

## Consultant in Anaesthesia



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## About Northampton

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Northamptonshire is at the heart of England and is known as the Rose of the Shires. There is easy access to road and rail networks that will see you in London, Oxford, Cambridge or Birmingham within an hour, as well as several airports in easy range.

We have some of the most beautiful countryside, wonderful parks, many stately homes, great shops, theatres and cinemas. Northampton boasts some beautiful country parks as well as the canal network that runs through Becket's Park just adjacent to the hospital. The University of Northampton Waterside campus is located close to the hospital.

Northamptonshire is at the heart of motorsport, the home of Silverstone and the British Grand Prix. Northampton Saints rugby team is very popular, and the town hosts a first-class county cricket team, football team and excellent water sport centres.

Northampton is one of the fastest-growing modern commercial towns in the UK. We have a relatively young population, with people from many different nationalities, ethnic backgrounds and cultural beliefs, as well as a growing number of people who are aged over 75.

## The Hospital

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Northampton General Hospital is one of the largest employers in the area and we are on an exciting journey. All of our divisions are committed to doing things better, with more efficiency as we update, modernise, and advance. We have also entered into a Group Model with neighbouring Kettering General Hospital NHS Foundation Trust.

Being a large DGH with a proud history, we are big enough to get interesting cases, but small enough to care, coach and develop. With over 200 consultants, a similar number of trainees and approximately 60 (with existing plans to expand to 80+) medical undergraduates throughout the year, NGH provides comprehensive care and extensive training opportunities.

With this in mind, we have built a state of the art emergency assessment unit (Nye Bevan building) and are developing new ways of working to streamline in-patient care and optimize working with our partners.

We are a clinically led organization with most of senior management coming from nursing and medical roles. This offers great opportunities to get involved with all levels of care from departmental to the wider picture of the hospital as a whole.

NGH has an excellent social centre with a large library, gym with swimming pool and the Cripps Education Centre where lunch and snacks are available in one of our restaurants away from the main hospital. Frequent educational sessions run in the Centre for all levels of staff and it serves as an oasis from the clinical areas.

### Our Excellence Values



▶ Compassion

We care about our patients and each other. We consistently show kindness and empathy and take the time to imagine ourselves in other peoples shoes.



▶ Accountability

We take responsibility for our decisions, our actions and our behaviours. We do what we say we will do, when we say we will do it. We acknowledge our mistakes and we learn from them.



▶ Respect

We value each other, embrace diversity and make sure everyone feels included. We take the time to listen to, appreciate and understand the thoughts beliefs and feelings of others.



▶ Integrity

We are consistently open, honest and trustworthy. We can be relied upon, we stand by our values and we always strive to do the right thing.



▶ Courage

We dare to take on difficult challenges and try out new thinks. We find the strength to speak up when it matters and we see potential failure as an opportunity to learn and improve.

## Partnership with the University of Leicester

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### Partnership with the University of Leicester

College of Life Sciences <http://www2.le.ac.uk/colleges/medbiopsych>

**Pro-Vice-Chancellor, Head of College & Dean of Medicine: Professor Thompson Robinson**  
**BMedSci MD FRCP FESO**

The University of Leicester, with the University Hospitals of Northamptonshire (Northampton General Hospital NHS Trust - NGH) and Kettering General Hospital NHS Foundation Trust - KGH), is committed to enhancing the partnership between academia and the NHS in Leicester, Leicestershire, Rutland, Northamptonshire and the wider geographical area. A strong synergy between our organisations is the key to success. Major contributions made by consultant colleagues to the academic mission through research, teaching and education, clinical leadership, enterprise and innovation are recognised by the award of a range of honorary titles from Honorary Fellow through to Honorary Professor.

The mission of the College of Life Sciences is to pursue the highest standards of research, education and training in biomedical and related subjects, and to apply this knowledge and expertise to enhance the quality of life and economic prosperity of populations, both locally and in the wider world. Its considerable academic resources mean that it is widely recognised for its world-leading and internationally excellent research and the quality of its undergraduate and postgraduate teaching.

Based in some of the newest purpose-built and modern facilities in the UK, the College offers a wide range of courses and education in the areas of laboratory, clinical, and population health through the provision of innovative education and globally recognised research. The George Davies Centre is the largest investment in medical teaching and applied research by a UK university in the last decade. Building on the foundations laid at the inception of the medical school in 1975, the College provides an academic and physical environment to enable scientists and clinicians to work together across traditional boundaries to address some of the key outstanding questions in biomedical research, and to engage with increasing effectiveness with commercial and public bodies. We are a thriving community of academic expertise based in laboratory, clinical, health and social science settings.

The high calibre of our academic endeavour is increasingly being recognised, with the latest Research Excellence Framework (REF2021) ranking the University of Leicester 2<sup>nd</sup> for Clinical Medicine (UoA1), with 95% of our submission ranked world-leading (4-star) or internationally excellent (3-star). In addition, we were also the 2<sup>nd</sup> highest rated institution for Sports and Exercise Sciences (UoA24). These results have had a significant impact on our international and national standing; Leicester was ranked 18<sup>th</sup> (of almost 3,000 medical schools) in both the 2021 and 2022 Shanghai World Ranking, and 5<sup>th</sup> in the UK (the highest rank for Clinical Medicine outside of the Golden Triangle). In addition, Medicine was ranked 7<sup>th</sup> in the Complete University Guide 2023; a rise of 18 places.

The College comprises a matrix structure of four Research Departments: Cardiovascular Sciences, Genetics and Genome Biology, Molecular and Cell Biology, Population Health Sciences, Respiratory Sciences; two Teaching Schools: Leicester Medical School, School of Biological Sciences; and two combined Research and Teaching Schools: School of Healthcare and School of Psychology and Vision Sciences.

The University Strategy recognises the Mission of the University as ‘diverse in our make-up and united in our ambition, we change lives through education and research’. Our vision is to provide inspiring education and research working in partnership with our communities to become a truly inclusive theme. Our strategy consists of three themes, World-Changing Research, Research-Inspired Education and Our Citizens, underpinned by our three values of: **Inclusive**, diverse in our makeup and united in ambition; **Inspiring**, passionate about inspiring individuals to succeed and realise their ambitions; and **Impactful**, as Citizens of Change we generate new ideas which deliver impact and empower our community

## World-Changing Research

The University’s institutional research strategy emphasizes our commitment to research that informs and enhances our teaching and learning, and is underpinned by the core values of excellence, rigour, originality and integrity. A key part of this strategy was the establishment of flagship interdisciplinary Research Institutes, Centres and Networks. We host a number of these within our College around which much of our research is now focused. These include two Institutes: [Leicester Institute of Structural and Chemical Biology \(Led by Prof John Schwabe\)](#) and the Leicester Institute for Precision Health <https://le.ac.uk/research/institutes/precision-health> (led by Professor Chris Brightling); and nine Research Centres: Centre for Cancer Research, Centre for Diabetes Research, Centre for Microbial and Infectious Disease, Centre for Environmental Health and Sustainability, Centre for Phage Research, Centre for Lifespan Health and Wellbeing, Centre for Fibrosis Research, Centre for Sarcopenia and Muscle Research, and Centre for Population Health.

The NIHR Biomedical Research Centre (BRC) is a collaboration between the University of Leicester, the University of Loughborough, the University Hospitals of Leicester NHS Trust and the University Hospitals of Northamptonshire NHS Group. A recently awarded expanded BRC with six themes has received a 2.5-fold increase in funding, and brings together the work of: Cardiovascular; Respiratory and Infection; Lifestyle; Personalised Cancer Prevention and Treatment; Environment; and Data innovation for Multiple Long-Term Conditions and Ethnic Health.

The College’s central provision in support of research and teaching includes a Preclinical Research Facility, Core Biotechnology Services (covering bioinformatics, imaging technologies and protein and DNA facilities); a Central Technical Service (supporting teaching laboratories); a Clinical Trials Unit, and the Leicester Drug Discovery and Diagnostics Centre.

The College continues to grow funded research activity with a dual approach of encouraging individuals to win project grants and personal fellowships, and supporting teams to achieve major awards with large strategic initiatives. Examples of Leicester’s infrastructure success include: an NIHR Biomedical Research Centre, an NIHR Global Research Centre, an NIHR Patient Recruitment Centre, an NIHR Applied Research Collaboration Centre (ARC), an NIHR Clinical Research Facility, an Experimental Cancer Medicine Centre, an MRC Impact Accelerator Account, an MRC Midlands Cryo-Electron Microscope Facility, the Midlands Health Data Research UK Substantive Site, a British Heart Foundation Research Accelerator Award, and a Wellcome Doctoral Training Programme for Health Care Professionals.

We are responding to the rapidly changing national and international research landscape that places an increasing emphasis on interdisciplinary and impactful research. For this purpose, we are working closely with our key NHS and other partners, University Hospitals of Leicester NHS Trust, Leicestershire

Partnership NHS Trust and University Hospitals of Northamptonshire NHS Group, West Anglia NHS Foundation Trust and LOROS (Hospice Care for Leicester, Leicestershire and Rutland), and growing our industrial engagement with biotech companies and pharma to meet the goals of the Government's Industrial Strategy and Life Science Sector Deal. In addition, we are building exciting research programmes with partners in overseas countries through the Global Challenges Research Fund. We are also very conscious of the need to play to our institutional and regional strengths, and are engaging closely with Leicester City and County Councils, and the Midlands Health Innovation network of regional Universities.

### Research-Inspired Education

Our ambition is to deliver a world-class, discovery-led and discovery-enabling learning experience in all teaching. There are programmes in Medicine and a growing range of healthcare professions including Midwifery with Leadership, Nursing with Leadership, Operating Department Practice, Physiotherapy and Radiography; a new Clinical Pharmacy course is also planned.

A new more patient-centred undergraduate curriculum in Medicine was launched in 2016 with long 'apprenticeship-style' placement blocks developing student skills as they enter the clinical phase of our course. We are particularly proud that our course has for many years delivered doctors who progress. We have been ranked third in UK medical schools for progression to Core & Specialty training over the past five years.

The course features:

1. A clinical focus throughout underpinned by excellence in bioscience, and access to one of the largest dissection suites in the UK;
2. Early clinical experience including a new Healthcare Assistant (HCA) programme in year one;
3. A strong group-work provision supporting student learning throughout the course;
4. A wide range of hospital and GP placements with many areas of national excellence;
5. Excellent intercalated degree opportunities, with particular strengths in our iMSc in Research and a new Masters in Clinical Education; and
6. Foundation Assistantships in year 5 which has enhanced our graduates preparedness for work as a Foundation doctor

We are also proud of our work widening participation to medicine, and have developed an excellent [Medicine with Foundation Year MB ChB](#) which was launched in 2017. This recruits 35 students to an integrated Foundation Year enabling progression onto Year 1 of the MB ChB course. Since 2020, we also have an international joint educational partnership with the Chongqing Medical University, where students gain a Clinical Medicine degree in China and a Bachelor of Sciences in Clinical Sciences from the University of Leicester; spending a year of their course at Leicester.

The Stoneygate Centre of Excellence in Empathic Healthcare was launched in 2022, following a major philanthropic donation to the University. The Centre will be a flagship institute and be world-leading: in the development and delivery of transformational empathy training; in establishing the best means of assessing clinical empathy; and in measuring the impact of empathic healthcare on patient and practitioner outcomes.

In addition there are a broad range of programmes in Biological Sciences and Psychology at both undergraduate and postgraduate levels, including the DCLinPsych. A new suite of postgraduate

programmes reflecting the areas of research excellence in the College is under development including strengths in epidemiology, diabetes, medical statistics, quality and safety in healthcare, and social sciences in medicine.

## **Our Citizens**

We value, nurture and celebrate our people and relationships, ensuring they are inclusive, impactful, sustainable, and influence positive change in our world. Accordingly, we nurture strong partnerships with the NHS and other organisations, including the University Hospitals of Leicester NHS Trust, Leicestershire Partnership NHS Trust and University Hospitals of Northamptonshire NHS Group, West Anglia NHS Foundation Trust and LOROS (Hospice Care for Leicester, Leicestershire and Rutland), that support the delivery of our strategy. Through our NHS relationships, as well as strategic partnerships with the wider community including the Integrated Care System, the Borough, City and County Councils, and other East Midlands Universities (through the Civic University Agreement), we seek to shape policy and influence decision-making locally, regionally and nationally, to improve lives and livelihoods. We work with others to tackle the big issues of today and tomorrow with a focus on climate change, inclusion and wider social impact.

## Current Service

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The Directorate of Theatres, Anaesthesia and Critical Care includes preoperative assessment and pain medicine. We provide a wide range of anaesthetic services for general surgery, vascular, urology, colorectal, breast, ENT, maxillofacial, eyes, plastics, orthopaedics, obstetrics, and gynaecology amounting to approximately 20,000 operations were performed every year. The main operating suite is comprised of six operating theatres. Trauma and orthopaedics surgery are performed in a separate renovated complex of four laminar theatres and a day care ward. There are another eight specialist operating theatres located on site, three in our day surgery centre, two for gynaecology, two obstetric theatres located on labour ward and one eye theatre. In addition to this, we provide anaesthetic services to support the Emergency Department, Cardiology, ECT, Paediatrics, Radiotherapy, Interhospital transfers for critical ill patients and interventional radiology. Northampton General Hospital is regional cancer centre with excellent patient and clinical facilities the latest addition of which is Robotic surgery for Colorectal, Urology, Head & Neck, and gynaecological onco-surgery. Northampton General Hospital is a county wide vascular surgery centre with 24/7 vascular emergency surgery provision, elective open abdominal and endo-vascular surgery supported by consultant interventional radiologists.

Our new, purpose-built state of the art Critical Care facility is now open providing 18 level 2 and 3 critical care beds and is adjacent to main theatre complex.

Pre-operative assessment service is delivered from a dedicated area by trained nurses and supported by patient friendly electronic triaging, booking and online clinical information system.

High risk pre-operative assessment is provided by consultant anaesthetists who contribute to the surgical speciality MDT pathways. We are one of the two hospitals in the region with an in-house Cardiopulmonary Exercise testing service provided by accredited consultant anaesthetist as part of the high risk pre-operative assessment pathways. The Obstetric Anaesthetic teamwork in conjugation with consultant Obstetrician and Cardiologist running a monthly MDT assessment for mothers with complex medical and cardiac conditions. The latest addition is a fortnightly Hypnosis clinic for patients with anxiety disorders needing surgery. One of our Consultants has job planned sessions with a Pre-hospital Emergency Medicine service.

The Anaesthetic office is housed within the main theatre complex. The open plan office space contains a consultants office space where each consultant has access to a computer, a trainee's room, a meeting room, and a communal rest area with kitchen facilities. The clerical staff are also housed next door and provide administrative support to the department.

The department of Anaesthesia and Critical care has a very strong history of nurturing and supporting consultants to develop and attain positions of responsibility not only across the trust, but also at regional, national, and international level. Current trust positions held by our consultants are Director of Medical Education, Associate Medical Director, and Chair of IT management committee. Our consultants are also involved heavily with the hospital governance structures by providing representation to various regional (e.g., Transfer) and hospital committees (e.g., Transfusion, Medical Gases, Medicines management etc) has important representation from the department. We also have a very strong mentorship ethos with consultant expertise at the national level lead by Dr G French who has also been the past Dean of Leicester Deanery. Prof C Frerk is well known for work in human factors and is the DAS professor. At the academic level, we have present and past professorships, and

7 current examiners across a spectrum of examinations including the FRCA-UK, FRCA Ireland, EDAIC and the Immediate Past Chair of examiners for the Faculty of Pre-hospital care. We also have members of the department who are invited speakers and faculties for national and international meetings enriching the department.

One of our Critical Care Consultants has an excellent social media connected website for all things anaesthesia and critical care: Critical Care Northampton – Reviewing Critical Care, Journals and FOAMed : <https://criticalcarenorthampton.com/>. which has a following of 13,000!

It's worth pointing out that Northamptonshire offers an amazing blend of beautiful parklands, historic houses, breath taking gardens, top-flight sporting venues, arts and music. House prices are £50K below the national average and great transport links to London (only 1 hour away) and other places. Being in the midlands - you will be at the heart of everything. Schools with good reputation both at the state and private sector are available across the county. Find out more <https://www.northamptonshiresurprise.com/places-to-visit/>

A recently appointed Consultant Anaesthetist said "Working at NGH offered me the perfect blend of what I was looking for as a new Consultant: a wide range of tertiary centre specialities and teaching hospital opportunities, yet in a friendly DGH setting working with colleagues who are incredibly supportive. If you think this sounds like what you are looking for, why not come and visit? You might realise we have the 'best of all worlds' for you too, and you could become the next valued member of our department.

To know more about working as a Consultant Anaesthetist at Northampton General Hospital Contact Dr Senthil Kumaran, Deputy Clinical Director. A virtual or in person visit can be arranged by contacting our department's Admin Manager, Hayley Stewart on 01604 545181 or email [Hayley.stewart4@nhs.net](mailto:Hayley.stewart4@nhs.net) and [senthil.kumaran1@nhs.net](mailto:senthil.kumaran1@nhs.net)

Directorate Management Team is accountable to Surgical Division and comprises of:

- Clinical Director - Dr Paul Slater
- Deputy Clinical Director - Dr Senthil Kumaran
- Directorate Manager – Alison Pound
- Theatre Matrons –Richard Coxhill & Kim Pape
- Critical Care Matron - Lisa Swann, Lesley Smith

## Other components of the service

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**Appraisal and training:** We are dedicated to making sure appraisals happen in a timely way and that consultants have time to dedicate to SPA and CPD. We support doctors to become appraisers as well as educational supervisors

**Research:** We are currently expanding and developing academic roles within the trust. We are supported by a well-led research nurse group who can support clinical projects. We have links with both Glenfield hospital and Oxford University Hospital trusts so projects can be potentially be developed in collaboration. We have an active quality improvement team who are always willing to support doctors undertaking QI projects and audit.

**Teaching:** We have a strong history of teaching and close links with Leicester and Oxford Medical schools. Students undertake placements at Northampton General Hospital with excellent feedback. If you enjoy teaching, there are plenty of opportunities to develop this role including working with our excellent simulation centre.

**Management opportunities:** There are plenty of opportunities to become involved with the management the wider hospital. Being a clinically led organization, we embrace and support doctors who are keen to lead.

## The Role (overview)

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We are looking to recruit a Consultant in Anaesthesia

This vacancy has arisen due to a combination of retirements and service expansion. The successful applicant will join an existing team of 43 consultants, 6 speciality doctors and 37 junior doctors.

## The Role (detail)

### General Anaesthesia: Description and Indicative Job plan:

#### (10 PAs)

It is expected that successful applicants will work in theatres with at least one day a week dedicated to surgical specialities involving complex major surgeries including but not limited colorectal, urology and gynaecology. Other direct clinical care areas will include trauma and orthopaedics, day case anaesthesia and pre-operative assessment sessions The indicative job plan is shown in the table. Once appointed the exact job plan will be agreed between the appointee and the Clinical Director on behalf of the Medical Director.

We are a regional vascular and major head & neck cancer unit. We will support successful candidates to develop expertise in these areas based on the service requirements and your interests.

The normal working day is 08:00 to 18:00.

JOB 2	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
08:00 13:00	SPA	General/Urology /Gynaecology	Elective orthopaedics/ trauma		Day-Surgery/Pre- operative assessment
13:00 1800		General/Urology /Gynaecology	Elective orthopaedics/ trauma		SPA  1 in 8 DCC session  (SPA can be flexibly taken elsewhere in the week on mutual agreement)

### The working week

The working week normally has 6 theatre sessions and on call contribution to a 1 in 12 rota. The working day commences at 08.00 with all day theatre lists running from 8.45 -17.45 with 30-minute break in between, and separate morning and afternoon lists. which run from 8.45 to 12.45 and 13.45 to 17.45 respectively. An electronic rota provides easy access to your rota and allows booking of leave. Most Friday afternoons are allocated as SPA sessions during which internal CPD activities are organised. Based on service needs a team of senior anaesthetist provide Friday afternoon clinical DCC cover for which a roster is in place. This is shared equitably amongst the consultant body. During those weeks when Friday afternoon

cover is provided, the SPA session is taken flexibly elsewhere in the week in co-ordination with the rota team.

### **On call cover**

The on-call team consists of minimum of 4 trainees – two covering ITU, one for general theatre and another for obstetrics. Two consultants cover the on call with one covering general theatres and obstetrics (currently 1 in 12), and another covering critical care. On weekends general theatre is covered by separate Consultant between 8:00 - 18.00. Similarly, weekend trauma theatre is covered another senior anaesthetist between 8.00- 18.00

### **Wellbeing and our Department**

The COVID-19 pandemic demonstrated the need for good, regular emotional support for hospital workers. It also highlighted the fact that the NHS was perhaps deficient within this area of work/life dynamic.

At NGH, we regularly hold Health & Wellbeing away days, within which we explore conversations about self-compassion as the antidote to burnout. We are delighted to be able to offer a brand-new HEE funded Programme of support, which is now open to Anaesthetists and Intensivists. The programme provides support for the emotional impact work can have on our staff and facilitates ways to harness and embrace self-compassion. This is particularly relevant within the critical care setting, where there is a high degree of emotional impact.

The programme (in-person and online) commences with a fully funded 1-day workshop entitled: "Compassion, what it is, what it isn't and why we might need it". It aims to provide an overview of a psychological model of understanding on how our brains process emotional events and how to develop practical approaches to coping, in order to prevent burnout.

Facilitators also provide resources to support continued learning and the practice of compassion after the workshop, with access to a bespoke App and materials.

Added to this, we also offer bi-monthly, Compassion Focused Staff Support Groups. These groups offer a space for to explore the emotional impact of your work and facilitate compassion focussed mind training, tailored to the individual.

Our department also has experienced and qualified mentors within it, many of whom are international facilitators/experts. Finally, we have a wealth of trained experts in Trauma Risk Management and debriefing (TRIM), available to offer immediate support at the point of events.

## Support for the Role

You will be provided with secretarial support and computing facilities to be able to access all the information technology required for your role. We have online dictation, prescribing, discharge summaries, clinic letters, investigation requests and results and radiology.

All new consultants are invited to attend a series of monthly new consultant seminars to support you in your new role. These cover all aspects of being a consultant and working effectively at Northampton General Hospital.

All new consultants at NGH are offered access to a consultant colleague mentor within the trust who will be able to support you as you take on your new role.

You will be supported in acquiring CPD points with regular medical meetings on Wednesday afternoons, Grand rounds and junior doctor education on Friday afternoons. Northampton General Hospital provides a study budget of £3000 over a three-year cycle and up to 30 days of study leave to attend external courses.

## Information about the wider hospital:

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John MacDonald – Group Chairman  
Richard Mitchell – Chief Executive UHN  
Heidi Smoult – Hospital CEO

### Directors

Mr Hemant Nemade – Medical Director (NGH), Honorary Associate Professor (UoL)  
Palmer Winstanley – Chief Operating Officer  
Nerea Odongo – Director of Nursing, Midwifery & AHPs  
Paula Kirkpatrick – Chief People Officer  
Richard Wheeler – Group Chief Finance Officer  
Rebecca Taylor – Group executive director of transformation and quality improvement  
Stuart Finn – Group Director of Estates and Facilities  
Tracey Robson – Director of Human Resources and Organisational Development  
Dan Howard – Digital Director

### Non-Executive Directors

Annette Whitehouse  
Professor G Andre Ng  
Jill Houghton  
Denise Kirkham  
Elena Lokteva

## Summary of Contractual Terms

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**Contract.** Appointment will be offered on Northampton General Hospital Trust contract. General Terms and Conditions of Service are contained in the “Terms and Conditions, Consultants (England) 2003”. Copies of this are available on-line on the Department of Health website or from the Human Resources Department. Any locally agreed terms, conditions, policies and procedures applicable to this post are available from the Human Resources Department or through the LNC or Human Resources intranet sites.

**Governance and Statutory.** The post holder is expected to comply with the governance arrangements and policies and procedures of the organisation, available on the Trust intranet site.

**Equal Opportunities and Diversity.** The Trust has an absolute commitment to equal opportunities based on sound management practice, respect for the individual and legislative compliance. The post-holder must at all times carry out his/her responsibilities with regard to the Trust’s Equal Opportunities Policy & the Race Equality Scheme. The Trust’s Staff Networks (REACH – Race, Ethnicity and Cultural Heritage, LGBT+ and Disability) also work with the Board to further the EDI agenda – ensuring the Trust empowers all of their staff. Membership to the Networks can be facilitated via HR.

**Health and Safety & Risk management.** Employees must be aware of the responsibilities placed upon them under the Health and safety Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain safe working environments for patients, visitors and employees. Employees must wear personal protective equipment where provided. All employees are expected to comply fully with the Trust and Departmental fire policies and procedures to meet their responsibilities in relation to fire safety. All staff are expected to maintain safe infection control practices at all times. All employees are responsible for reporting any accidents, untoward occurrence and potential hazards to their Head of Department even no injury or property damage has resulted.

**Relocation Expenses.** Relocation expenses may be available subject to eligibility in line with the Trusts policy.

**Health Clearance.** The appointment is made subject to satisfactory fitness for employment. The candidate will therefore be required to complete a preemployment health-screening questionnaire and may/will subsequently be required to attend for health screening.

**Revalidation.** The trust has the required arrangements in place, as laid down by the Royal College of Physicians, to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

**Study & Annual Leave.** The annual leave is 30 working days plus 2 statutory day holidays. All Consultants are expected to take advantage of study leave to maintain and develop their clinical skills to comply with CME requirements. Study leave is available as provided for under the Terms and Conditions of Service and Hospital Medical and Dental Staff. Study leave consists of 30 days over a three-year period commencing from date of employment.

Approval of annual and study leave is subject to the procedures set out within the individual departments and the Postgraduate Medical Centre. So far, as is practical, the Consultant appointed will be expected to share in the provision of cover for the annual and study leave of other Consultants in the specialty.



## Person Specification

<u>Selection Criteria</u>	<u>Essential requirements</u>	<u>Desirable Requirements</u>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• MBBS or equivalent</li> <li>• Full GMC Registration</li> <li>• Eligibility for entry or entered the GMC specialist Register in Anaesthesia</li> <li>• FRCA or Equivalent</li> <li>• CCT or CESR in Anaesthesia or within 6 months of the interview</li> </ul>	<ul style="list-style-type: none"> <li>• Membership of specialist societies</li> <li>• Further postgraduate qualifications in or allied to anaesthesia</li> </ul>
<b>Clinical Experience</b>	Anaesthetic management of a wide range of surgical specialties with completion of higher training module set out by the RCOA old curriculum or Level 3 of the current curriculum which are required for obtaining CCT in anaesthesia	Advanced training module or Specialist Interest area module of the new curriculum in a subspecialty provided at NGH
<b>Interpersonal skills</b>	<ul style="list-style-type: none"> <li>• Commitment to team working</li> <li>• Good organisational skills and punctuality</li> <li>• Good written, verbal, and aural communication skills</li> <li>• Caring attitude towards colleagues</li> </ul>	Appropriate leadership development courses and structured activities
<b>Management</b>	<ul style="list-style-type: none"> <li>• Willingness to work as a member of the wider trust.</li> <li>• Awareness of current service development opportunities and challenges</li> <li>• Willingness to share administrative responsibilities.</li> </ul>	Desire to further develop in the appointed post and contribute to the service development
<b>Audit/Research</b>	<ul style="list-style-type: none"> <li>• Experience of audit and quality improvement project</li> </ul>	<ul style="list-style-type: none"> <li>• Presentation at recognised national and or international meetings.</li> </ul>



	<ul style="list-style-type: none"> <li>• Willingness to actively in the departments audit and quality improvement</li> </ul>	<ul style="list-style-type: none"> <li>• Published or ongoing relevant research</li> </ul>
<b>Teaching</b>	<ul style="list-style-type: none"> <li>• Experience of and commitment to postgraduate teaching</li> <li>• Experience of and commitment to undergraduate teaching</li> <li>• Understanding of current education processes and requirements for training in Anaesthesia and ITU</li> <li>• Evidence of attendance at Anaesthesia meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Medical education qualification</li> <li>• Evidence of training in teaching</li> <li>• Evidence of achieving GMC standards Educational Supervisor role</li> </ul>

## Come and meet us!

We would love the opportunity to discuss the post and your career aspirations at Northampton General Hospital.

To know more about working as a Consultant Anaesthetist at Northampton General Hospital Contact Dr Senthil Kumaran, Deputy Clinical Director. A virtual or in person visit can be arranged by contacting our department’s Admin Manager, Hayley Stewart on 01604 545181 or email [Hayley.stewart4@nhs.net](mailto:Hayley.stewart4@nhs.net) and [senthil.kumaran1@nhs.net](mailto:senthil.kumaran1@nhs.net)

