

## Job Description

<b>Job Group</b>	<b>Medical &amp; Dental</b>
<b>Job Title:</b>	<b>Consultant In Anesthetics with a Special Interest in Paediatric Anaesthesia</b>
<b>Grade:</b>	<b>Consultant</b>
<b>Location:</b>	<b>University Hospitals Plymouth NHS Trust</b>
<b>Date agreed:</b>	<b>November 2022</b>

### **Introduction**

This is a new post in the Paediatric Anaesthetic Group of the Department of Anaesthesia, University Hospitals Plymouth. The post is required to help with workload expansion and changes to existing consultants' job plans. Applicants are strongly recommended to contact the paediatric anaesthetic lead – Dr Laurence Hulatt - to find out more about paediatric anaesthesia in the Trust.

The Anaesthetic Department at UHP is proud of its reputation as clinically excellent, forward thinking and friendly. We demonstrated this by being the first large unit in the UK to achieve Royal College Accreditation (ACSA) in June 2015 and were the second hospital nationally to re-accredit in October 2019.

We are also proud to have colleagues in significant national and regional roles, as well as producing excellent research and teaching. Successful candidates would be expected to continue their personal development, as well as developing the department locally and the wider NHS. Colleagues are provided with supporting professional activities and external duty allowances to achieve this.

### **Location**

University Hospitals Plymouth NHS Trust is large teaching hospital situated on the outskirts of Plymouth. The area is widely regarded as being one of the most beautiful in the country with numerous beaches and miles of coastline together with Dartmoor National Park on its doorstep. Housing is more affordable than many places and there are highly rated schools (both state and independent) nearby.

### **The work of the department**

#### **Organisation of the Service line**

The Anaesthesia Service Line comprises 64 consultants (7 military), 5 staff grade & associate specialist doctors, and approximately 40 trainees. Further contributions are made from colleagues in the pain service, critical care and cardiothoracic service lines. Although large, we have a reputation for being supportive and friendly. We deliver >20 000 PA of direct clinical care per annum in both the operating theatres and wider hospital environment. There are over 30 operating theatres and other

areas where anaesthesia contributes.

The paediatric anaesthetic group is a sub-specialist group within the wider department and provides all elective paediatric anaesthetic sessions and staffs the 1:8 paediatric anaesthetic oncall rota. Paediatric anaesthetists also provide cover for adult anaesthetic sessions on a regular but flexible basis. There is a paediatric anaesthetic lead who coordinates the service and acts as liaison with the wider department and hospital.

We pride ourselves in being highly functional – with monthly departmental business meetings, an anaesthetic coffee room (“The Back Bar”) which encourages discussion between colleagues, and a healthy social programme.

From a management perspective we are a separate directorate with the surgical care group but work together to ensure efficient use of resources and to discuss future strategic policies. The service line is managerially separate from the Departments of Critical Care, Cardiac Services and Pain Management Service but maintains close professional links with these areas.

All substantive staff members have allocated office space with IT support and share an IT “hot desking” area located beside the Anaesthetic Coffee Room. Secretarial support is provided by two secretaries and we have a dedicated support manager who organises the day to day running of the rota and department.

## **Provision of Clinical Services**

### **Anaesthesia**

The Service Line for Anaesthesia provides a comprehensive routine and emergency service throughout University Hospitals Plymouth for a wide range of adult and paediatric surgical specialities. We are committed to improving our patient care and developing our service. This includes comprehensive pre-operative assessment; use of ultrasound based regional anaesthetic techniques and funded research sessions. There is strong support for quality improvement and patient safety initiatives, including an active human factors and simulation programme.

### **Paediatric Anaesthesia**

Within University Hospitals Plymouth there is a dedicated children’s theatre unit, with an exciting build currently underway to create new admission and recovery space to support three paediatric operating theatres. The infrastructure to support children requiring surgery or critical care includes a four bedded children’s high dependency unit co-located with the paediatric wards. This supports postoperative patients as well as critically ill children. The emergency department houses a dedicated paediatric ED to support children and young people. Children can also be accommodated within the main resus area if required. There is a tertiary neonatal intensive care unit, which results in a number of infants presenting for airway surgery.

The Trust is the regional hub for children’s surgery in the Southwest Peninsula, working in close partnership with our specialist centre in Bristol. We provide a range of routine and specialist children’s surgery in dedicated children’s theatres. Specialist services include:

- paediatric orthopaedics – three specialist paediatric orthopaedic surgeons provide a wide

- range of surgery including multi-level osteotomies in children with significant comorbidity)
- ☐ plastic surgery – including hypospadias repairs
- ☐ cleft surgery - alveolar bone graft surgery currently undertaken as part of the South West Cleft Service restoration programme
- ☐ ENT – airway assessment and treatment for children of all ages; as well as routine ENT work

There are regular sessions for community and special needs dental treatment; ophthalmology; imaging (MRI and CT); oncology and paediatric medical procedures; general and urological surgery; maxillofacial surgery; and there are dedicated paediatric emergency lists.

In addition to operating theatre sessions, the paediatric anaesthetic group provide sessions to support:

- ☐ Consultant led acute paediatric pain service, supported by paediatric nurses.
- ☐ Consultant led preoperative assessment service, with weekly job-planned sessions
- ☐ Consultant delivered sedation sessions to support children with additional needs gain equitable access to paediatric medical assessment and investigations
- ☐ Development and delivery of paediatric critical care, including lead for children's HDU

The oncall commitment is purely for paediatric anaesthesia and critical care, providing 24-hour cover for emergency procedures and also resuscitation / stabilisation of critically ill children. The anaesthetic group enjoy the support of dedicated specialist paediatric ODPs (both in and out-of-hours) and close working relationships with the paediatric and emergency medical consultants. The Wales and West Acute Transport for Children (WATCh) paediatric retrieval service (based in Bristol) provide advice and support with the management of critically ill children and will undertake transfer of most patients to an intensive care unit in an appropriate tertiary centre. On occasion, clinical urgency will necessitate time critical transfer of patients by the oncall anaesthetist. Currently the rota is of a 1 in 8 frequency.

### **Adult Anaesthetic Subspecialties:**

#### **Obstetric Anaesthesia**

Derriford Hospital has the regional tertiary obstetric unit, which has approximately 4500 deliveries per year. The obstetric unit has received CNST Level 3 accreditation. We have a consultant led obstetric anaesthetic service. Nine consultants have specialist interest in obstetric anaesthesia.

#### **Neuroanaesthesia**

Plymouth is the South West's tertiary adult neurosurgical centre and offers the full range of adult neurosurgical activity including image guided, acoustic and posterior fossa surgery as well as major spinal surgery. There are well established awake craniotomy and interventional radiology services. Traumatic head injuries and mechanical thrombectomy for stroke are forming an increasing part of our urgent and emergency workload. We re-accredited with ACSA for the specific subspecialties of neuroanaesthesia & neurocritical care in 2019.

#### **General Surgery & Urology**

The large and busy general surgical service includes colorectal, HPB, oesophagogastric, and urology subspecialties, and there is an increasing commitment to the national live donor renal transplantation service. A dedicated emergency theatre is provided 24/7.

#### **Adult Pre-operative Assessment**

Day of surgery admission for most patients is supported by a central nurse-led pre-admission assessment unit. There are ten consultant sessions per week with in house cardiopulmonary exercise

testing. We have a dedicated diabetic nurse for peri-operative care.

### **Orthopaedic and Regional Anaesthesia**

The trauma and orthopaedic service line runs a comprehensive service covering elective and emergency patients. PHNT is the regional major trauma centre for the South West Peninsula. The Department is strongly supportive of regional anaesthesia with use of ultrasound and catheter based techniques for anaesthesia and post-operative analgesia. Colleagues are active both locally and nationally in developing and teaching regional techniques.

### **Vascular Anaesthesia**

The vascular anaesthesia service encompasses work in both the dedicated vascular theatre and interventional radiology suite providing the full spectrum of vascular surgical and interventional care. One of the vascular surgeons does living donor renal transplants as part of their clinical work.

### **Adult Acute Pain and Acute Care Team**

Our newly fledged acute pain team provides full time weekday care with consultant session support during these hours. It is integrated into our acute care team out of hours providing 24/7 care. The acute care team is integrated into ITU / HDU with review of high risk patients and after critical care discharge.

### **Adult Intensive Care/High Dependency Unit**

There is a state of the art 28 bed department that provides critical care for general and neurosurgical patients. Post cardiac surgery intensive care is provided in a separate unit. Thirteen consultants specialise in intensive care.

### **Cardiothoracic surgery**

University Hospitals Plymouth NHS Trust provides integrated cardiothoracic, and cardiology services for the South West region within the South West Cardiothoracic Centre located in Derriford Hospital. The Unit serves the 1.6 million population of Devon and Cornwall. Anaesthesia for cardiac surgery is provided by the cardiothoracic directorate.

### **Wellbeing**

The anaesthetic department and Trust have a focus on staff wellbeing. The anaesthetic coffee room provides a space to relax and socialise with colleagues, as well as providing a central role in facilitating clinical working relationships and the opportunity to discuss cases. Wellbeing issues are frequently discussed in both CME and departmental business meetings to improve working lives of anaesthetists and ensure patient safety. The onsite Derriford Centre for Health and Wellbeing provides occupational health, fitness and leisure facilities.

### **Simulation and Human Factors**

The Trust has a dedicated simulation suite with expert facilitation and support. The Trust runs the Managing Emergencies in Paediatric Anaesthesia (MEPA) trainee and consultant courses as well as in-house simulation courses for trainees. The anaesthetic department has recently started a master's course in human factors run in conjunction with the University of Plymouth and is active in training human factors skills within the trust and peninsula.

### **Research**

The department is active in research with several clinicians having job planned time for research

funded by recruitment into NIHR supported trials. There is a funded paediatric anaesthetic research lead. The Trust is currently recruiting for the Little Journey trial and has contributed to major studies such as CASAP and APRICOT as well as the APAGBI PATRN studies. The Peninsula's well established trainee group 'SWARM' (South-West Anaesthetic Research Matrix) allows trainees to develop research projects and recruit rapidly through all the Hospitals in the School. In recent years we have been one of the UK's leading institutions in terms of the numbers of patients recruited to multi-centre trials in anaesthesia.

### **South West School of Anaesthesia**

The South West School of Anaesthesia provides high quality training in anaesthesia and Intensive Care Medicine. It consists of the following hospitals, Derriford Hospital, Plymouth; Royal Devon & Exeter Hospital: Torbay Hospital, Torquay; Musgrove Park Hospital, Taunton; The Royal Cornwall Hospital, Truro and North Devon District Hospital, Barnstaple. Trainees rotate through several hospitals during their training. There are 140 SpRs/STs/ACCS 3-7 involved in rotations throughout the school area.

There are opportunities for trainees to undertake a 6month paediatric Specialist Interest Area anaesthesia training at Bristol Children's Hospital. We have recently introduced a paediatric anaesthetic fellow post to provide a further 6 months of pure paediatric anaesthesia within the Trust.

Final FRCA teaching is organised as a fortnightly day release course taught by the region's consultants. For post fellowship specialist trainees and interested consultants, an MSc programme organised through the University of Plymouth is available.

### **Pensinsula Medical School, University of Plymouth**

The department is heavily involved in medical education at undergraduate level with several anaesthetists holding Medical School roles. This close working relationship provides many opportunities to become involved in undergraduate education. There are a number of anaesthetic teaching rotations for medical students including a six week paediatric anaesthesia attachment.

### **The Job Itself**

TITLE: Consultant Anaesthetist - with an interest in Paediatric Anaesthesia

RELATIONSHIPS: The post holder will work with members of the surgical teams and theatre staff, and also with ward staff associated with the care of patients. He/she will also be a member of the department interacting with colleagues and trainees.

The post holder will be managerially responsible to the service line director for anaesthesia, and professionally responsible to the medical director.

The employer is University Hospitals Plymouth NHS Trust. The job plan is based on a full time appointment (10 PAs).

### **Duties of the Post**

This post is for a substantive consultant anaesthetist within the paediatric anaesthetic group. He/she will be responsible for the delivery of high quality anaesthesia for both children and adults. The job

plan will include regular fixed paediatric anaesthetic sessions as well as planned flexible sessions which will support paediatric or adult anaesthetic service delivery. The post holder will therefore be required to work flexibly to maintain generalist skills in anaesthesia practice and develop their clinical and non-clinical skills.

The post holder will be expected to participate in the paediatric anaesthetic on-call rota.

The enclosed job plan is *indicative* and will change with the upcoming opening of the third paediatric theatre and/or to meet the requirements of the service and the interests of the post holder. The department runs on a bi-weekly 'red' (week 1) / 'green' (week 2) pattern for DCC.

The programmes shown are for illustrative purposes and are subject to modification. In addition to sessions identified in the timetable, time will be spent on pre/post-operative visiting, travel between sites as necessary, administration, audit and on-call duties.

The department is committed to support the efficient development of surgical specialties. The successful applicant for this post may be expected to participate in the provision of anaesthetic services for operating lists that start earlier than the normal start times or are planned to run on into the late evening, and potentially weekend elective and emergency anaesthetic cover. This will be agreed with the service line director and an appropriate allocation of programmed activities will be agreed for this work.

The post holder will be required to comply with all trust policies notably in relation to job planning, appraisal and leave taking in line with departmental and trust objectives, e.g. flexible working and annualised job plans. The post holder will also be expected to participate in the normal duties relating to the administration of the department of anaesthesia. These duties include but are not limited to teaching, continuing medical education and quality improvement activities. Assistance with rota preparation may also be required.

### **Supporting Professional Activities**

The post is advertised with 1.5 generic SPA. The service line will support additional SPA and medical school activity in the job plan according to the needs of the service and the trust. We would expect the "average" consultant to have 2 SPA in their job plan.

The successful candidate will be job planned within six months of taking up the post with a view to ensuring appropriate SPA activity is reflected in the job plan and the possibility of increasing the job plan to a maximum of 12 PA by mutual consent.

### **Facilities and Support**

The Anaesthetic Department is, based at Derriford Hospital, Plymouth. The Department covers all 33 operating theatres based over multiple areas within the hospital.

There is a rest area within main theatres on level 4 which has access to shared desks, equipped with computers, and storage space. There will also be allocated office space on level 9. There will be clerical support to facilitate rota administration, leave and general administrative duties.

## Section 2 - Proposed Job Plan

**This job plan is indicative both in work-days and specialty sessions** on the basis of a standard 10 PA job plan and may change depending on the needs of the service and, where possible, to develop the interests of the successful applicant.

### Proposed timetable

<b><u>JOB CONTENT – INDICATIVE TIMETABLED WORK</u></b>								
Day	Start	End	Location	Work	Categorisation	No of PAs	Frequency	Annualised PA
	<i>Include start and finish time using 24 hour clock to nearest 30 minute on the hour or half hour</i>		<i>Record where work is to be carried out</i>	<i>Describe work e.g. theatre, clinic, ward round</i>	<i>Direct Care, Supporting, Additional Responsibility, External Duty, PMS, Private Practice, etc</i>	<i>PA value for activity</i>	<i>Weekly, Monthly, Bi-weekly, Yearly etc.</i>	<i>No of PA annualised rounded up to 2 decimal places expressed as PA per week as appropriate</i>
<b>Monday</b>	0800	1800	Theatres (Week 1)	Theatres (Paediatric ENT / Paediatric Emergencies)	DCC	2.5	Bi-weekly	1.25
	0800	1800	Theatres (Week 2)	Theatres (Flexible)	DCC	2.5	Bi-weekly	1.25
<b>Tuesday</b>								
<b>Wednesday</b>	0900	1300	Generic SPA (Weeks 1 & 2)	Generic SPA	SPA	1.0	Weekly	1.0
<b>Thursday</b>	0800	1800	Theatres (Week 1)	Theatres (Flexible)	DCC	2.5	Bi-weekly	1.065  (reduced by 3 whole days per annum to make 10 PA JP)
	0800	1800	Theatres (Week 2)	Theatres (Paediatric Orthopaedics)	DCC	2.5	Bi-weekly	1.25
<b>Friday</b>	0800	1800	Theatres	Theatres Paediatric Ophthalmology /	DCC	2.5	Bi-weekly	1.25

c			(Week 1)	Paediatric ENT)				
	0800	1800	Theatres (Week 2)	Theatres (Paediatric Urology / Flexible)	DCC	1.25	Bi-weekly	1.25

<b><u>JOB CONTENT – ANNUALISED &amp; FLEXIBLE WORK</u></b>					
<i>This will include all activity that is to be annualised or flexibly worked. There will need to be a process to demonstrate that this work has been completed such as a departmental work plan. If work replaces activity in the table in 1a this must be identified.</i>					
Work	Location	Usual Day	Usual Time	Categorisation	Annualised Weekly PA
<i>Describe work e.g. theatre, clinic, ward round</i>	<i>Record where work is to be carried out</i>	<i>Insert the day of the week when this occurs</i>	<i>Insert the usual time of day when this occurs</i>	<i>Direct Care, Supporting, Additional Responsibility, External Duty, PMS, Private Practice, etc</i>	<i>No of PA annualised rounded up to 2 decimal places</i>
Generic SPA	Office	Variable	Daytime	Generic SPA	0.5
On call - unpredictable	Theatres / Outside areas / ED / High Dependency Unit	Variable	Weekday 1800-0800 & Weekends	DCC	1.185



**PROGRAMMED ACTIVITY SUMMARY**

Direct Clinical Care Timetabled (Table 1a.)			7.315
Direct Clinical Care Flexible/Annualised (Table 1b.)			1.185
<b>Total Direct Care</b>			8.5
Supporting Professional Activities (Generic)			1.5
Supporting Professional Activities (Non-Generic)			
Supporting Professional Activities (Medical School)			
<b>TOTAL PROGRAMMED ACTIVITIES</b>			<b>10</b>

**ON CALL**

Frequency of rota commitment	Category A (tick as appropriate)		Category B (tick as appropriate)	
1 in 1 - 1 in 4 rota	8%		3%	
1 in 5 – 1 in 8 rota	5%	✓	2%	
1 in 9 or less	3%		1%	
Agreed PA value of on call	1.185 PA			
Agreed on call rota frequency	1 in 5 – 1 in 8			

## PERSON SPECIFICATION: To be assessed by Application, CV and Interview

	Essential	Desirable
<b>Education, qualifications &amp; special training</b>	<p>Full GMC registration FRCA (or equivalent) CCT in anaesthesia (or expected within 6 months) On the Specialist Register of the GMC (or entry expected within 6 months) Paediatric Life Support Training Level 2 Child Protection Training</p>	<p>Possession of other related postgraduate qualification such as BSc, MSc or PhD APLS provider Level 3 Child Protection Training</p>
<b>Particular skills and experience</b>	<p>A minimum 6 months advanced level experience of paediatric anaesthesia in a tertiary centre. Training and experience in Paediatric Intensive Care and the transport of critically ill children. Broad, current clinical experience of adult anaesthesia. Ability to take full and independent responsibility for the clinical care of patients.</p>	<p>A 1 year fellowship in Paediatric Anaesthesia in a tertiary centre. Experience in the provision of paediatric preop and pain services.</p>
<b>Personal Attributes</b>	<p>Willingness to work flexibly according to the needs of the service, observing National, Trust, and Departmental guidelines. Honesty and reliability Ability to form constructive and effective professional relationships with existing consultants and staff. Ability to work in a team. Ability to delegate appropriately. A caring attitude to patients, relatives and co-workers. An ability to communicate well with patients and staff, both orally and in writing. Commitment to CPD and Appraisal Information technology skills A well-presented CV. Full UK Driving Licence</p>	<p>Willingness to undertake additional roles at local, regional and national levels Interview skills Breaking bad news Negotiation skills Human Factors Training</p>
<b>Research &amp; clinical audit</b>	<p>Able to conduct clinical audit. Knowledge of Q.I. Involvement in patient safety and human factors. Evidence of commitment to Service improvement</p>	<p>Current research. Research in paediatric anaesthesia Presentations at local/ regional/national/ international meetings. Publications and presentations in area of Anaesthesia Demonstrate an enthusiasm to continue with research and clinical audit. Relevant audit projects.</p>
<b>Teaching</b>	<p>Ability to teach clinical and practical skills. Evidence of experience and ability in teaching.</p>	<p>Supervision of projects. Instructor in advanced life support courses and other training courses. (ATLS, ALS, APLS, etc)</p>