP Faculty: ESRA & LSORA President Elect: World Academy of Pain Medicine Ultrasonography, WAPMU Examiner: FIPP & CIPS (Certified Interventional Pain Sonologist)
Dr GM Sanders	Consultant Anaesthetist and for Critical Care Day Surgery Lead
Dr M Shah	Paediatric Anaesthesia, Trust Simulation Lead CPET/Prehabilitation lead Consultant Anaesthetist
Dr R Singh-Verma	Vascular Anaesthesia & HDU
Dr Kryspin Stepien	Acute Pain Lead Consultant Anaesthetist
Dr K Veerappan	College Tutor Paediatric Anaesthesia
Dr S Verma	Day Surgery, Pre-assessment Sedation Lead
Dr R Krol	Clinical Director for Critical Care Critical Care & Rehabilitation Trust Chair of Resuscitation Committee
Dr A Yarnold	Emergency Anaesthesia
Dr Taj Sandhar	Perioperative Anaesthesia Major Surgery Obstetrics
Dr Sureswarasarma Jegatheepan	Locum Consultant
Dr Kavinda Bandara	Locum Consultant
Dr Sameh Shafek	Locum Consultant

Other Clinical Staff

6 Specialist Doctors

3 Specialty Doctors



1 ST7 for Chronic pain, 1 ST7 Regional Fellow, 3 ST5s, 3 ST3s
2 MTIS
4 CT2s, 2 ACCS CT2 trainees, 2 CT1s
6 Clinical Trust Fellows in HDU
F1/F2's in Critical Care.

Main Conditions of Service

Registered Health Professional

All staff who are members of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements. Registered staff must maintain professional registration with the relevant body (NMC / GMC / HCPC / GPC) and in line with the Trust Professional Registration with Regulatory Bodies Policy.

Our Vision and Values

All staff must commit to our Vision and Values and exhibit behaviours in line with our new Values.

Bold

Every Person Counts

Sharing and Open

Together

We are *inspiring* and *ambitious*

We are *respectful* and *supportive*

We are *open* and *speak up*

We are *inclusive* and *responsible*

Our Trust is a great choice for people who want to develop their career in an ambitious environment. Our employees are able to choose the coverage and supplemental benefits that best fit their needs and those of their families.

We are committed to endorsing diversity, multiculturalism, and inclusion; our policies / procedures ensure that all applicants are treated fairly at every stage of the recruitment process.

Mandatory Training

All staff must complete on-going mandatory and role-specific training pertinent to their post, and this should be confirmed with their line manager.
Quality Assurance

The Medway NHS Foundation Trust has adopted comprehensive quality assurance, and all members of staff employed by the trust are expected to play their part. The aim is to provide a good quality service, which the customer accepts is appropriate and which is provided in the best possible way.

Health & Safety

Staff are required to observe local Health & Safety arrangements and take reasonable care of themselves and persons who may be affected by their work.



Equal Opportunities

Staff are required to comply with the Medway NHS Foundation Trust's approach to equal opportunities and treat everyone the same, regardless of their gender, race, disability, marital status, religion or belief, sexual orientation, gender reassignment or age.

Risk Management

All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with the Trust's use of risk assessments to predict and control risk, as well as the incident reporting system for learning from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager, or stated by the Trust to be mandatory.

Infection Prevention and Control

All post holders have a personal obligation to act to reduce healthcare associated infections (HCAIs). They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAIs. All post holders must comply with Trust infection screening and immunisation policies as well as be familiar with the Trust's Infection Control Policies, including those that apply to their duties, such as Hand Hygiene Policy and Trust procedures for use of personal protective Equipment, safe procedures for using aseptic techniques and safe disposal of sharps.

Information Governance

Staff is required to keep all patient and staff information confidential unless disclosure is expressly authorised by your employer. Misuse of or a failure to properly safeguard any data considered to be confidential may be regarded as misconduct/gross misconduct and a disciplinary offence.

Patient Experience

Staff should ensure that they help to create a positive patient experience at all stages of a patient's interaction with the hospital and help to improve the patient experience within the hospital environment.

Safeguarding Children and Vulnerable Adults

The Trust is committed to the protection of children, young people, their families and vulnerable adults accessing its services. Promoting the message that "safeguarding is everyone's business" is vital to ensure our patients are protected and safe from abuse. To this end you must comply with Trust's and the Kent and Medway Safeguarding Board's policies on safeguarding children, young people and vulnerable adults.

All staff no matter where they work or which age group of patients they work with must be aware of their responsibility to act when they feel a child, young person or vulnerable adult has been or is at risk of abuse.

Disclosure and Barring Service



The position you have applied for may have been identified as being an 'eligible position' under the *Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975* [the Exceptions Order] and, in certain circumstances, the *Police Act 1997*. As such, it may meet the eligibility criteria for a standard or an enhanced disclosure to be requested through the Disclosure and Barring Service (DBS).

Uniform

All staff must adhere to the Trust Nurses/Midwives Uniform Policy

Job Description

The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder.

Smoke Free Medway

Medway NHS Foundation Trust is a smoke free site. This means that smoking is completely prohibited in all Trust buildings, grounds and car parks. This will ensure that the hospital is a better place to work and for our patients to be treated.

If you are currently a smoker and would like to receive free stop smoking advice, please contact the Medway Stop Smoking Service on 07535 710329 or 0800 234 6805.



Staff Networks

LGBT+ Staff Network

Staff (Dis) Ability Network

Armed Forces Network (for staff who are Reservists and Veterans)



Black, Asian and Minority Ethnic (BAME) Staff Network



Staff Benefits Information

The Trust has worked hard to offer the **Best** of the benefits to our staff, the **Best** of people. By following the link before you will find our staff benefits handbook which provides you with a large selection of benefits available.

<https://view.pagetiger.com/Benefits-Wellbeing/currentstaff>



Person Specification

The person specification sets out the essential qualifications, experience, skills, knowledge, personal attributes and other requirements which the post holder requires to perform the job to a satisfactory level. Without these qualities applicant cannot be appointed to the post.

Role:

Qualifications	<p>Full GMC Registration MBChB or equivalent Have CCT in Anaesthesia or be expected to attain such within 6 months of interview date, or be included on the Specialist register. Achieved appropriate competencies of RCoA.</p>
Knowledge	<p>Clinical Governance principles Experience of supervising core trainees and registrars, and other non- medical professionals; preferably with an educational qualification</p>
Values	<p><i>Exhibits behaviours in line with Trust Values:</i></p> <p>Bold <i>We are inspiring and ambitious</i></p> <p>Every Person Counts <i>We are respectful and supportive</i></p> <p>Sharing and Open <i>We are open and speak up</i></p> <p>Together <i>We are inclusive and responsible</i></p>
Experience	<p>Experience of supervising core trainees and registrars, and other non- medical professionals; preferably with an educational qualification</p>
Skills	<p>A willingness to work flexibly in support of the service Good interpersonal skills, demonstrates initiative and drive Initiative, and ability to co-ordinate teams Leadership potential Committed to speciality and enthusiastic about the role of anaesthetists Practical skills for anaesthetic procedures, including ultrasound guided peripheral nerve blocks Interest in teaching</p>
Other Attributes	<p>Perioperative management training High Risk anaesthesia management Demonstrates commitment to high quality service delivery Able to cope with pressure Understands importance of feedback, and acts on feedback. Sympathetic understanding of patients and staff needs. Committed to continuing personal development (existing consultants must be able to demonstrate active participation in a recognised CME scheme)</p> <p>Agreement to live within 30 minutes' drive of base hospital – Medway Maritime Hospital site</p>



Best of care
Best of people



Medway
NHS Foundation Trust



Best of care
Best of people



nhsmedway.co.uk