



Job Description and Person Specification for the role of CONSULTANT ANAESTHETIST



Profile of the Anaesthetic Department

The department is responsible for the peri-operative care and anaesthetic management of QVH surgical patients; this includes pre-assessment and acute pain services and the supervision of HDU beds for burns, reconstructive and trauma patients. There are currently 22 consultant anaesthetists (16 WTE), 5 NCCG anaesthetists, and 8 trainees on rotation from London and Brighton. An anaesthetic research/QI fellow post is supported by the Trust. Pain nurses, admin and secretarial support complete the team. The department has an excellent record and reputation for teaching and training, and a significant research profile.

Despite the limited number of surgical specialties on site the anaesthetic workload is varied, with differing challenges presented by a significant paediatric throughput, regional techniques for upper and lower limb surgery, microvascular reconstructive surgery, and burns. There is broad experience in advanced airway management techniques for head and neck and orthognathic surgery.

The Critical Care Unit is at an exciting period. The previous "Burn ITU" has expanded to a 5 bedded ITU/HDU closed unit in response to the growing Head & Neck Cancer throughput. Burn ITU treatment will still be very much a part of the Critical Care mix, but with changing needs the service is evolving. We have expectations that the current footprint will shortly expand to provide further level 3,2 and 1 beds where our most challenging patients can all be looked after by the Anaesthetic/Intensivist team. In a small hospital there are many opportunities for extended roles; anaesthetists have taken managerial, educational and operational roles and opportunities to develop career interests and skills are plentiful.

Staff:

Staff Name	Job Title
Dr Louise Frost	Currently on sabbatical
Dr Luke Banks	Consultant Anaesthetist
Dr Fiona Ramsden	Consultant Anaesthetist
Dr Sarah Bailey	Consultant Anaesthetist Paediatric lead
Dr Matt Lees	Consultant Anaesthetist and Clinical Lead for Community Diagnostic Hub
Dr Alison Chalmers	Consultant Anaesthetist and Airway Lead
Dr Nadia Wichmann	Consultant Anaesthetist and Pain Lead
Dr Ali Diba	Consultant Anaesthetist and Equipment Lead
Dr Niamh Gavin	Consultant Anaesthetist and Lead for Simulation
Dr Julian Giles	Consultant Anaesthetist and Research Clinical Director
Dr Emma Glasgow	Consultant Anaesthetist ACSA lead, CDC Co-Lead
Dr Ben Carey	Consultant Anaesthetist and Regional Lead
Dr Matt Wilcocks	Consultant Anaesthetist and ITU Clinical Lead
Dr Colin Lawrence	Consultant Anaesthetist and Clinical Lead
Dr Chet Patel	Consultant Anaesthetist and Director of Medical Education
Dr Ed Pickles	Consultant Anaesthetist and College Tutor
Dr Ida Forro	Consultant Anaesthetist and Lead for Electronic PreAssessment Implementation
Dr Jonathan Sanders	Consultant Anaesthetist and Recovery Lead
Dr Hannah Leaman	Consultant Anaesthetist

Dr Tim Vorster	Consultant Anaesthetist and Clinical Director Anaesthetics.
Dr Glenn Wearne	Consultant Anaesthetist and PreAssessment Lead
Dr Mark Wyldbore	Consultant Anaesthetist
Dr Naomi Lucas	Maternity Leave

Terms of appointment:

JOB TITLE	Consultant Anaesthetist
GRADE	Consultant
DURATION OF CONTRACT	Permanent
NUMBER OF PA'S	This is a 10 PA post with approx. 1:16 on-call commitment.
SALARY SCALE	£93,666 - £126,281 per annum
BASE	Queen Victoria Hospital NHS Foundation Trust
RESPONSIBLE TO	Clinical Director
ACCOUNTABLE TO	Chief Medical Officer
RESPONSIBLE OFFICER	Miss Tania Cubison, Chief Medical Officer

Purpose of the role

These posts are to cover the expanding workload. The successful candidate will have experience of plastic, maxillofacial surgery and ophthalmic surgery, and will have an interest in peri-operative medicine and/or critical care management of major burns and head and neck surgery. Current growth areas at QVH include Head and Neck surgery, including ENT cancer treatment, limb trauma; assessment and optimisation of patients referred through clinical network pathways will benefit from new approaches to clinical and patient data management. Candidates will be expected to actively contribute to the management, teaching, audit, IT and research activities of the department. We would especially favour applicants with an interest in taking a lead in medical equipment, medicines management and in the clinical aspects of informatics – these areas would attract additional SPA.

The post

The post holder will be based at the Queen Victoria Hospital, East Grinstead. These roles are advertised as a full time posts.. The 10PAs will include 1.5 PAs for supporting activities and administration, the balance of direct clinical care time to be worked flexibly to meet the needs of the department. The Trust is moving towards national seven day working objectives and flexible use of theatre time; consultants will work together to ensure an equitable and reasonable distribution of clinical responsibilities outside the hours of the traditional working week. This may involve occasional flexibility to accommodate temporary or short notice changes.

The postholder will have access to an office (which may be shared) and desk along with secretarial support. Secretarial support is team-based and provided by the secretaries and coordinators.

Key working relationships

The post holder will be a member of a clinical service line and wider clinical directorate. The service line is led by the Clinical Lead, who works closely with the relevant Clinical Specialties Manager to ensure the achievement of operational and service standards, clinical governance and quality standards, and financial performance.

Job Description

As a Consultant at the Trust, it is expected that you will share responsibility for the development and delivery of your clinical service. You will work with colleagues to ensure that your service meets all relevant professional, national, and local service standards and targets. You will contribute to the delivery of an annual service plan that includes patient activity and revenue during the year as part of the hospital's overall business plan. You will be expected to take part in audit and publish measures of your outcomes appropriate to specialty.

As a senior figure and role model in the organisation, you will demonstrate the behaviours and values that are expected of all staff: in particular taking pride in the services we offer, showing humanity and consideration for patients and colleagues, and seeking continuous improvement through research, development, and innovation. You will actively engage with the General Medical Council revalidation process.

The job plan provides scheduling details of the clinical activity and clinically related activity components of the job plan that occur at regular times in the week. Note that in line with Government and NHS objectives, QVH is working towards the provision of seven day services. This will affect the working lives of most Consultant staff and it expects that Consultants will approach this in a collaborative fashion for the benefit of patients.

The job plan below is indicative and is likely change and open to negotiation. While there will be a number of regular lists, we encourage all consultants to be flexible for their own continuous development and to provide service delivery. The post holder will also have the ability to spend time in The Burns Unit/PreAssessment/Ophthalmic theatres to gain knowledge of the whole Trust. It will be reviewed annually as part of the job planning process. All Consultants are expected to participate in team job planning which will be led by the Clinical Director and supported by the Business Unit Manager. Each Consultant also have an agreed individual job plan with service objectives that they are reasonably expected to achieve.

Indicative Job Schedule

DAY	TIME	LOCATION	WORK	CATEGORY	No of PAs
Monday	0800-1200		SPA/departmental/hospital meetings/M&M		1
Tuesday					0
Wednesday	0800-1800	Theatres	Trauma/Hand Trauma		2.50
Thursday	0800-1800	Theatres	Max Fax/Lower limb		2.50

Friday	0800-1800	Theatres	PreAssessment/Plastics		2.50
Saturday					
Sunday					
Additional agreed activity to be worked flexibly			Flexible SPA 0.5		0.50
Predictable Emergency On-Call Work 1:16			Predictable on call 0.5 Unpredictable on call 0.5		1
Unpredictable Emergency On-Call Work					
Total PAs					10.00

Summary of Programmed Activity:	No: of PAs
Direct Clinical Care,	7.5
Supporting Professional Activities	1.5
On Call – predictable/unpredictable	1.00
Travel	0.00
External Duties	0.00
Total Programmed Activities	10.00

Terms and Conditions of Service

This appointment will be made under the published Terms and Conditions Consultants (England) 2003 and subsequent amendments.

This appointment is subject to pre employment checks including verification of identity checks, right to work checks, registration and qualification checks, employment history and reference checks, occupational health checks and disclosure and barring service checks.

Should you be required to work at other sites, you will be required to have adequate vehicular insurance for business purposes. You will be asked to provide a copy of your insurance certificate on request.

The Job Plan will be based on the outline shown above, although this will be flexible as the career intentions of the appointee develop in line with the clinical commitments of the department.

The post holder will also be expected to:

- Ensure flexibility in sessions to assist the hospital to develop maximum theatre utilisation
- Ensure adequate arrangements are made for cover for annual and study leave

General information

The Job Description is neither exclusive nor exhaustive and the duties and responsibilities may vary from time to time in the light of changing circumstances, and in consultation with the post holder.

Appraisal and Revalidation

All Trust employees undertake annual appraisal in line with Trust policy. Appraisal will take into account all the domains of good clinical practice and include consideration of clinical performance and outcome measures where available. Regular appraisal over a five year cycle will feed in to revalidation.

Revalidation will consider full compliance with the organisations policies and include 360 degree staff and patient feedback along with reports from other organisations where appropriate.

Audit

All members of the Department are expected to participate in the audit programme. Audit is incorporated into departmental meetings appropriate to the speciality. There are hospital wide inter departmental audit meetings, held bi monthly.

Library facilities

The hospital library, managed by a qualified librarian, gives access to books and journals, both print and electronic. The usual facilities are provided for requesting books and journal articles from other NHS libraries. Medical databases, such as Medline and Embase, are available online and search training and evidence searches may be requested from the library. The library has good wi-fi coverage and several PCs, some connected to the Trust NHS network and some to the wi-fi network. There are facilities for study and relaxation and a room may be booked for individual study or small meetings and training sessions. Access to the library is 24/7.

Medical photography

There is an excellent medical photographic department with an imaging archive illustrating surgical, anaesthetic and historical aspects of the hospital. Professional video editing facilities exist in medical photography. The department leads in digital photographic technology, allowing access to many images via the Queen Victoria Intranet and with extensive video production and editing.

Telemedicine

As the regional specialist centre for reconstructive surgery following trauma, we have developed and now have a well-established telemedicine referral system known as TRIPS. This allows photographs of injuries to be reviewed by qualified and experienced clinicians at any time of day or night, regardless of where in the region the patient is located.

Mentoring

All new consultants are allocated a mentor on commencement of employment with the Trust. The aim of the scheme is to provide new consultants with a mentor who is a consultant within their own speciality to help them settle into their new role. Mentees will receive mentoring that will support their transition to the role by an experienced consultant, ensuring equal treatment of the new consultant in comparison with their consultant colleagues. The benefits for mentees will include:

- Accessing impartial advice and encouragement through a supportive relationship
- Assistance with problem solving
- Improving self confidence
- Professional development

- Encouragement to reflect on practice

Policies

As an employee of the Trust you will be required to adhere to all ratified Trust policies. The Trust recognises the diversity of the local community and those in its employ. Our aim is to provide a safe environment free from discrimination and a place where all individuals are treated fairly, with dignity and appropriately to their need. The Trust recognises that equality impacts on all aspects of its day to day operations and has produced an Equality objective Scheme to reflect this. All staff employed by the Trust are required to uphold the principles of this policy.

Teaching and Training

The Trust requires that the appointee complies with the CME regulations of the relevant Royal College.

Interviews

We look forward to receiving your application and will be in touch via Trac if you have been shortlisted for interview. If you have a disability, the Trust is committed to offering reasonable adjustments through the recruitment process and employment.

For further information/informal enquiries please contact : *Dr Tim Vorster* tim.vorster@nhs.net

Person Specification

Criteria	Description	Essential / Desirable
Qualifications	MBBS or equivalent medical degree at time of application	E
	Successful completion of FRCA or equivalent at time of application	E
	Significant experience of NHS working practices	E
	Entry on the UK Specialist Register via: <ul style="list-style-type: none"> • CCT, or proposed CCT date must be within six months of the interview date • CESR, or proposed CESR date must be within six months of interview date • European Community Rights 	E
Eligibility	Eligible for full registration with the General Medical Council at the time of appointment and with a current license to practice	E
	Evidence of achievement in line with GMC standards in Good Medical Practice and supported by worked-based assessments of clinical performance and multisource feedback, or equivalent	E
	Eligibility to work in the UK	E
Fitness to Practice	Up to date and fit to practice safely; awareness of own training needs; engagement with appraisal and revalidation process	E
Language skills	Demonstrable skills in written and spoken English, of a standard to enable effective communication about medical topics with patients and colleagues evidenced by undergraduate medical training in English, or ILETS score above 7.5 overall or alternative supporting evidence	E
Health	Meets health requirements in line with GMC Good Medical Practice	E
Application	All sections of the application form to be fully completed, including a complete employment history	E
Clinical Expertise	Broad range of experience in anaesthetics with a sub-specialist interest that would complement the existing service	E
	Paediatric fellowship/higher training desirable for all posts. Essential for one post	D
	Regional fellowship/higher training desirable for all posts. Essential for one.	D
	Experience in PreAssessment would be desirable	
Clinical Governance	Demonstrate awareness of good decision making; awareness of own limitations with a track record of engaging in clinical governance and learning from errors.	E
Audit	Evidence of active participation in audit: candidates must demonstrate data from at least one personal audit over the last two years	E

Research	Evidence of participation in research with published papers and original work in peer reviewed journals; with the ability to critically appraise published evidence	D
Teaching	Experience of supervising doctors in training and other colleagues	D
Communication Skills	Demonstrate clarity in written/spoken communication and capacity to adapt language as appropriate to the situation	E
	Empathic and sensitive to others' perspectives; capacity to listen to the views of others	E
	Working in partnership with patients: <ul style="list-style-type: none"> • always considering patients preferences when discussing treatment options • always considering the full impact of clinical decisions on the patient • practice shared decision making • direct and support patients to access the information needed to make an informed decision 	E
Personal Skills	Team working – can engender effective working relationships; individually, in multidisciplinary teams and at all levels	E
	Managing others with the ability to exhibit appropriate leadership; empowering others, leading by example and leading through change	E
	Ability to work effectively under pressure and to maintain professional and expected behavior standards despite challenging circumstances	E
	Possess organisation and management abilities, including the ability to prioritise the workload of a consultant and deal with conflicting demands	E
	Flexible approach to work with the ability to adapt and work with employers to delivered improved patient care	E
	An expertise in patient data management systems would be highly desirable	E
Probity	Professional integrity and respect for others; demonstrating probity, honesty, integrity, accountability and trustworthiness	E
Continuing Professional Development	<ul style="list-style-type: none"> • self-reflective; self-aware and able to accept feedback • commitment to personal and professional development • ability to utilise skills and knowledge to make service improvements for the benefit patient care • able to question constructively and problem solve 	E