



King's College Hospital
NHS Foundation Trust

**SUBSTANTIVE CONSULTANT ANAESTHETIST
WITH SPECIAL INTEREST IN
LIVER TRANSPLANT ANAESTHESIA**

10 PA – Full time

INFORMATION PACK AND JOB DESCRIPTION

April 2024

KING'S COLLEGE HOSPITAL NHS FOUNDATION TRUST

King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching Trusts with a turnover of c£1 billion, 1.5 million patient contacts a year and more than 15,000 staff based across South East London. The Trust provides a full range of local and specialist services across its five sites. The Trust-wide strategy of Strong Roots, Global Reach is our Vision to be BOLD; Brilliant people, Outstanding care, Leaders in Research, Innovation and Education, Diversity, Equality and Inclusion at the heart of everything we do. By being person-centred, digitally-enabled, and focused on sustainability, we aim to take Team King's to another level.

We are at a pivotal point in our history and we require individuals who are ready to join a highly professional team and make a real, lasting difference to our patients and our people.

At King's College Hospital NHS Foundation Trust we are proud of our diverse workforce and the strength that gives us to provide compassionate care to all of our patients. We are fortunate to employ a workforce that represents the population we care for, and we celebrate the value of differences in age, disability, gender reassignment, marital status, pregnancy and maternity, race, sex, sexual orientation and religion or belief. We have demonstrated our commitment to diversity, equality and inclusion by making it one of our four headline ambitions in our BOLD vision (brilliant people, outstanding care, leaders in research, innovation and education and diversity, equality and inclusion at the heart of everything we do) and there is significant work undertaken at the Trust to ensure that this is a reality for all of our staff.

King's is committed to delivering Sustainable Healthcare for all via our Green Plan. In line with national Greener NHS ambitions, we have set net zero carbon targets by 2040 for our NHS Carbon Footprint and 2045 for our NHS Carbon Footprint Plus. Everyone's contribution is required in order to meet the goals set out in our Green Plan and we encourage all staff to work responsibly, minimising their contributions to the Trust's carbon emissions, waste and pollution wherever possible.

The Trust is recognised internationally for its work in liver disease and transplantation, neurosciences, cardiac, haemato-oncology, fetal medicine, stroke, major trauma, and emergency medicine.

Through its sites including King's College Hospital and the South Sites (Princess Royal University Hospital, Orpington Hospital, Queen Mary's Hospital Sidcup and Beckenham Beacon) the Trust cares for patients in the boroughs of Bromley and Bexley in addition to Lambeth, Southwark and Lewisham. Many services, such as trauma and neurosurgery, are delivered on a regional basis, whilst people from throughout the UK and beyond come to us for our world-renowned specialist services such as liver and foetal medicine. Already one of only 4 major trauma centres in London, King's became the largest provider of stroke services with hyper acute stroke units based on both acute hospital sites in Kent and London. Our elective orthopaedic centre at Orpington Hospital has grown to become the second largest orthopaedic centre in London.

King's specialist services include some world-renowned departments. The Liver Department has the largest transplant centre in Europe, and is celebrated for its innovative practice, the development of split liver transplants, as an example. In foetal medicine, the Harris Birthright Centre has led the world in the development of foetal scanning and surgery. King's has two highly rated hyper acute stroke centres. The hospital also provides innovative cardiac, neurosurgery and haemato-oncology services, and the largest bone marrow transplant centre in Europe.

King's College Hospital NHS Foundation Trust is part of an NIHR ARC (Applied Research Collaboration), a collaborative partnership between universities and surrounding NHS organisations, focused on improving patient outcomes through the conduct and application of applied health research.

The Trust has an annual income of around £1 billion. Education and research are important sources of income, currently contributing around 8% of the total. The Trust is embarking on a strategy to achieve greater diversification of its income, with growth anticipated in tertiary referrals, research and commercial services activities. There is also a developing fund-raising partnership within King's Health Partners for the Clinical Academic Partnership programs in Cardiovascular, Haematology and Neurosciences.

King's organisational values are focused on being a kind, respectful team:

- **Kind.** We show compassion and understanding and bring a positive attitude to our work.
- **Respectful.** We promote equality, are inclusive and honest, speaking up when needed.
- **Team.** We support each other, communicate openly, and are reassuringly professional.

We offer a family-friendly working approach for all staff to ensure a good work-life balance. The Trust provides a supportive mentoring and career planning programme. Applications for job sharing are welcome.

King's Health Partners Academic Health Science Centre (AHSC)

King's is known as an innovative organisation and it is working hard to develop significant partnerships with health and social care partners across London and with industry, designed to improve the provision of integrated care to patients. It is a pivotal founding member of one of the country's Academic Health Science Centres (AHSC) known as King's Health Partners (KHP).

King's Health Partners bring together three leading NHS Foundation Trusts – Guy's and St Thomas' now incorporating Royal Brompton and Harefield, King's College Hospital and South London and Maudsley – with a globally renowned university, King's College London.

The driving purpose behind King's Health Partners is to continually seek and bring about swifter and more effective improvements in health and well-being for patients and people everywhere, by combining the best of basic and translational research, clinical excellence and world-class teaching to deliver ground-breaking advances in physical and mental healthcare.

King's Health Partners (KHP) is one of only eight Academic Health Science Centres in the UK accredited by the Department of Health. This followed a selection process carried out by a panel of internationally renowned clinicians and researchers.

KHP brings together an unrivalled range and depth of clinical and research expertise, spanning both physical and mental health. The AHSC's combined strengths will drive improvements in care for patients, allowing them to benefit from breakthroughs in medical science and receive leading edge treatment at the earliest opportunity.

KHP has:

- Nearly 4.8 million patient contacts each year
- More than 46,000 staff
- Nearly 31,000 students
- A combined annual turnover of more than £4.2 billion

Further information on KHP can be found on its website www.kingshealthpartners.org

Integrated Care Board

The NHS South East London Integrated Care Board is an NHS statutory organisation. They bring together partners involved in planning and providing NHS services, working together to meet the health needs of the population within south east London and deliver the Integrated Care Partnership's strategy.

They are responsible for allocating NHS resource to deliver this plan.

For further information please visit [NHS South East London - Integrated Care Board \(selondonics.org\)](https://selondonics.org)

DUTIES AND RESPONSIBILITIES

1. MENTORING

Coaching and mentoring can be effective approaches to developing employees. Both have grown in popularity; we want to use them to enhance the skills, knowledge and performance of our people around specific skills and goals. We want to develop and strengthen our Grass Roots and Brilliant People aspects of our strategic objectives. Our vision is to create an internal pool of coaches and mentors, from all professions, enabling King's staff to realise their full personal and professional potential. We have launched an in-house coaching skills development programme to upskill current King's coaches and mentors.

The Trust Mentoring Scheme is an opportunity for a relationship that can provide support and direction for newly qualified consultants.

2. MEDICAL STUDENT TEACHING

The appointed practitioner will normally participate in teaching medical students, post-graduate doctors/dentists and other groups at King's College Hospital NHSFT and King's College London (KCL) School of Medicine.

King's College Hospital NHS Foundation Trust, as a major teaching Trust, works in partnership with King's College London to provide the highest possible quality of medical education.

All consultants are expected to be committed to teaching and to play their part in the delivery of the undergraduate curriculum. These activities would include the planning and review of teaching, and the assessment of students, which could, where properly structured, be undertaken simultaneously with service delivery commitments, including ward rounds and outpatient clinics.

Of necessity, the requirements of the undergraduate medical curriculum change over time and it is not always possible to identify specific teaching commitments in job plans. Some specific roles will be job planned.

The need for flexibility is acknowledged by the Trust and within a Care Group. It is possible that the overall teaching commitment can be unevenly allocated amongst staff to achieve optimal teaching and service quality.

3. POST-GRADUATE TEACHING

The Trust has over 700 training posts and over 400 Trust doctors/dentists across all specialties. The postholder will be expected to participate in teaching and training postgraduate doctors/dentists, which in addition to direct clinical supervision is likely to include acting as an 'educational supervisor' to one or more individuals, providing them with regular appraisal and support. Consultants that undertake educational supervision will be provided with appropriate training in accordance with national requirements and accredited by the Director of Medical Education. Allocation of time for post-graduate education is normally job planned as a team.

4. RESEARCH AND INNOVATION

Involvement in high quality research is strongly encouraged at King's NHSFT, as this supports both the delivery of high quality clinical care, and our role as a partner in a major Academic Health Science Centres.

Support for Research

An important component of the Trust's Research and Development (R&D) strategy is to strengthen the support available to researchers, to make it as easy as possible to participate in, and to lead in clinical research – both commercial and academic.

Each Care Group is aligned with a Research Delivery Unit (RDU) that has a designated R&D Lead, Matron or Manager and a team of R&D research delivery staff. The R&D Office provides support for governance, contracts, costings and research Quality Assurance. The Care Groups and RDUs are encouraged to maintain a mixed model balanced portfolio of research activity, including Clinical Research Network (CRN) studies, research grants, commercial studies, charity funded studies and health services research.

Commercial trials are costed and set up supported by the KHP Clinical Trials Office (KHP CTO) and this office also provides support for applications to the regulatory bodies for all non-commercial CTiMP studies, and Good Clinical Practice (GCP) training. Multi-disciplinary involvement in the research process is strongly encouraged.

Research and Job Planning

The undertaking of research within a job plan should be discussed as part of job planning activities. All staff should be aware of the research being undertaken within their Care Group and in the Trust, and actively support recruitment into all studies, whether or not they have a primary research component to their job plan. All individuals undertaking research are expected to have a good working knowledge of research governance standards, and are required to undertake GCP training as appropriate for the research they are involved in.

Governance of Research

All R&D projects are required to go through the Trust's R&D office, which manages and co-ordinates the National R&D and ethics approvals process. This ensures that all projects meet the required national standards of research governance and quality, and are in receipt of appropriate ethical approval and both national and local agreements, prior to R&D governance approval being issued.

Each RDU is required to convene a local research governance meeting chaired by the RDU research lead, where feasibility of new studies is discussed and agreed.

5. CLINICAL GOVERNANCE

The postholder will be expected to contribute to and participate in the Care Group's ongoing clinical audit programme and quality improvement programmes, and will carry out all necessary administrative duties associated with the care of their patients. The postholder also has a general duty of care for the health, safety and well-being of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.

6. STUDY AND ANNUAL LEAVE

The postholder will be expected to comply with the Continuing Professional Development (CPD) requirements of the relevant Royal College or Faculty and provide appropriate documentation and reflection in their appraisal. Study leave may be requested in accordance with the Trust's Policy for CPD.

Annual leave may be taken in accordance with the Trust's Guidelines on Leave Arrangements for Medical and Dental Staff. Consultants are entitled to 32 days of annual leave (34 days after 7 years of service), plus bank holidays. Consultants who work less than full time or compressed hours, should ensure their holiday allowance is adjusted in line with their working patterns.

To ensure the smooth running of the service the postholder will ensure that, in conjunction with colleagues, adequate arrangements are made to cover planned absences and the expected approvals would go through e-leave planning on the Trust's approved system. Leave must be booked with appropriate time lines to allow effective service continuity and should not solely be taken during consultant's clinical time, but also during SPA and APA activity.

7. TERMS AND CONDITIONS

The post is covered by the current Terms and Conditions - Consultants (England) 2003, the Terms and Conditions of Service of NHS Medical and Dental Staff (England) and Trust Policies and Procedures where relevant.

There is a commitment to undertake routine job planned work on Saturdays or Sundays with appropriate job planning and commensurate time without commitment to the Trust.

Appointment is conditional upon a satisfactory medical assessment, which may include an examination.

8. SAFEGUARDING RESPONSIBILITIES

The Trust takes the issues of safeguarding children, adults and addressing domestic abuse very seriously. All employees have a responsibility to support the organisation in our duties by:

- Attending mandatory training on safeguarding children and adults
- Familiarising themselves with the Trust's processes for reporting concerns
- Reporting any safeguarding child or adult concerns appropriately

9. INFECTION CONTROL

The postholder has an important responsibility for, and contribution to, infection control and must be familiar with the infection control and hygiene procedures and requirements when in clinical areas.

These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

10. APPRAISAL & JOB PLANNING

Annual appraisal is a contractual requirement in the NHS and is part of GMC revalidation. You have the responsibility to have an appraisal within twelve months of your last appraisal or within six months of starting at King's if you have not had an appraisal previously in the UK. ARCPs count as previous appraisals for former HEE trainees.

To support appraisal and revalidation, the Trust ensures that every full-time consultant has one SPA in their job plan dedicated to undertaking activities to support this.

Less than full time consultants receive a pro rata amount of funded time for revalidation activity in their job plan.

Job planning review is conducted annually in line with the Care Group's operational plan.

The above represents an outline of the duties of the post and will, together with the job plan, be reviewed on an annual basis in accordance with the Trust's performance review scheme for consultants. Consultants will be expected to be compliant with statutory and mandatory training.

JOB DESCRIPTION AND OUTLINE JOB PLAN

GENERAL

The remit of the post holder will be to work flexibly within the multi-disciplinary team providing and further developing care for patients requiring anaesthesia particularly within liver transplant surgery. In addition, the individual will be required to play an active role in the general workload of the Anaesthetic Department while having a significant commitment to teaching and training of junior staff.

You will find an example of a typical job plan below.

It is envisaged that the appointee will contribute to the development and delivery of aspects of the services depending upon their interests and experience.

PURPOSE OF JOB

The post will be based mainly at the Denmark Hill site but may be required to work flexibly across the KCH sites (DH, PRUH, QMS & Orpington). There will be an average of 8.5 Programmed Activities of Direct Clinical Care with the remainder being allocated for Supporting Professional and/or other Activities worked over an average of 3.5 days (this might include covering the liver on call with a 1:8 frequency attracting a 5% uplift).

The purpose of this post is to also provide the department flexibility in covering sessions in the Main Theatres and Day Surgery Unit. The post holder will have the opportunity to discuss their working pattern and any requests from specific sub-speciality work upon commencement.

As a senior employee of the Trust you will work in close co-operation with, and support other clinical, medical professional and managerial colleagues in providing high quality healthcare to the Trust's patients. Integral to these responsibilities is the following:-

- The provision of a first class clinical service
- Effective leadership to all staff engaged in the specialty
- Sustaining and developing teaching and research in conjunction with King's College London
- Undertaking all work in accordance with the Trust's procedures and operating policies
- Conducting clinical practice in accordance with contractual requirements and within the parameters of the Trust's service plans
- Maintaining the confidence of business plans and development strategies formulated for the specialty, the Division or the Trust

Department description

King's College Hospital requires a full time Consultant Anaesthetist to support the delivery of the liver transplant surgery service at Denmark Hill site.

The post-holder is required to hold full registration with the General Medical Council and be on the Specialist Register at the date of interview, or be on a recognised training programme and within six months of being eligible for inclusion on the Specialist Register.

The Liver Transplant Anaesthetic department currently has eight Substantive consultants, providing cover for 200-250 Liver Transplant Cases per year both adult and paediatric. We contribute to the multidisciplinary preoperative assessment service for adults and paediatrics. The majority of cases are cadaveric donors, there is also a well-established Living Related programme running. Additionally there are two full time hepatobiliary theatres running 6 days per week delivering tertiary referral care to patients across the South East. The theatres have their own dedicated recovery area, preoperative assessment service and wards.

The department has four dedicated ATM/SIA ST6/7s and one non-training grade post supporting the consultant on call rota and works closely with our supra specialist Liver intensive care unit which is a tertiary/quaternary referral unit for liver disease and cares for our pre and post-transplant cases.

Liver Transplant anaesthesia at Kings College Hospital

Consultants

Dr. Charl Jooste (Clinical Lead)
Dr. Paul Bras
Dr. Chris Nicholson (POA adult)
Dr. Robert Broomhead
Dr. Anish Gupta (POA paediatrics)
Dr. Anneliese Rigby (CD)
Dr. Andrew Pool (POA adult)
Dr Lucy Dancy

BACKGROUND ON THE ANESTHETIC DEPARTMENT

The Department of Anaesthesia at King's Denmark Hill is one of the busiest in the country giving approximately 43,000 anaesthetics per annum. The acquisition of the Princess Royal University Hospital (PRUH) has enlarged the department even more. It incorporates all major specialties including Liver, Paediatrics, Cardio-thoracic and Neurological Surgery, as well as Chronic and Acute Pain Relief. There is also an active Liver Transplantation program for which King's is world famous. The Department is innovative and forward looking and has enjoyed considerable expansion in the past few years. There is a rotational programme for SHOs and SpRs within the South Thames Deanery. There are also a number of research posts (both medical and non-medical) associated with the Pain Research Group and the Liver Transplantation Programme.

The Anaesthetic Department at King's Denmark Hill consists of over 90 Consultant Anaesthetists, and 46 trainees at all levels completing modular training. There are 6 Consultant on call rotas and 6 trainee rotas. At weekends there is a Consultant delivered Trauma list and resident Consultant for the Emergency list during the day time.

The PRUH department consists of 30 consultants, 8 Associate Specialists and 26 Junior Doctors.

The budgetary and managerial structure of the Trust has recently embraced a Clinically Led model with care groups led by a triumvirate consisting of a Clinical Director, Head of Nursing and General Manager. The Theatres, Anaesthetics and Pain care group CD is Dr Anneliese Rigby, GM is Jonny Flett, HoN is Tosan Okubule. The Clinical Director of Critical Care is Dr Thomas Best.

Dr Marina Choudhury and Dr Dev Mahtani, both based at GSTT, are Training Programme Directors for the South East London Anaesthetic Programme. Dr Bernd Oliver Rose, based at LGT, is Regional Advisor for the Royal College of Anaesthetists. Dr Andrew Blevin and Dr Aidan Devlin are the College Tutors at the Denmark Hill site, and Dr Rachel Addison is the College Tutor at the PRUH.

KEY DUTIES AND RESPONSIBILITIES

1. Together with the other consultants, to provide a service for anaesthesia. This includes all aspects of treatment and relevant management duties for the proper functioning of the department.
2. Shared responsibility with the other Consultants for providing 24 hours, 7 days a week cover for the Unit on a rota basis. Responsible also for covering colleagues' periods of annual leave and short-term sickness.
3. Clinical supervision of junior medical staff as a shared responsibility with other consultant colleagues.
4. Responsible for carrying out teaching, examination and accreditation duties as required and contributing to Continuing Medical Education and clinical governance initiatives.
5. To contribute to departmental research interests in accordance with the Trust's R&D framework.
6. To contribute to the Audit Programme.
7. To take an active role in the formulation, implementation and monitoring of the Division's Business Plan. This may include assisting with discussions regarding service plans and developments with both internal and external agencies.
8. To conduct all activities within the contracted level of service and operating plan for anaesthetic services.
9. To exercise professional leadership for all staff working in the specialty. This will include fostering and developing projects focused towards these ends and ensuring that the momentum of post qualification professional education and other appropriate training is maintained.
10. To work in conjunction with clinical and professional colleagues to ensure that the productivity of staff within the specialty is maintained and their job satisfaction is enhanced. This may include involvement in the appraisal process for junior colleagues.
11. To undertake Divisional management duties as agreed with the Divisional Manager/Clinical Director.
12. To be aware of, and comply with, all Trust infection prevention and control policies, to include hand hygiene, personal hygiene, environmental and food hygiene. To undertake annual training/updates in infection prevention and control.
13. To be accountable for implementation of the Code of Practice within own department/area of responsibility.
14. To prepare for and undertake the protective interventions that you are responsible for in a manner that is consistent with evidence based practice and maintaining patient safety.

GENERAL INFORMATION

1. You have a general duty of care for the health, safety and well-being of yourself, work colleagues, visitors and patients within the hospital in addition to any specific risk management or clinical governance responsibilities associated with this post.
2. You are required to observe the rules, policies, procedures and standards of King's College Hospital NHS Foundation Trust together with all relevant statutory and professional obligations, including complying with statutory and Trust core training.
3. You are required to observe and maintain strict confidentiality of personal information relating to patients and staff.
4. You are required to be responsible, with management support, for your own personal development and to actively contribute to the development of colleagues.
5. The post-holder has an important responsibility for, and contribution to make to, infection control and must be familiar with the infection control and hygiene requirements of this role. These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures, which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.
6. All employees must hold an 'nhs.net' email account, which will be the Trust's formal route for email communication. You are therefore required to check this regularly and to deal with such communication promptly.
7. This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post-holder.

AS A NEW POSTHOLDER THE JOB PLAN WILL BE REVIEWED AFTER SIX WEEKS. NEW CONSULTANTS ARE ENCOURAGED TO BE SUPPORTED BY A MENTOR EITHER FROM WITHIN THE DEPARTMENT OR THE LONDON PGMD SERVICE; THE CLINICAL LEAD CAN ASSIST FACILITATING THIS.

PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE
1. Qualifications	GMC registerable medical qualification	
2. Higher Qualifications	Full FRCA	Other higher degree or diploma (e.g., MD)
3. Registration	Full Registration with GMC Name on GMC Specialist Register on date of taking up appointment	
4. Interview Eligibility	On the day of interview applicants must be within 6 months of CCT or must have fully completed CESR application and be fully registered on the GMC Specialist Register. Any applications not meeting these criteria will not be considered.	
5. Training and Experience	Wide experience and accredited training in most aspects of anaesthesia including liver transplant surgery and capable of delivering services appropriate to a large teaching hospital (e.g. maxillofacial surgery and Day Surgery) Experience and higher training in paediatric anaesthesia with particular reference to liver transplant Advanced liver transplant training/fellowship	Experience of delivering Anaesthesia at Consultant level and supervising junior colleagues within that capacity.
6. Administration	Experience in day-to-day organisation of anaesthetic services in a busy Teaching Hospital Familiarity with information technology and general computer skills Familiar with current structure of UK National Health Service and conversant with recent initiatives and changes	
7. Management and Leadership	Able to demonstrate leadership capability within multi-disciplinary teams	Management course and/or qualification
8. Audit and Quality Improvement	Thorough understanding of principles of medical audit. Must have undertaken and completed audit projects.	Audit Publications Organisation of Audit/Journal Clubs and Morbidity & Mortality Meetings.

9. Research and Publications	Experience of clinical research. Publication of relevant review articles or case reports.	Publication of relevant peer reviewed papers in the field of Anaesthesia/transplantation.
10. Teaching	Experience of undergraduate and post-graduate teaching and exam preparation.	Teaching skills course/qualification
11. Personal Skills and Attributes	Effective communicator, able to work in a close-knit team and co-operate with all medical and paramedical staff Flexible, able to cover colleagues' absence Professional attitude towards work, reliability, good record of attendance and tidy personal appearance Able to demonstrate an understanding of Kings Values	
12. Kings Values	Able to demonstrate an understanding of King's Values Commitment to uphold Kings Values	

JOB PLAN (ILLUSTRATIVE ONLY)

Job planned activity is expected to be fulfilled over a 42 week year

WEEKLY TIMETABLE OF COMMITMENTS

Day	Time (From – To)	Hospital/ Location	Type of Work	Classification of Activity	No. of PAs
Monday	07:45 – 18:00	DH	Flexi theatre list (main or day surgery theares)	DCC	2.56
Tuesday	07:45 – 18:00	DH	Flexi theatre list (main or day surgery theares)	DCC	2.56
Wednesday	07:00 – 19:00	DH	Transplant list (1 week in 2)	DCC	1.5
Thursday	09:00 – 13:00		CPD	SPA	1
	13:00 – 15:00		Consultant development	SPA	0.5
Friday					
Saturday / Sunday					
Un-Predictable Emergency On-Call work	Variable	On-site, at home, on telephone, travelling to/from site	1 in 8 emergency on call	DCC	2

2. ACTIVITY SUMMARY

ACTIVITY CLASSIFICATION		JOB PLAN PAs x 4 = HRS	
		No. of PA's	No. of Hours
DIRECT CLINICAL CARE <i>(including unpredictable On- Call)</i>		8.5	32
SUPPORTING PROFESSIONAL ACTIVITIES	Undergraduate Teaching:		
	Postgraduate Teaching:		
	CPD:	1	4
	Research:		
	Other:	0.5	2
	SUB-TOTAL:		

OTHER NHS RESPONSIBILITIES		
EXTERNAL DUTIES		
TOTALS	10	38

3. ON-CALL AVAILABILITY SUPPLEMENT

Agreed On-Call Rota (e.g. 1 in 5):

1 in 8

Agreed Category (indicate A or B):

A

On-Call Supplement % (e.g. 5% - see chart below)

5%

Frequency of rota commitment	Value of supplement as a percentage of full-time basic salary	
	Category A	Category B
High Frequency: 1 in 1 to 1 in 4	8%	3%
Medium Frequency: 1 in 5 to 1 in 8	5%	2%
Low Frequency: 1 in 9 or less frequent	3%	1%

This is a sample job plan, SPA and DCC days may vary

The job plan can be flexible based on the requirements of the service and may include Saturday working as part of programmed hours.