



**East Suffolk and
North Essex**
NHS Foundation Trust

**Consultant in Intensive Care Medicine
(Dual and Single CCTs welcome to apply)**

East Suffolk and North Essex NHS Foundation Trust

Responsible to: Clinical Divisional Director Matthew Tutton

Accountable to: Chief Medical Officer Dr Angela Tillet

EAST SUFFOLK AND NORTH ESSEX NHS FOUNDATION TRUST

Message from the Chief Executive

Dear colleague

Thank you for your interest in joining East Suffolk and North Essex NHS Foundation Trust (ESNEFT).

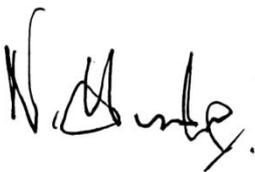
ESNEFT provides integrated care to a population of almost a million people. We employ more than 11,000 staff across two acute hospitals in Colchester and Ipswich and in community hospitals, clinics, surgeries and patients' homes. We are a partner in the Suffolk and North East Essex Integrated Care System.

We would like you to help us provide the best care and experience for the communities we serve in east Suffolk and north Essex. You can find out more about us on [our website](#) and please take a look at our [Come and Join us recruitment video](#).

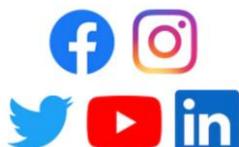
We are committed to being a great place to work, and great place to train and a great place to receive care. As a large organisation we offer exciting opportunities for development, innovation, research, education and training.

We have a simple philosophy: time matters. Time matters for our patients, their families and our staff. By focusing on time, we can remove unnecessary stress and frustration – giving our patients a better experience and to make sure you have more time to care and make the most of your skills.

Yours sincerely,



Nick Hulme
Chief Executive



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We are...

East Suffolk and North Essex NHS Foundation Trust

We provide healthcare to a population of almost a **million** people in



But we don't work alone. We work alongside a multitude of teams in health, social care, voluntary services and other organisations to make care work well for local people whether they are at home or in hospital.

Time matters



Our philosophy is that time matters. Dealing with health issues can be stressful, both for the patient and for those who care for them. There is the necessary stress of the health need and the emotional effort of caring.

However, too often the complexity of the health and care system adds unnecessary stress. At the heart of this is time. Time is important to everyone whether as patients, as family or carers, or as staff delivering care.

We will improve services to make every moment count.

There's no place like home



1 in 5

of our staff work out and about in the community

And our NHS teams are supporting local people to stay in control of their health at home

When people need care in hospital we are committed to getting them home again as soon as possible

We can join the dots between care at home and hospitals



Size matters



We are the largest NHS organisation in East Anglia employing more than 11,000 staff and several of our clinical services are among the largest in England:

- Acute children's services
- Oncology
- Trauma and orthopaedics
- General surgery
- Urology
- Ophthalmology

Our values are: **optimistic, appreciative and kind**

Background of East Suffolk and North Essex Foundation Trust

ESNEFT was formed on 1 July 2018 following the merger of two NHS trusts in Colchester and Ipswich and east Suffolk. We became one of the largest NHS organisations in the region, and in 2021 grew further when we began working in collaboration with other providers to provide community services in north east Essex.

As well as Colchester and Ipswich hospitals, our teams provide care and services from Aldeburgh, Clacton, Harwich, Halstead and Felixstowe hospitals, Bluebird Lodge in Ipswich and the Primary Care Centre in Colchester. We are also responsible for community teams who are based in local health clinics and surgeries, as well as visiting patients' homes.

Our ambition is to become a leader in sustainable healthcare. This goal is supported by an extensive Green Plan, which details the steps we are taking to reduce our environmental impact and cut our carbon emissions by 80% before 2050.

Living in east Suffolk and north Essex

Whether its ambling through Constable country, dancing the night away at Latitude, paddle boarding along the peaceful River Stour or tucking into fish and chips by the sea at Frinton, there's plenty on offer for everyone in Suffolk and Essex.

There's no need to choose between spending your free time in the town or countryside when the two counties combine the best of both worlds. Ipswich is bustling with life and is the perfect place to shop, relax by the regenerated waterfront or spend time at a bar or cafe. Over the border you'll find Colchester, which lives up to its heritage as Britain's oldest recorded town by boasting a rich history and strong cultural identity with numerous galleries, theatres and arts venues. The city also has great transport links, with direct trains taking you into the heart of London in just over an hour.

Those who prefer exploring the great outdoors are also spoilt for choice. The Coast and Heaths Area of Outstanding Natural Beauty stretches from the north of Suffolk, south to the Stour estuary in north Essex, and includes Minsmere which is a haven for nature lovers. The two counties boast golden sands and rolling shingle along a picturesque 400-mile coastline, from the historic pier and quaint beach huts in Southwold to the lively amusements at Clacton. With an array of beautiful beaches to choose from and water sports to suit every ability, Suffolk and Essex's coast provides the perfect day out for families and couples alike. And once you've worked up an appetite, why not head to one of 23 local restaurants featured in the Michelin Guide and enjoy a delicious meal to round off the evening?

When setting up home, there are also options for everyone. Felixstowe and Dedham Vale were both named in the Sunday Times' Best Places to Live guide 2023, but many other towns and chocolate box villages also offer pretty scenery, quaint shops, cosy pubs and the promise of long, uninterrupted weekend walks. You can get good value for money when buying a house here, along with an excellent choice of both state and private sector schools.

Aside from Essex and Suffolk's natural beauty and man-made attractions, one of the area's main selling points is its people. In our region, the community is welcoming, multi-cultural and diverse. Temples, churches, mosques and synagogues are all available, offering places where people of every religion can worship. Crime rates are low, while the counties regularly rank highly in national polls for the quality of life they offer.

Our video will give you a taste of what to expect if you choose to work for ESNEFT and make Essex or Suffolk your home: www.youtube.com/watch?v=GkPu7HphU8A

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Our structure and people

Our Trust is organised into clinical divisions (see below) supported by a series of corporate services.

- Medicine (Colchester) and Medicine (Ipswich)
- Cancer and Diagnostics
- Musculoskeletal and Special Surgery
- Surgery and Anaesthetics
- Women's and Children's
- Integrated Pathways
- North East Essex Community Services

The role you have expressed an interest in is in the Surgery, Gastroenterology & Anaesthetics division.

Each division at ESNEFT has a divisional clinical director, an associate director of operations and an associate director of nursing, as well as a series of senior leadership positions supporting the clinical delivery group.

Information about our Trust Board can be found on the [About Us section of the ESNEFT website](#). Our Chief Executive is Nick Hulme and our Deputy Chief Executive is Neill Moloney. Our Trust chair and Non Executive lead is Helen Taylor.

Our people values are: Optimistic, Appreciative and Kind.

A role in Intensive Care Medicine

An opportunity has arisen to join our team at Ipswich Hospital.

We are inviting applications for a full time, Consultant in Intensive Care Medicine.

The divisional leaders are:

- Divisional clinical director Matthew Tutton
- Associate director of operations Sarah Noonan
- Associate director of nursing Becky May

Information about the Department

We are seeking a new substantive Consultant in Intensive Care Medicine to join our friendly and proactive department at Ipswich Hospital, part of East Suffolk and North Essex NHS Foundation Trust (ESNEFT). This new post has been developed as we expand our permanent workforce. We are a strong and supportive department and are looking for a long term colleague, who can bring their own skills and attributes to the department.

The Critical Care is a 22 bedded modern facility that occupies the entire first floor of the Garrett Anderson Centre. It is an integrated ICU and HDU with 4 negative pressure side rooms and a dedicated fully equipped paediatric room. Every bed space is equipped with Hamilton intellivent ventilators, we have 8 haemofilter machines; and are advocates of point of care Ultrasound and ECHO. In addition we have an excellent electrophysiology service with the capability of continuous EEG monitoring.

The unit has been paperless since 2008 and has recently upgraded its CIS system to Metavision. We have been continuously submitting data to the ICNARC Case Mix Programme since its inception in 1994, and have consistently excellent outcome data. Last year we had 924 admissions – 56% medical, 24% elective surgery, 20% emergency surgery. The elective surgical workload includes major spinal, colorectal and gynae oncology.

There is an active research programme coordinated by two research nurses. The unit also supports an expanding Critical Care Outreach service and a post ICU follow up clinic; as well as trainee Advanced Critical Care Practitioners.

The unit is a fully accredited centre for basic and advanced level ICM (Stage 3) training by the Faculty of Intensive Care Medicine; and runs a rolling tutorial programme – coordinated by the FICM tutor; as well as supporting regional teaching within East of England Deanery.

The unit also teaches final year Cambridge Medical Students.

Our Critical Care is funded for 9 consultant posts (including this). The unit is covered by 2 substantive ITU consultants each week to ensure continuity of care. The job plan has flexibility to split into Intensive care weeks and other specialty weeks if dual qualified. However, the main priority area remains intensive care based at Ipswich Hospital. We are looking to recruit ICU consultant potential with some experience in other acute specialties to add value and continue to deliver excellent patient care.

Department Profile:

The department currently has 49 Consultants. Of these 9 are Intensive Care Anaesthetists and 40 are “generalist” theatre based consultants. The Generalist are and cover the out of hours general rota, including general and trauma theatres and obstetrics (supported by 2 tiers of resident on call doctors). 3 senior consultants are part-time and do not contribute to on call cover.

The 9 ICM/Anaesthesia Consultants cover the Critical Care Unit on a separate rolling rota (supported by a further 2 tiers of resident on call doctors/ACCPs).

The department of anaesthesia is currently staffed by:

9 permanent SAS grade doctors

And a rotating mix of up to 21 anaesthetic core and specialty trainees, ACCS, IMT and F1 trainees.

The training posts within the Anaesthetic Directorate are recognised for Core and Specialist Registrar training. The department enjoys accommodating CT level trainees for their first 2 years in anaesthetics, plus a number of rotating specialty trainee level doctors, who rotate within the East Anglian School of Anaesthesia.

Main Duties and Responsibilities of the Post

General

All consultants in the department have a continuing and individual responsibility for the care of patients in their charge and a general responsibility to provide, in conjunction with their colleagues, an effective Service to meet the needs of the local population, within the resources available.

Clinical Governance

The post-holder will:

- Comply with the Trust's Clinical Governance policy, including clinical risk management, data collection and regular departmental audit projects

Envisaged Job Plan

The proposed timetable for the post is indicative of the work required. It may be possible to negotiate aspects following successful appointment depending on the interests of the applicant and current service needs.

The appointed colleague will be given the opportunity to review their job plan after 3 months with the clinical director/clinical lead and then on an annual basis.

Proposed job plans are shown below

Clinical sessions - 8.5PA DCC (including on call and clinical admin)

1.5 SPA

TOTAL = 10 PA

The tentative job plan can be provided on request to the clinical lead.

Core SPA time

The job plan contains 1.5 PA for supporting professional activities (SPA). This is the minimum requirement outlined by the RCoA for revalidation, and additional responsibilities will be remunerated with additional SPA time. SPA work can be undertaken flexibly in time and place to suit the individual, with the exception of providing trainee teaching on site at the agreed time and attending mandatory training and departmental governance/ consultants meetings.

On call:

The successful candidate will normally be required to reside within a distance of 10 miles by road of the main hospital base or 30 minutes travel time when performing non-resident on call duties, in order that they are able to attend urgent and emergency cases. Some consultants live further than this during their working week but stay locally when on call. Advice can be sought at visits regarding areas for relocation. Relocation expenses are available for successful candidates.

Additional roles may also be offered, once the new appointee is settled in, subject to mutual agreement, which may require onsite non clinical work. These will be remunerated through APA

within the job plan. If appropriate, the appointee will be named as an anaesthetic trainee Educational Supervisor. Educational supervision is paid at a rate of 0.25PA per trainee (max 0.75PA).

Any pre-existing consultant level additional NHS responsibilities will be discussed at interview and can be accommodated by mutual agreement.

If the successful candidate wishes to undertake private practice, they must offer the Trust an 11th PA prior to undertaking such arrangements (as per Ts and Cs)

Management

The Divisional Clinical Director is responsible for managing the Clinical Delivery Group, and its performance, and plays an important part in the strategic management of the hospital as a member of the Trust Senior Leadership team. All clinicians are encouraged to play an active role in the management of the hospital and services.

East Suffolk and North Essex Foundation Trust expects its entire professional staff to maintain a high level of competence, maintaining their time effectively and using expensive resources both responsibly and efficiently. Naturally, it is assumed that all staff will treat patients with both dignity and understanding, and that they will strive to work well together.

Medical members of staff are expected to contribute to the general management of the hospital, and to develop links with the community. They are also expected to work as members of the team with Resource Management accountability to the Divisional Clinical Director.

Continuing Professional Development

The Trust supports the requirements for continuing professional development (CPD) as laid down by the GMC and Royal College and is committed to providing time and financial support for these activities.

Research, Audit & Teaching

In conjunction with consultant colleagues he/she will organise and supervise the teaching of junior medical staff and students in the department.

Research, audit and teaching are vital for the growth of effective clinical care. The consultant will be expected to support and foster these non-clinical roles in conjunction with the incumbents and to take part in the teaching of medical undergraduates and postgraduates.

Administration

It is expected that all consultants will share the administrative duties associated with the running of an effective department, which will include defining policy and guiding, advising and co-operating with Practitioners in the Trust, General Practitioners and staff in the Community.

Office accommodation and secretarial support

A dedicated administration support team supports the Department. The successful candidate will have dedicated desk space, office computer and Secretarial support.

Revalidation

The Trust has the required arrangements in place to ensure that all Consultants have an annual appraisal with a trained appraiser and supports Consultants going through the revalidation process.

Mentoring

The Trust is keen to support newly appointed consultants with named mentors.

Well Being

The Trust has a number of services to support the Wellbeing of its doctors including:

- Here For You (Psychology support for all staff)
- Occupational Health
- Talk to Sophie - peer / doctor support on call (open to all grades)
- A Trust Psychological Debriefing Service

EDUCATION & TRAINING

The Trust is keen to develop our staff and there are excellent learning and education facilities at both Colchester and Ipswich Hospitals.

All Consultants are expected to contribute to our teaching programmes for Foundation, IMT, GP, Higher Specialty Training and the current programme is below. In addition, there are many opportunities to support the multi-professional teaching and development.

	Cross site	
Grade		
F1	Tuesdays	1200-1300
F2	Tuesdays	1300-1400
IMT	Fridays	1300-1400
Med SPR	Third Tuesday every month	
Grand Rounds	Wednesday	1230-1330
Journal Club	Thursday Lunchtime	
Surgery	Friday	0800-0900

The Trust has medical students attached from the University of Cambridge, University of East Anglia, Anglia Ruskin University and Queen Mary's School of Medicine. Departments organise local teaching and all Consultants are encouraged to participate.

We expect all Consultants and SAS doctors to become an Educational Supervisor. We offer a dedicated training and support package locally and with HEE East of England.

The appointee will be expected to participate in audit projects associated with the department. Medical audit sessions are held regularly every month and attendance is mandatory (it is expected that the consultants will attend 75% of them during the year).

The appointee will participate in clinical governance activities, risk management, clinical effectiveness and quality improvement program activities as requested by both the Trust and external organisations.

Research is encouraged with the support of the ESNEFT Research Team and Local Ethical Committee.

Study leave for all senior grade doctors (Consultant and SAS) to complete Continuing Professional Development is 30 days over a 3 year period. The Trust will fund activities up to a local ceiling which is currently £700 per annum, per consultant.

The post-holder will be required to keep himself/herself fully up-to-date with their relevant area of practice and to be able to demonstrate this to the satisfaction of the Trust.

General Conditions of Appointment

The Trust requires the successful candidate to have and maintain full registration with the General Medical Council, NHS Indemnity and private cover if appropriate. The appointee is advised to maintain membership of a Medical Defence Organisation for professional duties not included within the NHS Indemnity Scheme.

Consultants are required to have continuing responsibility for the care of patients in their charge and for the proper functioning of their departments. They are expected to undertake administrative duties that arise from these responsibilities. Specifically, Consultants will co-operate with the Divisional Clinical Directors to ensure timely and accurate production of discharge letters and summaries of patients admitted under their care. "Timely" will, as a minimum, be the meeting of standards agreed between the Trust and the Purchasers. Current standards are:- discharge letter will be given to the patient on discharge, with a copy to the GP on the same day; a summary will reach the GP within 10 working days of patient discharge.

The appointee will be accountable managerially to the Divisional Clinical Director and the Chief Executive, and professionally to the Chief Medical Officer of the Trust.

The post is covered by the Terms & Conditions of Service of ESNEFT, which primarily reflect the New Consultant contract. Terms and Conditions – Consultants (England) 2003. Consultants will normally be appointed on the bottom of the consultant salary scale except where they have recognised seniority at a consultant level.

The appointee may be required to undergo a medical examination prior to appointment and will be required to attend the Occupational Health Department within one month of commencement.

The post is exempt from the provisions of section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applicants are, therefore, not entitled to withhold information about convictions, which for other purposes are "spent" under the provision of the Act, and in the event of employment any failure to disclose such convictions could result in dismissal, or disciplinary action by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.

In accordance with the Protection of Children Act 1999, Criminal Justice and Court Services Act 2000 and Care Standards Act 2000 (Part VII – Protection of Vulnerable Adults, the Trust has a legal duty to safeguard children and vulnerable adults in its care from the potential risk of associating with persons with previous convictions involving children and vulnerable adults. In order to carry out checks on those persons having access to children and vulnerable adults, the Trust will use the Criminal Records Bureau (CRB) disclosure service.

The Trust is a no smoking hospital and smoking is not permitted on any of the Trust's premises. All Trust staff are responsible for complying with Trust Infection Control policies and clinical guidelines.

GENERAL INFORMATION

Electronic Patient Records system

There is an established hospital information and support system (Lorenzo in Ipswich and Medway in Colchester). A project is underway to upgrade to a new electronic patient records system – it's the the biggest digitisation investment at ESNEFT for the next 10 years.

Quality

The Trust is committed to providing patient care of the highest quality and requires all staff to play an active role in achieving this.

Confidentiality

During the course of his/her duties, the post holder may have access to confidential information which must not be divulged to any unauthorised persons at any time, this includes compliance with the Trust's Policy on Data Protection.

Trust Policies

The post holder is required to comply with all the Trust's policies

Relocation Package

The Trust has designed its scheme to be as flexible as possible to enable employees to maximise their benefits. Further information can be obtained from the Human Resources Department.

Interview Expenses

All potential applicants are advised the Trust will only reimburse travel and hotel accommodation expenses in respect of the interview and one preliminary visit. In the case of candidates attending from outside of the United Kingdom, expenses will only be met from the port of entry.

Enquiries and Visits

Applicants or prospective applicants are encouraged and welcome to visit the department and to meet prospective colleagues. Arrangements for visiting can be made by contacting us.

Requests for visits to the unit should be made to:

Dr Sri Nallapareddy, Clinical Lead for Critical Care at Ipswich Hospital

Sri.Nallapareddy@esneft.nhs.uk

Dr Paul Mallett, Clinical Director for Anaesthesia, Critical Care and Theatres at ESNEFT

Paul.Mallett@esneft.nhs.uk

PERSON SPECIFICATION

GRADE: CONSULTANT

SPECIALITY: CONSULTANT in INTENSIVE CARE MEDICINE

<u>REQUIREMENTS</u>	<u>ESSENTIAL</u>	<u>DESIRABLE</u>
Qualifications	<ul style="list-style-type: none"> • Must be on Specialist Register or within 6 months of obtaining CCT from date of interview in Intensive Care Medicine. • FFICM • Full GMC registration with a license to practice 	<ul style="list-style-type: none"> • Other relevant qualifications: <ul style="list-style-type: none"> • EDIC • PG certificate in Medical education or equivalent. • ALS, APLS, EPLS
Clinical Experience	<ul style="list-style-type: none"> • Completion of training programme in Intensive Care Medicine in UK. • Advanced Certification in ICM • Possession of technical skills required for Intensive Care Medicine. 	<ul style="list-style-type: none"> • Periods of training in related specialty, eg Medicine, A&E and Anaesthetics
Management and Administrative Experience	<ul style="list-style-type: none"> • Understanding of NHS management structure 	<ul style="list-style-type: none"> • Evidence of some management training, eg attendance at specific management course, specific management qualification
Audit	<ul style="list-style-type: none"> • Participation in audit project/s 	<ul style="list-style-type: none"> • Successful QI work presented as poster or oral presentation at regional or national level.
Teaching Experience	<ul style="list-style-type: none"> • Understanding of process of medical education and current training programmes • Evidence of taking part in teaching of junior trainees or multidisciplinary team • Educational/Clinical Supervisor (the necessary training will be provided for applicants that have not undertaken these roles previously) 	<ul style="list-style-type: none"> • Evidence of strong positive feedback for teaching • Faculty on simulation courses or resuscitation courses
Research	<ul style="list-style-type: none"> • Understanding of research process • Ability to apply research outcomes to clinical problems 	<ul style="list-style-type: none"> • Higher degree (MD, PhD) • Presentation of poster or oral presentation of research • Publications in peer reviewed journals
CPD	<ul style="list-style-type: none"> • Commitment to CPD 	<ul style="list-style-type: none"> • Attendance virtually or F2F at recent relevant national

	<ul style="list-style-type: none"> • Evidence of CPD 	conferences/seminars/webinars
Personal Attributes	<ul style="list-style-type: none"> • Team worker • Optimistic • Appreciative of others • Kind • Excellent interpersonal and communication skills 	<ul style="list-style-type: none"> • Ability to drive • Able to relocate to local area • Willingness to undertake additional professional responsibilities at a local level