

## Consultant in Non-Acute Pain and Anaesthesia

Job Title:	Consultant Anaesthetist with an interest in Non Acute Pain
Department:	Anaesthetics
Responsible to:	Clinical Director, Divisional Director, Directorate Manager and Clinical and Speciality Leads
Hours:	Full Time
Contract:	Permanent, 10.5 PAs

### JOB SUMMARY

We are recruiting for Consultant in Non-Acute Pain and Anaesthesia to provide consistently outstanding care and exemplary service to our patients. We need a dedicated and enthusiastic colleague, who is committed to maintain the highest standards in patient care, and who shares the team vision to develop the Pain services at Tameside and Glossop Integrated Care NHS Foundation Trust (T&G ICFT).

The post provides an opportunity for the appointee to introduce new ideas and aid in expanding chronic pain services. In addition to outpatient clinic and pain theatre, the post holder is expected to participate in elective theatres and on call activity. The post holder will participate in a consultant on-call rota (1 in 9) for the emergency surgical list

The 10.5 PAs plan comprises of 7.5 PAs of direct clinical care (DCC), 1.5 PA of supporting professional activity (SPA) and 1.5 PA for the on-call. The job plan outlined in Appendix 2 of the Job Description is intended to demonstrate what a typical week will look at TGICFT. The weekly layout of the job plan may ultimately change slightly, but the substance of the sessions the DCC/SPA split will not.

The Trust is happy to consider flexible working arrangements and extended days to deliver a desirable work life balance, support professional goals and personal development. The Trust has a comprehensive programme of leadership mentoring available for newly qualified Consultants.

### Main duties of the job

- Maintenance of the highest clinical standards in the management of patients.
- To promote new ways of working and co-ordinating care for patients in the hospital and community and to ensure that services are based on effective and integrated partnerships across the health community.
- Take part in multidisciplinary case discussions and meetings.
- Work with the multi-professional team to develop care pathways and clinical guidelines working closed with the clinical lead.
- Develop and maintain good working practices within wards, outpatients and A&E
- Collaborate and promote close working links with colleagues in tertiary centres, community services and primary care.

- Offer support and leadership to junior medical colleagues, nursing colleagues and other members of the multi-disciplinary team.
- To share with colleagues responsibility for the day to day management of patients.
- To actively participate in both departmental and Trust matters concerning Clinical Governance and Audit.

### **Clinical Responsibilities**

The key duties and responsibilities are:

- Specialist Clinics
- Outpatient clinics
- Operating: as per specialty
- Teaching
- Other care of inpatients or outpatients
- Clinical and other administration as required by agreement
- Teaching, training and supervising of junior staff and undergraduates
- To be involved in appraising and assessing juniors
- Participation in Clinical Governance
- Teaching, research and administration

### **Clinical Governance**

The post-holder will:

- Comply with the Trust's Clinical Governance policy, including clinical risk management, data collection and regular departmental audit projects
- Envisaged Job Plan The job plan is expected to consist of 7.5 Programmed Activities (PAs) and the exact details of job plan will be agreed with the successful candidate after their appointment.

The appointee will be expected to undertake:

- Outpatient clinics
- Commitment to the various pathways
- Ward referrals
- Take part in Consultant On-Call rota
- Attend Pain multidisciplinary meetings
- Attend additional multidisciplinary meetings within the MSK Directorate
- Theatre lists

The Person Specification can be found in appendix 1; Indicative Job plan Appendix 2

## THE TRUST

Tameside and Glossop Integrated Care NHS Foundation Trust employ approximately 4,500 staff. The Trust provides a range of services, including general and specialist medicine, general surgery, full Consultant-led obstetric and paediatric services and most Community services across the borough.

## THE DIRECTORATE OF ANAESTHESIA

### ACCOMMODATION

#### Intensive Care Unit

Comprises of a 9 bed Intensive Care Unit with a breakdown of 6 x level 3 and 3 x level 2 beds.

#### Theatres

The theatre suite consists of 9 theatres, a major treatment room within the single site and 1 maternity theatre, all of which are equipped to modern standards. There are dedicated paediatric and adult recovery areas and facilities to manage high care patients for resuscitation. There is a separate Obstetric Suite with operating Theatre.

#### Offices

The department of Anaesthetics has offices for Consultants, non-career grade doctors and the Pain Nurses with computer facilities with internet access. A seminar room is available equipped with full audio-visual equipment including slide projector, large screen TV and video recorder; the room is used for regular departmental meetings and sponsored talks. A small departmental library is available.

### SERVICE PROVISION

#### Services

The appointee will be expected to participate in the overall provision of Anaesthetic and Non Acute Pain services within the department and to deputise for absent colleagues, to work flexibly, to ensure service and patient care, to achieve value for money through making the most effective use of available resources.

#### Critical Care

The Critical Care Unit at Tameside and Glossop Integrated Care Foundation Trust is situated on the First Floor; 9 bedded facility including 6 x level 3 beds and 3 x level 2 (surgical HDU) beds, though beds are used flexibly. It is a modern facility with state of the art monitoring and capacity for cardiac output monitoring (LidCO and ODM), invasive monitoring and haemofiltration (using Prismaflex machines).

The hospital benefits from a team of Outreach nurses (band 7) who have a close working relationship with ITU and Theatres. The unit admits over 300 patients per year, two thirds of which receive ventilator and multi organ support. It participates in the ICNARC and other initiatives through the GM critical care network.

The unit regularly takes medical students from Manchester Medical School and the consultants are involved in the supervision and teaching of such students.

Once in two months, majority of clinical work is cancelled for audit and CEPOD.

During the pandemic situations, the Rota is subject to national and regional guidance depending on case load and might be converted to a resident shift pattern on transient basis for service provision needs.

## Theatres

The department provides Anaesthetic services on a single site to Tameside & Glossop Integrated Care Foundation Trust for General Surgery, Minor Vascular, Orthopedic, ENT and Oral Surgery, Ophthalmology, Obstetrics & Gynaecology. A service is also provided to the Accident & Emergency Department, the Critical Care Unit and the Psychiatric Department (for ECTs).

Emergency Surgery is particularly well catered for around the week; 10 theatre sessions are provided each week for Trauma. There will be a major commitment to weekend trauma lists as a part of the job plan or as extra contractual contract. In addition, there is 24 hour cover for all emergencies, though after 12 am the policy of operating only on life or limb threatening cases or maternity is in force.

An active acute pain team is in operation. The Trust also provides a non-acute pain service.

A Hospice for the terminally ill is located adjacent to the Hospital.

Patients of a Paediatrics age are managed at Tameside & Glossop Integrated Care Foundation Trust; however there is a directorate policy, to refer all children under the age of 2 years requiring elective surgery to the nearby children's hospital. The department follows the recommendations produced by The Royal College of Anaesthetists for anaesthetising children. There is an ongoing review of Paediatric surgical services in the North West.

## EQUIPMENT

All operating theatre suites are equipped to recognised modern standards and recommendations

## STAFFING

<b>Name</b>	<b>Special Professional Interest</b>
Dr A Kulkarni	Anaesthetic Clinical Lead; Consultant for Anaesthesia, Trauma Lead.
Dr T Mirza	ITU Clinical Lead, Trust Consultant in Anaesthesia and ICM
Dr B Ousta	Consultant in Anaesthesia and Non acute pain management
Dr R H Rehman	Consultant in Anaesthesia and ICM
Dr M Gourishankar	Consultant in Anaesthesia and ICM
Dr M K Rafique	Consultant in Anaesthesia and ICM, Governance Lead
Dr S Gandhi	Consultant in Anaesthesia - Pre-op Assessment
Dr R Singh	Consultant in Anaesthesia and clinical lead for Day Care
Dr K Melachuri	Consultant in Anaesthesia - Staff Grade Mentor/Audit Lead
Dr S Kanniah	Lead Consultant for Obstetric Anaesthesia
Dr Deepak Rangappa	Consultant in Anaesthesia with interest in Obstetrics Anaesthesia
Dr M Ramay	Consultant in Anaesthesia and Chronic Pain- Lead

Dr K Enohumah	Consultant in Anaesthesia - Advanced Airway management
Dr KR Hafeez	Consultant in Anaesthesia and ICM & Acute Pain
Dr H Ahmad	Consultant in Anaesthesia
Dr V Melnic	Consultant in Anaesthesia and ICM
Dr K Qureshi	Consultant in Anaesthesia and ICM
Dr Al-Kaysi	Consultant in Anaesthesia and ICM
Dr F Sattar	Consultant in Anaesthesia

### **Specialists**

Dr Bhatti  
 Dr Ali  
 Dr Soliman  
 Dr Zaheer

### **Career Grades**

Staff Grade Doctors x 23  
 International Clinical Fellow ITU x 4  
 Anaesthesia Associates (AA's) x 2  
 ACCP in ICU x 2  
 6 x CT1-3  
 2 x ST5-7

The Anaesthetic Department is part of the North West, South School of Anaesthesia.

### **Nursing Staff**

The department is managed by a Matron who reports to the Divisional Head of Nursing with support from a team of a Deputy Matron and 3 Team Leaders. Medical staff and nursing staff work together as a team.

A team of dedicated Anaesthetic/Recovery nurses provide support to the department. A significant number of these nurses have passed the Anaesthetic ENB182 course with more nurses due to complete their training; full support is given for all nurses' training and development. The quality of this service has attracted interest from a wide section of the National Health Service.

### **Training and Post Graduate Education**

The college tutor has overall responsibility of supervising training and organisation of educational programs. The Trust is recognised by the Royal College of Anaesthetists and the Post Graduate Dean for Teaching. The prime teaching role of the consultant is the regular instruction of the training grades on a day to day basis during the course of clinical work. It is expected that the consultant will supervise training grade clinical work as an everyday routine and fulfill an active teaching role within the North West, South SHO School of Anaesthesia.

CME is deemed important by the Department of Anaesthetics. All members are required by the Royal College of Anaesthetists to attend meetings regularly to update their education. Study leave support is given in this regard.

## Management

The senior decision making body of the Trust is the Trust Executive Management Group which comprises the Chief Executive and the other Executive Directors.

Mr Dilraj Sandher is the Medical Director, Mr Jonathan O'Brien is Chief Operating Officer. Dr Alison Lea and Dipak Roy are the Associate Medical Directors and Dr. A Kulkarni is Lead Consultant for the Anaesthetic Department & Theatres. Dr T Mirza is Lead Consultant for ICU and Dr Ramay is the Lead Consultant for NAP.

The team is supported by the Directorate Manager for ITU, Anaesthetics, Theatres, Pre-op Assessment and Pain Management along with the Divisional Director for Surgery, Women's & Children's Division.

A Medical Advisory Board, chaired by the Executive Medical Director exists to provide a forum for the expression of clinical opinion and advice to the Trust Executive.

There is an active hospital Medical Staff Committee comprised of all senior medical members of the Acute Trust. Regular meetings are organised by this committee to discuss and make appropriate proposals regarding the working conditions of medical staff to the local negotiating (Medical) committee.

## Good Practice

The successful applicant will be expected to adhere to the Guidelines and standards as laid down in the document – Good Practice – A Guide for Departments of Anaesthesia and have an annually updated Personal Portfolio.

## Clinical Research

Opportunities for clinical research are encouraged. If funds are required for the purchase of special equipment or for temporary assistance with staff, financial support may sometimes be obtained locally.

## CLINICAL CONTRACTUAL COMMITMENTS

A hospital Consultant has continuing clinical responsibility for any patient under his or her care. A Consultant and the Trust shall agree a job plan for the performance of duties under the contract of employment. For the purpose of drawing up a job plan, the Trust takes the following duties into account:

- support to Outpatient clinics,
- invasive procedures,
- investigative work, statements, coroner statements
- administration,
- teaching,
- participation in medical audit,
- management commitments (for example as Clinical Director),
- emergency visits to on-call rota commitments
- occasionally adviser to the authority in special branches of the service.

All Consultants will have 1.5 SPA allocated to cover core requirements (continuing professional development, participation in Job Planning, appraisal, mandatory training, essential audit and clinical governance

activity). The evidence of their activity in relation to this SPA will be required as part of the consultant's revalidation portfolio.

Any SPAs allocations above the core 1.5 SPA will be determined through the Team Job Planning exercise coordinated by the Lead Consultant within each Division/Specialty as appropriate.

APAs will be allocated for specific tasks/responsibilities and will include a PA value for the task as well as expected outputs. Maximum SPA/APA which can be allocated will be 2.5. The Trust can ask part or all of SPA/APAs to be delivered on site as per the job plan policy.

As per the New Contract for consultants. Consultant is obliged to offer 1 PA to trust before he/she can participate in private work.

### **Risk Management (Health & Safety)**

You are responsible for the Risk Management issues in the following area/s:-

You will ensure that there is an annual Risk Management audit in your area and make sure that where necessary an action plan eradicating risks is drawn up and implemented.

Should you need help in resolving Risk Management matters you must seek assistance from your manager. To avoid any behaviour which discriminates against your fellow employees, or potential employees on the grounds of their sex, sexual orientation, marital status, race, religion, creed, colour, nationality, ethnic origin or disability.

To safeguard at all times confidentiality of information relating to patients and staff.

To refrain from smoking in any areas of Trust premises.

To behave in a manner this ensures the security of NHS property and resources.

To abide by all relevant Trust Policies and Procedures.

You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues in the medical contribution to management. Subject to the provisions of the Terms and Conditions of Service, you are expected to observe the Trust's agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of Tameside and Glossop Acute Services NHS Trust. In particular, where you manage employees of the Trust, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.

### **Infection Prevention and Control**

You are personally responsible for ensuring that you protect yourself, patients, visitors and colleagues from the risks of infection associated with health care activities and the care environment.

You must adhere to infection prevention and control policies at all times liaising with the infection control team and acting on any instructions given.

You must attend regular infection prevention and control update training.

You should at all times promote and demonstrate good practice for the prevention and control of infection.

To avoid any behaviour which discriminates against your fellow employees, or potential employees on the grounds of their sex, sexual orientation, marital status, race, religion, creed, colour, nationality, ethnic origin or disability.



To safeguard at all times confidentiality of information relating to patients and staff

### **Child Protection and Vulnerable People**

It is the responsibility of all staff to safeguard children and/or vulnerable adults, to access training to ensure they know what constitutes abuse, and what support is available to them, at a level appropriate to their role and responsibilities.

To report any concerns, without delay, to the identified person within their department/division or area of responsibility as per the relevant policies, keeping clear records, and following up as required to ensure necessary actions have been taken.

### **No Smoking Policy**

The Trust operates a No Smoking Policy which states that smoking is prohibited within all Trust premises and on the site. This includes entrances, exits, cars, lease cars, car parks, pavements and walkways, areas hidden from general view and residences. As an employee of the Trust you are expected to comply with this policy, failure to do so may result in disciplinary action being taken under the Trust's Conduct and Disciplinary Policy.

To behave in a manner which ensures the security of NHS property and resources

To abide by all relevant Trust Policies and Procedures

This list of duties and responsibilities is by no means exhaustive, and the post holder may be required to undertake other relevant and appropriate duties as required.

Candidates are requested to note that any person recommended for appointment in connection with this post, will be required to give permission in writing for appropriate checks to be carried out.

This job description is subject to regular review and appropriate modification.

### **ARRANGEMENTS TO VISIT THE HOSPITAL – INFORMAL ENQUIRIES**

Arrangements to visit the Hospital and/or informal enquiries may be directed to:-

Dr A Kulkarni  
Tel: 0161 9226357(sec).  
Tameside and Glossop Integrated Care Foundation Trust  
Fountain Street  
Ashton-Under-Lyne  
Lancashire OL6 9RW

Dr Taimur Mirza, Clinical Lead for Critical Care  
Tel: 0161 9226357 (sec)  
Tameside and Glossop Integrated Care Foundation Trust  
Fountain Street  
Ashton-Under-Lyne  
Lancashire OL6 9RW



Dr Maryam Ramay Clinical Lead for NAP  
Tel: 0161 9226357 (sec)  
Tameside and Glossop Integrated Care Foundation Trust  
Fountain Street  
Ashton-Under-Lyne  
Lancashire OL6 9RW

Marta Wisniewska  
Tel: 07922272273  
Directorate Manager – ITU, Anaesthetics and NAP  
Division of Surgery, Women's and Children's Services  
Tameside and Glossop Integrated Care Foundation Trust  
Fountain Street  
Ashton-Under-Lyne  
Lancashire OL6 9RW