

Job Description

Job Title:	Consultant in Anaesthetics – two full time posts
Base:	Great Western Hospital
Grade:	Consultant
Reporting to:	Clinical Lead for the department
Relocation expenses	Included as standard, applicants are able to claim up to £8,000 in relocation expenses (subject to eligibility, policy available on request).

Our Values

Our STAR values are at the heart of everything we do. You can expect to see them in the way we act and the way we treat each other. Our values make us who we are. We will expect your values and behaviours to reflect the STAR Values of the organisation:

Service	We will put our patients first
Teamwork	We will work together
Ambition	We will aspire to provide the best service
Respect	We will act with integrity

Visiting or Questions

We are a friendly department and would welcome any interested candidates to visit the Trust or to get in touch to ask any questions that you might have. To discuss the role or arrange a visit, please contact Dr Lucy Williams via lucy.williams7@nhs.net or 01793 605228

Shortlisted candidates are encouraged to visit the Trust and meet senior members of staff and management teams. Details will be shared following shortlisting.

Summary of the role & Department overview

These are posts for retirement and additional staffing within the department of Anaesthetics and Critical Care. They will support a new theatre programme designed to maximise use of our theatres and improve theatre productivity. We are transitioning from a very flexible working pattern to a more fixed programme. Working days will be agreed with at least one theatre day being a specialty of the candidate's choosing.

Whilst we are looking for generalists, but we can accommodate a range of special interests including pre-assessment, peri-operative medicine, and obstetrics. Our new ENT surgeon would like to develop paediatric services to address the long waits for surgery at Bristol Children's Hospital and an anaesthetist with an interest in DGH paediatric anaesthesia would be a welcome addition to the team. The increasing complexity of obstetric work means that we would also be very interested in advanced obstetric competencies.

We have good pre-assessment facilities and need to expand and develop the service to support higher theatre throughput.

Our Values

Service Teamwork Ambition Respect

As part of our Acute Hospital Alliance and Integrated Care Board, we are developing the Sulis Hospital south of Bath into an elective surgical hub. We will need increased pre-assessment capacity and there would be the opportunity for regular sessions within job planned activity in high volume orthopaedics in the first instance.

We have over 4000 deliveries a year and obstetric anaesthesia is a big part of our elective and emergency workload. Just under 40% of deliveries are by caesarean section and our epidural rate is around 20%. All new consultants would be expected to deliver daytime obstetric sessions in order to maintain their obstetric skills for on call cover.

We have improved provision of resident on call anaesthetists which has had a significant positive impact on the on-call experience of consultant anaesthetists and intensivists. Our senior resident tier is a combination of anaesthetists in training and experienced SAS anaesthetists.

The successful candidates will join an existing anaesthetic and critical care department with 50 substantive medical staff including Consultants & SAS doctors and two experienced Anaesthesia Associates. You will become part of a well-established, friendly team and will help us to drive forward improvements in the service that we provide to our patients. As a senior member of the team, you will become a key part in the delivery of training and supervision to our junior colleagues.

We are a busy DGH covering general surgery, trauma and orthopaedics, urology, gynaecology, ENT, oral surgery, breast surgery, ophthalmic surgery and obstetrics. There are 15 theatres in the main complex, a separate theatre in the oral surgery department and two theatres in maternity. We currently anaesthetise children over the age of 2 years for elective procedures, mainly in ENT, oral surgery and urology. Emergency care is provided for younger children.

We have recently acquired a surgical robot for colo-rectal, gynaecology and urology patients.

We have an excellent pre-assessment nurse team and experienced specialist pain nurses for support of patients with more complex post-operative pain.

We have a fully recruited administrative support team who are extremely friendly and helpful.

The use of regional anaesthesia and TIVA is strongly encouraged. We have virtually eliminated our use of desflurane and have decommissioned our nitrous oxide manifolds as part of our commitment to delivering more sustainable anaesthesia and NHS Net Zero.

We are committed to continuous improvement and are engaged in the RCoA Anaesthesia Clinical Services Accreditation scheme. We hope to secure accreditation very soon.

As a Trust, we place high importance on staff wellbeing. You will be offered a wide variety of support to help you maintain your wellbeing and to help colleagues maintain theirs. The Trust's Health and Wellbeing team has won a National Award during 2020 for the work they have done locally.

We are located in the main hospital building on Level 1. There are excellent travel links (including good onsite parking), with many cities within easy range. The Trust is located on the edge of Swindon with access to a variety of outstanding areas to live which includes both market towns or villages with short commutes to the site.

Current permanent staff

Dr Tony Allan, consultant – regional anaesthesia lead

Dr James Andrew, consultant – pain service lead

Dr Jeremy Astin, consultant – Trust transfusion lead, CCU

Dr Gary Baigel, consultant – trauma lead

Dr Jamie Biddulph, consultant – clinical governance lead

Dr Sara Bonfield - consultant - CCU

Dr Hamish Breach, consultant – Deputy Clinical Lead, research and ECT lead

Our Values

Service Teamwork Ambition Respect

Dr Neil Campbell, consultant
 Dr Richard Craig, consultant – Trust appraisal lead
 Dr Jill Dale, consultant – wellbeing lead, Deputy College Tutor
 Dr Simon Davies, consultant – rota master
 Dr Lakshmi Durairaj, specialist anaesthetist, IMG lead
 Dr Bahaael El Sady, specialty doctor
 Dr Mala Greampet, consultant – College Tutor
 Dr Tim Greenway, consultant – emergency anaesthesia lead, sustainability lead
 Dr Genu John, associate specialist – simulation lead
 Dr Helen Jones, consultant
 Dr Emma Joynes - consultant
 Dr Nicki Kalafatis, consultant – CCU
 Dr Munmun Maity, specialty doctor - QI lead
 Dr Jamie Mann, consultant – recovery lead
 Dr Voldymyr Marienko, specialty doctor
 Dr Simon Matthews, consultant – airway lead, novice airway mastery trainer
 Dr Ben Maxwell, consultant – pharmacy lead
 Dr Rebecca Medlock, consultant - pre-assessment lead
 Dr Sian Moxham, consultant – CCU
 Dr Jo Mullender, consultant – sedation lead, ACCS supervisor
 Dr Michael Natarajan, associate specialist – undergraduate simulation lead
 Dr Tony Pickworth, consultant – CCU
 Dr Robbi Pongratz, consultant – day surgery lead
 Dr Rachel Prout, consultant – CCU
 Dr Zoe Ridgway, consultant – CCU, ICB pre-assessment lead
 Dr Anisa Sabrine, consultant
 Dr Gaurav Sachdeva, specialty doctor
 Dr Iyad Sawaf, associate specialist
 Dr Katarina Sebekova, consultant – ACSA lead
 Dr Doug Smith, consultant
 Dr Vandhna Sood, specialist – Trust SAS tutor
 Dr Yvonne Staroske, clinical fellow
 Dr Roger Stedman, consultant – CCU, ICB Chief Clinical Information Officer
 Dr Julian Stone, consultant – obstetric lead, RCOA examiner
 Dr Radka Tesarova, associate specialist
 Dr Liz Torrie, consultant – pain
 Dr Peter Van Breda, specialist anaesthetist – resident rota writer, intranet manager, medical student lead
 Dr Clare Van Hamel, consultant – Severn Foundation School Director and Associate Post-Graduate Dean
 Dr Scott Wallace, consultant – CVC line lead
 Dr Sarah Warwicker, consultant – paediatric lead
 Dr Malcolm Watters, consultant – CCU
 Dr Lucy Williams, specialist – anaesthetic clinical lead, pain
 Dr Mark Yeates, consultant – CCU clinical lead, organ donation lead
 Ms Beth Port – Anaesthesia Associate
 Ms Rachel Lyons – Anaesthesia Associate

We will help you achieve your goals

Continuing Professional Development and Continuing Medical Education:

We expect all staff to be committed to the concept of lifelong learning, we will support you to achieve this using personal development plans. You will be given a minimum of 1.5SPAs within your job plan for CPD, within this core SPA, you will be able to prepare for revalidation, undertake personal study, attend educational meetings, undertake QI/Audits, complete appraisals, mandatory training and support basic teaching sessions. In addition, there are a variety of roles that attract additional SPA,

such as being an Appraiser, taking on lead roles, chairing meetings, rota leads and educational supervision.

Lifelong learning is vital to the maintenance of a safe, patient focused, effective service and we expect all team members to participate in academic development of our department. We actively offer a range of medical education opportunities to our colleagues, including collaborative educational sessions with primary care colleagues in our PCN.

The post holder will be given access to the Trusts Consultant Mentoring scheme which aims to support new consultants in the transition from trainee to consultant and moving to a new hospital. Your mentor will be allocated from outside of your own speciality enabling a more open conversation, they will be an experienced consultant who has received training in mentoring.

Clinical Excellence Awards:

The Trust actively participates in an annual Clinical Excellence Awards process and encourages consultants to apply and achieve National awards.

Any spare CEA funding is allocated collaboratively with our LNC, in previous years this has been transferred to the study leave budget enabling all consultants access additional funding supporting a constant strive for excellence.

Leadership support:

Having capable leaders is a key element in striving for future excellence, our executive team are committed to supporting our staff and developing leaders. There is a range of packages available to help individuals fulfil potential as a leader. These include a monthly leadership forum with a variety of speakers and additional training for those that wish to develop this aspect of their career.

Equal Opportunities:

We feel the Trust is a progressive organisation, we pride ourselves on having a collective Equality, Diversity and Inclusion strategy that is more than just words. We use this to translate principles into real practise across the organisation, with tangible outcomes. This together with multiple groups and committees enables all voices to be heard and all groups to be represented, ultimately improving the working experience for all trust staff.

The Trusts EDI strategy can be viewed on the following link:

https://www.gwh.nhs.uk/media/2913/equality_and_diversity_strategy.pdf

Main duties of the role

The Duties outlined below are not definitive and may be changed in accordance with the needs of the service.

Clinical Duties:

- Multidisciplinary team working is key component of the working within the Trust and involves regular MDT discussions with colleagues
- Providing evidence-based care for patients in a multidisciplinary setting.
- Continuing responsibility for the care of patients in your charge, including all administrative duties associated with patient care (with secretarial support)
- Development of sub specialty interests that fit in with Division needs and the strategic direction of the Trust.
- Responsibilities for carrying out teaching, examination and accreditation duties are required, and for contributing to undergraduate and post-graduate and continuing medical education activity.
- Provision of cover for Consultant colleagues' periods of leave in accordance with arrangements agreed within Trust policy.
- Participation in clinical audit and in continuing medical education.

- Conducting suitable duties in cases of emergencies and unforeseen circumstances.
- The post holder will initially provide anaesthesia for elective surgery and will progress to participation in the out of hours consultant rota, detailed within the job plan section
- You will be responsible for the care of patients from pre-operative assessment through to discharge from PACU, with additional follow up, as dictated by the needs of the patient.

Management and Leadership Responsibilities:

All staff in each Division are managerially accountable through their Lead Clinician to the Associate Medical Director, who has overall responsibility for the services within the Division. Consultants are key members of the Division and are accountable and responsible for leading changes to service that will improve the patient experience.

- To support the Clinical Lead in policy and strategy development as a senior member of the Division Management Team.
- To contribute to the leadership and development of Services under the direction of the Clinical Lead and Associate Medical Director and in line with the Trust's business plans.
- The post holder will ensure effective communication and involvement of staff across the Division including support to the Divisional Director to achieve their objectives.
- Work in partnership with colleagues in other Divisions within the Trust.
- As part of the Division Management Team, assist in the cost effective utilisation of resources, including pay and non-pay items such as equipment and drugs, within budgets.
- Work within the Trust's framework for Clinical Governance and Risk, including the development of clinical policies and adherence to standing orders, standing financial instructions and financial procedures.
- Undertake direct supervision of junior colleagues and participate in departmental/trust wide teaching programmes.
- Undertake investigations and report writing for incidents and participate in clinical risk management
- Appointed candidates will embody the STAR values and use the principles of the NHS Constitution for England to guide decisions.

Clinical Governance and Audit

All consultants are expected to participate in clinical effectiveness activities. They are expected to maintain and foster improvements in the quality and standards of clinical services. Consultants lead the safeguarding of high standards of care by participating in the creation of environment in which excellence in clinical care will flourish.

Consultants are expected to support the Clinical/Medical Leadership teams within their division to achieve the following:

- Production of a Division annual clinical governance plan.
- Production of a Division quality strategy.
- Production of a Division quarterly report to the Trust's Clinical Governance and Risk Committee.
- Ensuring targets within the plan are met, including:
 - Adoption of evidence based practice including compliance with government guidance, e.g. NICE
 - Establishment and implementation of a Division clinical audit programme
 - Completion of risk assessments as required and compliance with the Trust's risk management policies and strategies including controls assurance standards
 - Encouraging research and development
 - Ensuring, through the Divisional Director, in association with the Division of Workforce and Education, that Division staff meet the education and training targets agreed within the Trust's annual plan.
 - Ensuring through the Divisional Director that complaints management is timely and effective including implementing action plans relating to individual complaints.
 - Contributing to work force planning to ensure timely availability of appropriate clinical skills to maintain excellence in patient care.

Salary and conditions of service

- The appointment is made subject to the national Terms and Conditions for Consultants as amended from time to time, most recent version is available here: [https://www.nhsemployers.org/pay-pensions-and-reward/medical-staff/consultants-and-dental-consultants/consultants-and-dental-consultants-tcs-handbook/consultant-contract-\(2003\)](https://www.nhsemployers.org/pay-pensions-and-reward/medical-staff/consultants-and-dental-consultants/consultants-and-dental-consultants-tcs-handbook/consultant-contract-(2003))
- All participants of on call rotas are required to be able to attend the hospital within 30 minutes when on call.
- Consultants are expected to provide cover for each other during annual leave, study leave and sick leave, including supervision of the junior staff, supporting them in patient management.
- All Trust employees are expected to abide by local Trust policies
- Due to the nature of the work in these posts, they are exempt from the provision of section 4 (2) of the Rehabilitation of Offenders Act 1974, by virtue of the Rehabilitation of Offenders Act 1974 (Exemption Order 1975).
Applicants are therefore not entitled to withhold information about convictions, including those, which, for other purposes are “spent”, under the provisions of the Act, and are required to disclose convictions, including those pending, to the Trust. Failure to disclose such information may result in dismissal or disciplinary action.
- The appointments are subject to standard pre-employment checks including references and a satisfactory medical examination
- The post holders will have a broad base of training in anaesthesia and must hold full registration with the General Medical Council and have CCT (or equivalent for non-UK applicants of equivalent status), or be accredited (or equivalent), and be on the GMC Specialist Register in the specialty appropriate for this consultant post at the time of taking up the consultant appointment. Alternatively, candidates can hold or be within 6 months of their CCT at interview.
- The person specification attached to the job description reflects the requirements for both experienced consultants and those Specialty Registrars who have recently attained their CCT.

Other aspects of the post

The above is an outline only. It is not exhaustive and may be altered from time to time in accordance with the needs of the Trust. The post holder will be required to be co-operative and flexible in accordance with the needs of the Trust.

Safeguarding

The Trust is a safeguarding employer committed to the safeguarding and promotion of welfare of children, young people and vulnerable adults and expects staff and volunteers to share this commitment.

What the patients can expect from Staff

Patients can expect to be treated with courtesy and respect when they meet Trust staff. They can expect confidential information about them not to be disclosed to those who have no need to know. Patients can also expect staff to respond constructively to concerns, comments and criticism.

What the Trust expects of individuals

The Trust expects individuals to act with honesty, integrity and openness towards others. Individuals will show respect for patients, staff and others. Individuals are expected to learn and adapt the use of information technology where relevant, in order to transform the way we respond to patients. Staff should be helpful to patients and their visitors at all times, should respond constructively to criticism and praise, and should work to foster teamwork both within the immediate team and across the Trust.

Our Values

Service Teamwork Ambition Respect

What individuals can expect from the Trust

Individuals can expect to be trained for the job they are employed to do. Individuals can expect to be given feedback on their performance and to be encouraged and supported in their personal and professional development. Individuals can also expect to be treated with respect by others including those who manage them. Individuals can expect that issues of cultural diversity are treated tactfully and with respect by all who work within the organisation.

The Trust will provide appropriate office space, secretarial support, and access to IT.

Policy Statement

It is the policy of the Trust that neither a member of the public, nor any member of staff, will be discriminated against by reason of their sex, sexual orientation, marital status, race, disability, ethnic origin, religion, creed or colour. Individuals can expect to have their views listened to, particularly when they are raising legitimate concerns about the quality of the service provided. The Trust is committed to the spirit of as well as the letter of the law, and also to promotion of equality and opportunity in all fields.

Flexibility

This job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances, in discussion with the post holder. This role profile is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.

Job Plan

1. Post Details

Specialty	Anaesthesia	
Clinical Division	Surgery, Women and Children	
Nature of Contract	Full Time	
Number of programmed Activities	Contracted (10 or less)	Additional
	10	

2. On-call Availability Supplement (if applicable)

Specialty:	Anaesthesia
Frequency:	1: 12
Category A or B:	A
On-call supplement:	3 %

3. Supporting Resources

Facilities and resources required for delivery of duties and objectives
<ol style="list-style-type: none"> 1. Study / Professional Leave (30 days over a 3 year cycle) 2. Access to shared secretarial support – 37.5 hours / week. 3. Dedicated anaesthetic assistant support for all anaesthetic interventions

4. Objectives

Objectives and how they will be met:
<ul style="list-style-type: none"> • Participate in an annual job planning process using the Trust's electronic system. • Participate in an annual appraisal process. • Keep up to date with mandatory training. • Manage junior staff within the department.

Programmed Activities

An example job plan for consultant with an interest in pre-assessment (PAC)

10 PA total,

1.8 PA for on call

6.7 PA remaining DCC (5.36 sessions). Standard 5 sessions per week. The 0.36 sessions per week will be accumulated to make a 2 session day to be added in on Off/Flexi day

1.5 SPA,

Weekday on call

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
AM	Theatre	SPA	Theatre	OFF	----	----	----
PM	Theatre	PAC	Theatre	OFF	----	----	----
Night	----	----	On call	OFF	----	----	----

No on call

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
AM	Theatre	SPA	Theatre	----	----	-----	-----
PM	Theatre	PAC	Theatre	----	----	-----	-----
Night	-----	-----	----	----	-----	-----	-----

Week end on call

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
AM	Theatre	SPA	Theatre	----	----	On call	OFF
PM	Theatre	PAC	Theatre	----	----	On call	OFF
Night	----	-----	----	----	----	On call	OFF

Catch up flexi week

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
AM	Theatre	SPA	Theatre	Off/Flexi	----	----	----
PM	Theatre	PAC	Theatre	Off/Flexi	----	----	----
Night	-----	-----	----	----	----	----	----

Predictable emergency on-call work (if applicable)	1.0	Direct clinical care	
Unpredictable emergency on-call work (if applicable)	0.8	Direct clinical care	

Programmed activity	Total Number
Direct clinical care (including predictable/unpredictable on-call)	8.5
Supporting professional activities	1.5
Other NHS responsibilities	
External duties	
TOTAL PROGRAMMED ACTIVITIES	10

Job Plan Overview

Job plans will be reviewed as necessary during term of employment if on call is considered for inclusion in job plan.

Our Values

Service Teamwork Ambition Respect

Ward Work

The successful candidate will be expected to see their patients pre-operatively, including management of care in the Critical Care Unit and general wards. When on-call, management handovers will be required and written into the timetable for activities.

Teaching

All consultants are expected to take part in the department's postgraduate education programme. This involves taking part in both informal teaching and the formal teaching programme.

Audit

All consultants will be mandated to participate in and contribute to audit via the dedicated clinical audit support staff.

Person Specification

Job Title:	Consultant in Anaesthetics
Base:	Great Western Hospital

Criteria	Essential
Qualifications	<ul style="list-style-type: none"> Fully registered with the GMC CCT (or equivalent for non-UK applicants of equivalent status), or be accredited (or equivalent), and be on the GMC Specialist Register in the specialty appropriate for this consultant post at the time of taking up the consultant appointment. Alternatively, candidates can hold or be within 6 months of their CCT at interview. FRCA or equivalent
Clinical Experience	<ul style="list-style-type: none"> Clinical training/experience equivalent to that required for gaining UK CCT Expertise in full range of DGH surgical specialties Ability to lead a multi-professional team and take full and independent responsibility for clinical care of patients Sub-speciality interests will be supported
Management Administration	<ul style="list-style-type: none"> Demonstrable ability to manage priorities Demonstrable multi-disciplinary team leadership skills Experience of audit and management Flexible approach to work organisation Ability to lead project teams Evidence of management/leadership skills training Intermediate to Advanced level IT skills
Teaching & Research	<ul style="list-style-type: none"> Ability to teach clinical skills to trainees and multi-disciplinary teams Interest in leading multi-professional education Publications in peer reviewed journals Ability to supervise post-graduate research
Personal Attributes	<ul style="list-style-type: none"> Ability to work in a multidisciplinary team Enquiring, critical approach to work Caring and empathetic attitude to patients Ability to communicate effectively with patients, relatives, GPs, hospital staff and other agencies. Commitments to Continuing Medical Education Willingness to undertake additional professional responsibilities at local, regional or national levels Willingness to work in other areas of the Trust or Trust wide sites if required as directed by the department Clinical Lead