



CONSULTANT OBSTETRIC ANAESTHETIST

DATE 23rd January 2024

VALUES AND BEHAVIOURS



ABOUT NUH

Every day, our teams at Nottingham University Hospitals NHS Trust (NUH) make a difference. We save lives, we improve lives and we usher in new life. We are proud to play a central role in supporting the health and wellbeing of people in Nottingham, Nottinghamshire and our surrounding communities.

With more than 18,000 colleagues, we are the largest employer in Nottinghamshire and one of the biggest and busiest NHS Trusts in the country, serving more than 2.5m residents of Nottingham and Nottinghamshire and a further four million people across the East Midlands and beyond.

We provide a range of national and internationally renowned specialist services and we are at the forefront of new surgical procedures and research programmes. We are home to the East Midlands Major Trauma Centre, the Nottingham Children's Hospital and in partnership with the University of Nottingham we host a Biomedical Research Centre carrying out vital research into hearing, digestive diseases, respiratory, musculoskeletal disease, mental health and imaging.

As a teaching hospital, we are instrumental in the education and training of doctors, nurses and other healthcare professionals. We are proud of our strong relationships with universities across the East Midlands, including the University of Nottingham, Nottingham Trent University and Loughborough University.

The last year has been challenging for our teams. Alongside our continued recovery from Covid, our maternity services are subject to an independent review and we must do more to improve our culture. We are more focused than ever on making sustained improvements across our services.

As one of the NHS Trusts identified in the New Hospital Programme, a programme of investment in NHS hospitals, we have extensive plans to improve our hospitals and the services we deliver for patients. As well as the redevelopment of the Queen's Medical Centre and City Hospital, plans for a new 70 bed NHS rehabilitation facility set to be built on the Stanford Hall Rehabilitation Estate near Loughborough, are currently going through the approvals process.

We have recently become home to the latest series of Channel 4's award-winning series 24 Hours in A&E, which takes a look inside one of the country's busiest emergency department at QMC and showcases the dedication, passion and skill of our teams.

This is an exciting time to join NUH and help support our future ambitions.

1 THE POST

One full-time Consultant Obstetric Anaesthetist posts at Nottingham University Hospitals NHS Trust.

2 THE SPECIALTY

There is an Anaesthetic Department based at each campus, both are large and active departments, which have close operational links with Theatres on each site. The Anaesthetic Departments are also integrated with the Critical Care and Pain Management Services, all being part of the Clinical Support Division (CSD).

The Divisional Director for CSD is Dr Thea De Beer and the Clinical Director for the Acute Pathway is Dr Hannah Sycamore. There is, in addition, a Head of Service on each campus; Dr Sumera Hussain at the City Campus and Dr Chris Harber at the QMC campus, supported by four Deputy Heads of Service.

Across the two campuses and including the Treatment Centre, there are a total of almost 60 physical operating theatres. All surgical specialties are covered between the two campuses. With regard to specialties, Cardiac, Thoracic, Colorectal, Hepatobiliary, Gynae, Elective Orthopaedics, Renal, and Burns & Plastics are located at the City campus, which is also where a large amount of elective cancer surgery is performed. The QMC anaesthetic department supports a very significant acute surgical workload, including Trauma & Orthopaedics, Major Trauma, Neurosurgery and Spinal surgery, as well as Vascular surgery. All paediatric surgery is located at the QMC campus. NUH has been designated a Major Trauma Centre, providing specialist trauma care for most of the region.

A transformational programme 'Tomorrows NUH' is ongoing and seeking to reconfigure specialties between the campuses, moving towards a more polarised elective site (city campus) and a 'hot' emergency site (QMC campus). This is a 10-year project but will see some significant changes over that period.

Nottingham University Hospital's maternity units provide care for approximately 10,000 women each year. A fully comprehensive service is provided, with all facilities including midwifery and obstetric-led care, neonatal services, parent education, Hospital Hotel at City campus, aromatherapy, birthing pools and active birth equipment. There is an Obstetric Anaesthetic antenatal clinic, which assesses high-risk mothers. There is a specialist Obstetric Consultant Anaesthetist on-call rota at each campus. We have recently established a perinatal level 2 (high dependency) service at the City campus.

The QMC department also works with Critical Care to provide anaesthetic support to one of the busiest Emergency Departments in the UK.

The Day Surgery service operates across two purpose built units: the Day Surgery Unit at City campus and the Nottingham NHS Treatment Centre on the QMC campus. The units provide preoperative assessment, a total of seven theatres, and ambulatory recovery units. In addition, the Short Stay Unit at the Treatment Centre enables provision for more complex surgery, as the service develops to provide new models of ambulatory care.

The Clinical Departments of Anaesthesia maintain close links with the University Department headed by Professor Jonathan Hardman. The Clinical and University departments collaborate to provide teaching for undergraduates in addition to all grades of anaesthetic trainees. Laboratory and clinical research can be undertaken and the development of individual and specialist research interests is encouraged.

The Trent Simulation and Clinical Skills Centre opened in April 2004 – a state of the art simulation centre and clinical skills facility. The high fidelity simulators (adult and paediatric METI simulators) use sophisticated computers to create a life-like medical environment allowing realistic scenarios to be reproduced and enacted without any risk to the patient. The current Skill and Simulator Centre Director is a Consultant Anaesthetist, Professor Bryn Baxendale.

Locally, specialty training in anaesthesia is managed by the East Midlands School of Anaesthesia, Health Education East Midlands. The Anaesthetic departments are actively involved in the training of specialty trainees at all levels.

3 JOB PLAN & TIMETABLE

The following draft Job Plans reflect our best assessment of what the final plan will be, based on 10 PAs. All roles are a combination of assigned lists and clinics, flexible sessions, SPA and on-call.

Any consultant who is unable, for personal reasons, to work full-time will be eligible to be considered for the post on a part-time basis; if such a person is appointed, modification of the job content will be discussed on a personal basis with the Trust in consultation with consultant colleagues.

This service provided by Anaesthesia is provided across both campuses.

The proposed Job Plan is detailed in this job description.

All day theatre lists are typically 8.5-9 hours long and are assigned 1 hour of pre-operative and 1 hour of post-operative time.

FIY: is the number of flexible PA's available per year. Consultants are requested to work these flexibly throughout the year. On any given operating day 1 hour of pre-op and 1 hour of post-operative time is allocated.

TIMETABLE

Job Plan

Week 1	Mon	PAs	Tues	PAs	Wed	PAs	Thurs	PAs	Fri	PAs	
			Th15 Trauma	1.25			Elective OBS	1.25			
			Th15 Trauma	1.375							week total
											3.88
Week 2	Mon	PAs	Tues	PAs	Wed	PAs	Thurs	PAs	Fri	PAs	
					Th5 Renal	1.25	Renal Pre-op	1.25	Obs City	1.25	
					Th5 Renal	1.5			Obs City	1.25	week total
									Obs City	0.75	7.25
Week 3	Mon	PAs	Tues	PAs	Wed	PAs	Thurs	PAs	Fri	PAs	
			Th2 Emergency	1.25			Elective Obs	1.25			
			Th2 Emergency	1.5							week total
											4.00
Week 4	Mon	PAs	Tues	PAs	Wed	PAs	Thurs	PAs	Fri	PAs	
					Th5 Renal	1.25	Renal pre-op	1.25	Obs City	1.25	
					Th5 Renal	1.5			Obs City	1.25	week total
									Obs City	0.75	7.25
	Total DCC PA		5.59								
	On Call		1		Supplement:				Annual leave < 7 yr		35.8
	SPA		2						Annual leave > 7 yr		38.0
	AR								Study leave		11.2
	Subtotal		8.59								
	Required TOTAL		10.00								
	Flexis/wk		1.41								
	FIY		59.06								

Out of Hours Working

This post is deemed to be in Category A and an allowance is paid for being on-call, which is currently 3%.

At City Campus, out of hours cover is provided by an on-call Consultant Anaesthetist, a registrar trainee anaesthetist, an obstetric anaesthetic trainee and an additional junior trainee during the evening/overnight. There is also a separate Consultant obstetric Anaesthetist covering the maternity unit.

At QMC campus, the weekday out of hours service is provided by a first on-call Consultant, a second on-call Consultant, a third on-call trainee, a trainee fellow, a first on-call trainee and an obstetric anaesthetic trainee. The twilight period

between 5.30pm and 9pm also has a minimum of two resident Consultant Anaesthetists in emergency theatres and a resident Consultant in the trauma theatre. There is a separate Consultant paediatric Anaesthetist on-call for paediatric emergencies and a separate Consultant obstetric Anaesthetist covering the maternity unit.

At the weekend models differ, with City Campus being supported by non-resident Consultants for general, cardiac and obstetric services while at QMC campus we have a resident model with three or more consultants during the daytime and non-resident cover for maternity and paediatric services. Overnight cover is provided to all tiers in a non-resident model.

The PA remuneration for this on call is subject to constant review and the values depend upon the number of people on each rota at each campus, the values entered here represent the cross-campus on call duties expected of the role.

4 DUTIES

Clinical

The appointee will be expected to fulfil the duties with the agreed Job Plan.

The appointee will be responsible for the management of those patients admitted under his/her care and be responsible with Consultant colleagues for the provision of both comprehensive elective and emergency anaesthetic services.

The appointee will work with the department to provide for reciprocal cover during periods of leave and take all leave in accordance with the relevant overarching trust policies.

These duties are subject to review from time to time in the light of the changing requirements of the service. If alterations to the described duties are required these will be mutually agreed between the appointee, his/her Consultant colleagues and the Trust.

The appointee will be required to devote substantially the whole of his/her time to the duties of the post according to the agreed Job Plan and give these priority at all times.

Governance and Audit

Each consultant is expected to take an active role in clinical governance activities including (but not restricted to) clinical audit, incident reporting, review of complaints, risk management, CPD and Evidence-Based Practice. Each directorate has a Consultant Clinical Governance lead.

Teaching

Both main campuses of the Trust are major centres for undergraduate and postgraduate education and teaching. The successful candidate will be expected to play a significant role in undergraduate and postgraduate teaching.

The Trust works to ensure the best possible placements and training for both undergraduates and junior doctors and to ensure consultant trainers & teachers are developed and supported. The Trust facilitates this through agreeing appropriate job plans, a clear framework for the delivery of medical education, and the opportunity to enhance clinical and teaching skills through Continuing Professional Development.

Research

The Trust has extremely close links with Nottingham University, and has academic departments in the majority of its clinical specialties. There are University and Trust research facilities. The Trust has a research strategy and management framework which aligns its funding for research with the research and innovations activities it supports. Consultants who wish to undertake research require the approval of the Trust R&I Department and relevant ethical approval, and must adhere to the National Framework for Research Governance.

Other Duties as Agreed

The appointee may wish to take on other roles alongside their clinical role. Any positions offered by bodies outside the Trust, (e.g. Training Programme Director, Regional College Advisor, Royal College Representative etc,) must be discussed and agreed by the Head of Service in advance of the position being accepted, so that the impact upon the specialty can be fully considered and any job plan amendments undertaken should the additional role be accepted.

5 SPECIALTY MEDICAL STAFF

Managerial structure of the directorate is as follows-

Divisional Clinical Director – Dr Thea De Beer
Divisional General Manager – David Campion
Divisional Clinical Lead Nurse – Sue Chisolm
Clinical Director for the Acute Care Pathway – Dr Hannah Sycamore
Head of Service QMC Campus – Dr Chris Harber
Head of Service City Campus – Dr Sumera Hussain

The Department of Anaesthesia is staffed by 135 Consultant Anaesthetists, 4 Specialist Anaesthetists, 4 Specialty Doctors and 4 Anaesthesia Associates who together provide elective and emergency anaesthetic care across both campuses for adult and paediatric services.

Critical Care Consultants

In addition to the consultants within anaesthesia, a variety of critical care consultants also provide anaesthetic services in differing models between campuses.

6 ADMINISTRATIVE SUPPORT

Office accommodation and administrative support will be provided by the Trust, as will a PC with e-mail and Internet access. All consultants are required to check their hospital e-mail regularly.

7 PROFESSIONAL STANDARDS

The Head of Service is managerially responsible for all activity and personnel in their speciality. They are accountable to a Clinical Director. The Medical Director and Responsible Officer Dr Keith Girling, has overall responsibility for the professional standards of consultants employed by Nottingham University Hospitals NHS Trust.

All consultants are expected to follow the guidelines on practice laid down by the General Medical Council's "Maintaining Good Medical Practice", and are accountable to the Trust for their actions and for the quality of their work. There is annual review of Job Plans and annual Appraisal.

8 ETHICS OF CLINICAL PRACTICE COMMITTEE (ECPC)

The Ethics of Clinical Practice Committee is a source of advice on the ethical principles underlying decisions in healthcare and clinical practice. The committee discusses actual or potential ethical issues arising from the care and treatment of potential, current, or former patients of the Trust. Such issues may arise in the implementation of policies or new initiatives or legal decisions affecting patient treatment and care. The Committee can be contacted via the Trust secretary.

9 CONDITIONS OF SERVICE

The successful candidate will be contracted to Nottingham University Hospitals NHS Trust.

This appointment will be on the terms and conditions of the extant NHS Consultant contract.

The person appointed will be expected to adhere to local policies and procedures and to take note of the standing orders and financial instructions of the Trust. In particular, where the consultant manages employees of the Trust, they will be expected to observe the employment and Human Resource policies and procedures of the Trust.

All employees who have responsibility for other staff need to ensure that individual performance is reviewed and a personal development plan is jointly agreed, at least annually. Managers and Supervisors will work jointly with their staff to ensure all developmental actions that are agreed during the review take place and are evaluated during the following year.

10 RESIDENCE

Because of on-call commitments, the successful candidate is expected to be contactable by telephone and to reside not more than ten miles, or half an hour's travelling time, from their main campus, unless the Trust gives prior, specific approval for a greater distance (or time).

11 HEALTH & SAFETY

The Trust recognises its duties under the relevant Health and Safety at Work legislation: to ensure, as far as reasonably practicable, the health, safety and welfare at work of all its employees. In addition the business of the Trust shall be conducted so as to ensure that patients, relatives, contractors, voluntary workers, visitors and members of the public having access to Trust premises and facilities are not exposed to risks to their health and safety.

All medical and dental staff under contract to the Trust will be expected to be familiar with and adhere to the Health and Safety Policies of the Trust.

ALL accidents must be reported to your Head of Service, and you must submit a completed accident/incident report form and support accident prevention by reporting potential hazards. A copy of the Department's Health and Safety policy will be available to the successful candidate.

Included in these policies is the requirement that all new medical staff will provide evidence that they are not carriers of Hepatitis B before appointment, and accept immunisation if not already immune.

12 WELLBEING

Departmental level:

We have a Departmental Lead for Wellbeing, Dr Isla Crighton, who is able to support and direct colleagues who require assistance. In addition to this, we are developing our team of TRiM-practitioners who are able to support Anaesthetists and theatre staff following a traumatic event at work. We also have a team of trained mentors within the Department and across the Trust who can assist colleagues.

Trust level:

In addition to our Occupational Health Service, which is based at the Queen's Medical Centre, staff are able to access a Significant Incident Support Service (SISS), which complements the TRiM service with a Critical Incident Stress Management (CISM) service delivered by Chaplaincy and Clinical Psychology colleagues.

In broader terms, the Trust has a wide offering of additional services to support our workforce's wellbeing. These can be accessed via the Trust's Wellbeing webpage < [Staff wellbeing | NUH](#) >.

13 REHABILITATION OF OFFENDERS ACT

Because of the nature of the work for which you are applying, this post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974, by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applicants are therefore not entitled to withhold information about convictions which for other purposes are "spent" under the provision of the Act and, in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order applies. If once employed, an employee receives a conviction they are required to inform the Trust.

14 PROTECTION OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS

In accordance with the requirements of the Safeguarding Vulnerable Groups Act, a check will be made with the Disclosure and Barring Service (DBS) before the appointment can be confirmed.

15 VISITING

Candidates are encouraged to make arrangements to visit the Trust, and should contact the following Consultants in the first instance if they wish to do so:

Dr Sumera Hussain	Tel 0115 9691169 ext 55637
Dr Chris Harber	Tel 0115 9249924 ext 81195

JOB PLAN FOR CONSULTANT CARDIAC ANAESTHETIST

PROGRAMMED ACTIVITIES:

Direct Clinical Care:

On-Call	1
Theatres, Pre-Op, Flexible Sessions	7
Sub Total	8

Supporting Professional Activities

SPA	2
Sub Total	2

TOTAL PAs **10**

ON-CALL SUPPLEMENT:

Category:	A
On-call Supplement:	3%

CONSULTANT CARDIAC ANAESTHETIST

PERSON SPECIFICATION

ATTAINMENTS	ESSENTIAL	DESIRABLE
Professional Registration	<ul style="list-style-type: none"> Full GMC registration with a licence to practice Entry onto the GMC Specialist Register: <ol style="list-style-type: none"> CCT holder or CCT expected within 6 months of interview CESR holder 	
Professional Qualifications/Development	<ul style="list-style-type: none"> ALS Provider or equivalent. 	<ul style="list-style-type: none"> Higher professional degree

Clinical Skills/Experience	<ul style="list-style-type: none"> • Training and experience requisite to meeting all aspects of the job plan, including on call work. • Technical skills/competencies required for all aspects of the job plan. • Significant post-graduate experience in Anaesthesia at a senior level in the NHS. • Ability to maintain clinical credibility and authority with a multi-professional team including junior doctors in training. • Evidence that relevant clinical skills/knowledge have been maintained. • Specific training and experience in anaesthesia for subspecialty work in Obstetric Anaesthesia. • Completion of Stage 3 SIA/Advanced Fellowship in Obstetric Anaesthesia 	<ul style="list-style-type: none"> • Specific training in communication skills • Specific training in patient safety and/or human factors • Post-CCT Obstetric Anaesthesia fellowship.
Commitment to Trust Values and Behaviours	<ul style="list-style-type: none"> • Able to demonstrate behaviours consistent with the Trust's "We are here for you" behavioural standards 	
Management Skills	<ul style="list-style-type: none"> • Able to develop, present and operationalise coherent ideas for service development/delivery. • Able to delegate appropriately. • Able to work in a team. • Must be able to communicate effectively and appropriately with patients, their families and other health professionals. 	<ul style="list-style-type: none"> • Higher management degree or qualification or training • Experience of change management
Personal Skills/Qualities	<ul style="list-style-type: none"> • Able to work flexibly in a changing health service • Able to use the Trust's IT support systems • Ability to communicate effectively with good knowledge of, and ability to use, spoken and written English • Commitment to Continuing Medical Education and the requirements of Clinical Governance. • Professional attitude to work, reliability and good record of attendance 	
Teaching, Audit & Research	<ul style="list-style-type: none"> • Evidence of participation in Clinical Audit. • Able to teach and support junior staff effectively. • Commitment to training 	<ul style="list-style-type: none"> • Original Research • Publications • Higher teaching degree or qualification or training
Practical Requirements	<ul style="list-style-type: none"> • Ability to travel between City Hospital Campus and Queen's Medical Centre campus 	

Appendix 1

NOTTINGHAM AND THE TWO HOSPITAL CAMPUSES

1 NOTTINGHAM

Nottingham is a vibrant and prosperous city with something to for everyone. It has excellent schools and colleges, and two thriving Universities. There are good theatres, an arena which attracts national and international performers, and several renowned arts centres and museums. Nottingham is the home of Trent Bridge Cricket Ground, Nottingham Forest and Notts County Football Clubs, Nottingham Ruby Club, the National Water Sports Centre, the Nottingham Tennis Centre, and Ice Arena.

Set within a county of outstanding natural beauty that includes Sherwood Forest, Wollaton Park, lively market towns and wonderful historic buildings, the city is one of the UK's leading retail centres with a wide choice of restaurants, bars and nightclubs. There is a good network of roads with easy access to the M1 and the A1, the rail service to London (two hours) and other major cities is frequent, and there are numerous international destinations from East Midlands Airport (30 mins) and Birmingham Airport (60mins).

<http://www.nottinghamcity.gov.uk>
<http://www.nottinghamshire.gov.uk>
<http://www.experiencenottinghamshire.com>
<http://www.nottingham.ac.uk/>

Guide to local property <http://www.zoopla.co.uk>

2 THE TRUST

The Trust's services and facilities currently operate on (and from) two main campuses. However, future development and location of our clinical services is continuously reviewed and some services (or parts of services) may relocate to the other campus.

(i) NOTTINGHAM CITY HOSPITAL

Services

Nottingham City Hospital offers a wide range of clinical services to the local population of greater Nottingham and beyond in specialties such as plastic surgery and burns, cardiac and thoracic surgeries, cancer, renal, breast services, urology, stroke services, neuro-rehabilitation and respiratory medicine.

There is no Accident and Emergency department on this site, though the hospital does take specialist medical and surgical emergency patients referred to its specialties by GPs, our Emergency Department and from other hospitals.

City Hospital has a long association with the city of Nottingham. It first opened in 1903 and the buildings are a mixture of old and new, although services have recently benefited from significant investment in improving the facilities for patients. These developments include the purpose-built Endoscopy Centre, Nottingham Radiotherapy Centre, Nottingham Breast Institute, Nottingham Urology Centre, Trent Cardiac Centre, Short Stay Unit, Centre for Clinical Haematology, PET scanner and Radiotherapy Centre.

Research interests at City Hospital include oncology, respiratory medicine, clinical haematology, rheumatology, diabetes/endocrinology, stroke medicine, urology, and breast cancer. There are academic departments of Haematology, Continuing Care and Anaesthetics.

Educational Facilities

The City Hospital Postgraduate Education Centre provides an excellent educational environment for multi-disciplinary conferences and seminars, postgraduate medical education and continuing medical education, including a Clinical Skills Centre. The Library at in this facility has an extensive section of the University Library which, together with access to national lending and other libraries in the Country, provides a wide range of literature.

Other Facilities

The City Hospital has restaurant and several Coffee City outlets selling hot and cold snacks. There is a cash machine (outside main outpatients).

(ii) QUEEN'S MEDICAL CENTRE

Queen's Medical Centre (QMC) opened in 1978 and is home to the University of Nottingham Medical School and School of Nursing and Midwifery.

Clinical services provided at QMC include a very large Emergency Department, Nottingham Children's Hospital and the East Midlands Major Trauma Centre.

Educational Facilities

The Postgraduate Centre at QMC has eleven meeting rooms of varying sizes and audio-visual equipment including video-conferencing, and the Trent Simulation and Clinical Skills Centre, a state-of-the-art simulation centre and clinical skills facility, which opened in April 2004. There are high fidelity simulators (adult and paediatric) with video recording 10 laparoscopic skills stations and an endoscopy simulator. The Greenfield Medical library is situated in the Medical School (NUH medical and dental staff have free access and borrowing rights).

Other Facilities

There are a number of facilities provided at QMC, including a Newsagent/Grocery shop, Costa Coffee, Clothes shop, and a Pharmacy/Chemist's shop. There is a large dining area, Cyber Café, roof garden and an active Doctors' Mess with kitchen, PCs with Internet access, sitting room, billiard table, and television.

3 MANAGEMENT ARRANGEMENTS

Nottingham University Hospitals NHS Trust is managed via a structure of five Clinical Divisions, all of which are cross-town based. These are:

- Medicine
- Cancer & Associated Specialties
- Clinical Support
- Surgery
- Family Health
- There are also the Corporate Departments - including Strategy, Finance, HR, Estates and Facilities and Communications and Engagement

Each Division is led by a Divisional Director, supported by a Divisional Team, and each specialty within that division will have a Head of Service.

4 PARTNER ORGANISATIONS

The Trust works in close association with the University of Nottingham, Nottingham Trent University, the University of Derby and Loughborough University. There are very strong links with nursing and midwifery training, which is part of the University Of Nottingham Faculty Of Medicine, and with the locally-based Schools of Physiotherapy, Radiology and Radiotherapy.

