



South Tees Hospitals NHS Foundation Trust

Job description & person specification

Consultant in General Anaesthesia and Perioperative
Medicine

Safety and Quality First 



We're thrilled you're thinking of joining our journey

Getting good NHS services is the most important thing to more than 1.5 million patients, carers and families in the Tees Valley, North Yorkshire and beyond who depend and rely on them. It is the most overriding thing to everyone who works at South Tees Hospitals NHS Foundation Trust too.

Since the autumn of 2019, we've been empowering our clinicians to take the decisions about how we manage our resources and deliver care across our hospitals and services – supported by our amazing scientific teams, administrative, support staff and volunteers. This is important – not just for our local communities in Teesside and North Yorkshire but for patients across the North East and beyond who rely on us as a specialist centre and regional major trauma centre.

By enabling clinicians to come together to shape and deliver the care they want for their patients, we were rated by our colleagues in the 2020 NHS Staff Survey as the most improved Trust in the country. This clinically-led approach has been at the heart of our response to COVID-19 and the overriding goal set by our experienced clinicians to help keep colleagues, patients and service users safe.

We are an anchor tertiary provider – delivering world-class cancer, cardiothoracic, spinal, cochlear implant, neurosciences, gynaecology and urology care for patients across the region – and one of only three hospital trusts in the UK operating three robotic surgical systems. Our major trauma centre sees half of all trauma cases in the North-East and Cumbria. Our role as an anchor tertiary provider is also crucial in ensuring that specialist care is available to patients across our region and that health inequalities are not exacerbated in our local patient populations.

Our laboratory colleagues were amongst the first in the country to develop round the clock on-site testing for COVID-19 and James Cook was one of the world's first COVID vaccination centres.

Our significant contribution to the COVID-19 research effort is a mark of our determination to remain at the forefront of clinical research as a driver of safe, quality care. Alongside our commitment to research, our position as one of the country's highest ranked medical training organisations, and as a Top 100 Apprenticeship Employer, characterises our commitment to our people and communities.

By joining the South Tees family, you are joining a team who are committed to putting safety and quality first.



Clinically-Led

Since October 2019, we have been empowering our clinicians to make the decisions around how we allocate our resources and deliver care – supported by the wealth of experience and professional knowledge that exists within our operational, estates, human resources and other administrative and support teams.

We have done this through our Clinical Policy Group (CPG) which draws its membership from our clinical directors, nursing and allied health professional leaders, chief medical officer, executive team, operational managers, chairs of staff-side, our senior medical staff forum, and our BMA representative.

Our CPG has created ten clinically-led improvement collaboratives (service groups) - natural care communities of surgeons, physicians, nurses, midwives, scientists, allied health professionals and administrative and support colleagues, which have come together to make their services even better for our patients.

At the heart of our clinical collaboratives is our Leadership Improvement and Safety Academy which encompasses our patient safety faculty and provides a range of support, including leadership and management training, quality improvement skills, team and service support, coaching and human factors training.



Welcome to the South Tees Way?

The values and behaviours of our nurses, midwives, doctors, allied health professionals, scientific teams, administrative, support staff and volunteers has been instrumental in helping our services to meet the challenges presented by COVID-19.

They are the words we want our patients, service users and colleagues to be able to use to describe how it feels to receive care or work in our hospitals and services.



Respectful

I am respectful because I listen to others without judgement. I promote equality and diversity and treat others as they wish to be treated. By holding myself and others to account I demonstrate my professionalism and integrity to my colleagues.



Supportive

I am supportive because I acknowledge the contribution of my colleagues. I support my colleagues and our trainees to develop themselves in order to deliver the best possible care to our patients and families. Being part of a team requires me to be honest, available and ready to help others and myself.



Caring

I am caring because I show kindness and empathy to others through the delivery of individual and high quality care to our patients, families and my colleagues.



Supporting you

Recognising our fantastic colleagues

Each month hundreds of colleagues are nominated for our South Tees Appreciation Reports – known as STARs. The STARs Awards help us celebrate the individuals, teams and services that deliver outstanding patient care or go the extra mile in their job.

Staff networks

One of the fantastically important strengths of our South Tees family is our diversity. We currently have five staff network groups which support BAME, Disability and Long-term Health, Faith, LGBTQ+ and Menopause. Our support network groups provide a forum in which issues that matter to colleagues are raised and cascaded for action through to the Equality Diversity and Inclusion (EDI) strategy group. They enable individuals to come together, to share ideas, raise awareness of challenges and provide support to each other.

Health and wellbeing

We have an in house Occupational Health Service which is there for colleagues to access to seek support across a range of areas such as mental health and physiotherapy. We also have dedicated staff psychologists alongside wellbeing coordinators to support colleagues and deliver psychological first-aid and empathetic listening. In 2020 all our colleagues received an extra day of annual leave in recognition of the amazing work that everyone has done during the pandemic.

Education training and development

Leadership Improvement and Safety Academy

As a clinically-led organisation, the safety and wellbeing of our patients, service users and colleagues, our Improvement and Safety Academy is clinically-led and brings together training and education, clinical leadership, improvement and safety in to one support function for a common purpose.

The academy encompasses our patient safety faculty and utilises existing teams and experience to provide a range of support to specialties and departments, including leadership and management training, quality improvement skills, team and service support, coaching and human factors training.

Our special partnership with the armed forces

We are proud of our strong ties with the Armed Forces as one of the nation's seven Ministry of Defence Hospital Units.



Living in South Tees

From the breath-taking beauty of The North York Moors National Park to a world-class public art gallery and designer boutiques, and from the stunning North East coastline to the warm welcome of our historic villages, we have it all. Welcome to our world.



As well as the fantastic variety of career opportunities with us, you will never stop enjoying the amazing quality of life that our region has to offer.

Short commutes and great transport

We are minutes away from stunning countryside and unspoilt coastline. And if that isn't enough, the Lake District is just a two-hour drive away and Teesside International Airport has destinations across the UK and the Mediterranean. London and Edinburgh are less than three hours away by train.

Schools

Our region is home to lots of excellent schools that can provide any child with a solid foundation for a great and happy future.

Housing

We have some of the lowest house prices in England and living costs in England, making your money go further.

- London – £517,686
- West Midlands – £200,176
- North West – £168,414
- North East – £125,947



Consultant in General Anaesthesia and Perioperative Medicine:

The Department

We are delighted that you are considering joining the Perioperative Services Department at South Tees NHS Foundation Trust. We provide elective and emergency anaesthetic services at James Cook University Hospital and the elective theatre suite at the Friarage Hospital in Northallerton. The theatre suite at Friarage Hospital is currently undergoing a new build project. All Consultant appointments are to the Trust and as such, job plans will require two site working.

There are approximately 80 Consultant Anaesthetists employed by the Trust including the subspecialty areas of cardiothoracics, critical care, paediatrics, and pain. We are a large team that strives to deliver the best possible service to the people of South Tees and the surrounding areas. We pride ourselves on the supportive and friendly environment that we foster here and have an ethos of collaborative working within our consultant team. We provide an individualised program of induction and support for consultant colleagues joining the department to ensure a smooth transition into role with support for development of both clinical and non-clinical specialist interests.

James Cook is unique within the UK, for a hospital of its size, in having all its major specialties on a single site. This is reflected in the capacity and scope of practice of the Anaesthetic and Surgical centres. The central operating suite in James Cook contains 22 theatres, providing major elective and emergency surgery across a wide range of specialties including upper and lower general surgery, urology, endocrine surgery, major gynaecology, neurosurgery, spinal surgery, trauma and orthopaedics, spinal surgery, ENT, OMFS, paediatrics, plastics and vascular surgery. In support of elective major surgery, we have an established elective post anaesthesia care unit within the main theatre complex. This is currently undergoing further expansion. Our perioperative medicine clinic facility has recently been expanded to support this growing service and includes a dedicated CPET room and modernised clinic space.

There are further theatres in the obstetric and ophthalmology departments and there are dedicated anaesthesia sessions for a number of outlying areas such as interventional radiology, electrophysiology, MRI and endoscopy. The Friarage Hospital has five elective theatres supporting day-case and 23-hour surgery with planned opening of further elective theatres in 2024

The anaesthetic department has been recently refurbished and is located in a dedicated building, Cheriton House. Facilities include dedicated consultant office space, modern teaching rooms, a dedicated anaesthetic simulation suite, kitchen facilities and quiet areas.

We have 36 trainees in anaesthesia from the Northern School of Anaesthesia, part of the Northern Deanery as well as a number of Trust employed trainee grade anaesthetists. Strong support to all our trainees is a central tenet of the departmental ethos.

We have an enduring role in undergraduate education with established links with both Newcastle University and Sunderland University Medical Schools.



There is a strong group of research active consultants within the Anaesthetic department supported by an experienced research team, delivering research of the highest quality and placing the department as an international leader. For the last 10 years the department has been the leading recruiter to NIHR portfolio studies across the Northern region and is recognised as the regional lead for anaesthetic academic training.

External activities are supported and facilitated. This has always ensured that despite our geographic location we remain resolutely at the centre of most that is innovative and progressive within UK anaesthesia.

Perioperative Medicine

We are looking for colleagues to join our dedicated and experienced consultant team providing high risk pre-operative assessment, planning and follow up. Nurse and Consultant led Clinics are provided at both JCUH and FHN sites and expansion work on our JCUH clinic has just completed, providing a spacious, modern facility including a dedicated CPET suite. In addition to pre-operative sessions, the current development of the PACU service at JCUH provides a new opportunity for regular dedicated consultant inpatient perioperative medicine sessions.

Clinical duties

A new appointment would usually be expected to join the general on call rota. This includes provision of cover to adult emergencies including major trauma, obstetric and neurosurgery outside of standard working hours. Weekend days and Bank Holidays are covered by two resident consultants until 1800 at which point one reverts to a standby tier leaving the other to provide a traditional overnight non-residential on call service. Weekday evenings and overnight utilise a similar system with 2 Consultants resident from 1800 to 2100. After 2100, there exists a non-resident standby consultant with an allowable one-hour time for return and a standard non-resident on call from home within a thirty-minute travel time radius. This system has an overall frequency of 1:17 and is currently remunerated with 1.8 PAs.

Appointments who undertake paediatric anaesthesia practice as part of external duties such as pre-hospital care or transfer services are welcome to apply for this post and would be expected to join the paediatric anaesthetic on-call team rota. This rota has a current 1:9 frequency and is remunerated with 2 PAs. Support for appropriate development in this role will be provided.

South Tees offers opportunities to develop individual subspecialty interests of a wide range of specialties. In particular there is current availability for a colleague with an interest in neuro-anaesthesia and neuro-preassessment, as well as list opportunities for major general, gynaecological, and urological surgery, regional anaesthesia and orthopaedics. Development of non-clinical interests such as Education, Research, Management, Human Factors and Sustainability in Anaesthesia will be supported by the directorate.



The successful applicant will be appointed to the 2003 Consultant Contract and the pay scale appropriate to their prior experience.

A breakdown of a specimen week job plan is shown below

Direct Clinical Care: 8.05 PAs

| | |
|-----------|---|
| Monday | 2.5 PA Theatre List 08:00 to 18:00 (1.25 PAs per session) |
| Tuesday | 1.25 PA Perioperative Medicine Clinic and Clinical Administration time |
| Wednesday | 2.5 PA PACU session 08:00 to 13:00 Theatre list 13:00 to 18:00 |
| On Call | 1.8 PAs |

Supporting Professional Activities: 2.0 PAs

TOTAL: 10.05PAs/week

Each theatre session represents 1.25 PAs and includes the associated pre and postoperative clinical time commitments.

Upon appointment, the Trust allocates as standard practice, each Consultant 1.5 PAs for core SPA, with up to 0.5PA available for additional SPA roles.



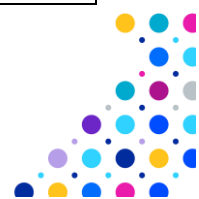
Consultant in General Anaesthesia and Perioperative medicine: Job description

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|---------------------|---|
| Title | Consultant Anaesthetist |
| Location | South Tees Hospitals NHS Foundation Trust The James Cook University Hospital Marton Road Middlesbrough TS4 3BW |
| New or Replacement | New |
| Overall job purpose | Normal duties of a general Consultant Anaesthetist with clinical contribution to Perioperative Medicine Clinic and including general on-call commitments |
| Accountable to | Dr James Winnard, Collaborative Chair, Perioperative and Critical Care services Collaborative |
| Reports to | Dr Rebekah Thompson, Clinical Director, Perioperative Directorate |
| Works with: | Consultants in Anaesthesia Trainees and Specialty doctors in Anaesthesia Anaesthesia Associates in post and under training Perioperative Medicine Clinic Team Other Consultant colleagues Senior management of the Trust Military Medical and Nursing staff Local and international undergraduate medical students |



Consultant in General Anaesthesia and Perioperative Medicine: Person Specification

| REQUIREMENTS | ESSENTIAL | DESIRABLE | METHOD OF ASSESSMENT |
|------------------------------|---|---|--------------------------------|
| Qualifications | <p>Full registration with the GMC with licence to practise</p> <p>FRCA or equivalent Diploma</p> <p>CCT (or equivalent) with entry on Specialist Register for Anaesthesia or within six months of anticipated CCT date on the date of interview</p> <p>Minimum of 7 years' experience in anaesthesia</p> <p>Minimum of 1 year worked within NHS</p> | <p>Additional degree or post-graduate qualification (MRCP, MD etc.)</p> <p>Post-Graduate Prizes</p> | Application Form |
| Clinical Skills and Training | <p>Smooth progression through training consistent with personal circumstances</p> <p>Evidence of completion of relevant higher modules relevant to or equivalent</p> <p>ALS</p> | <p>Relevant medical experience outside anaesthesia</p> <p>ATLS</p> <p>Evidence of higher training in Obstetric Anaesthesia</p> <p>Evidence of advanced training in Perioperative Medicine</p> <p>CPET training and experience</p> | Application Form and Interview |
| Teaching Experience | <p>Active regular participation in teaching and training of medical and para-medical colleagues</p> <p>Evidence of achieving GMC standards to be recognised as a Clinical Supervisor</p> | <p>Extensive / formal experience in medical education including regional teaching</p> <p>Formal Educational Qualification</p> <p>Life support course instructor</p> | Application Form and Interview |
| Clinical Governance | <p>Active consistent engagement with clinical audit and quality improvement</p> <p>Compliance with Trust behaviours and values</p> | Evidence of implementing change to improve patient care | Application Form and Interview |
| Management and leadership | Clear understanding of local/wider NHS management | Evidence of: | Application Form and Interview |



| | | | |
|--------------------------|---|---|--------------------------------|
| | | <p>Management/leadership roles in training or previous posts</p> <p>Leadership in evidence- based transformation of patient care</p> <p>Management/leadership qualification</p> | |
| Professional Development | <p>Evidence of Regular commitment to continuing and relevant medical education</p> <p>Evidence of insightful reflective practice</p> | <p>Evidence of Significant involvement in clinical research</p> <p>Strategy for future academic development</p> | Application Form and Interview |
| Personal Attributes | <p>Evidence of:</p> <p>Honesty and integrity</p> <p>High professional standards</p> <p>Excellent professional judgement</p> <p>Good organisational skills</p> <p>Commitment to team working</p> <p>Wider Leadership qualities</p> <p>Good interpersonal skills</p> <p>Excellent written and spoken English</p> <p>Diligence, enthusiasm, composure and resilience</p> <p>Flexibility in a changing work environment</p> <p>Clear recognition of boundaries in respect of non-NHS work</p> | <p>Evidence of:</p> <p>Potential for wider hospital leadership roles</p> <p>Ability to meet the travel requirements of the post</p> | Application Form and Interview |
| Other Requirements | To live within 10 miles / 30 minutes of the Trust (unless negotiated otherwise) | Member of a medical indemnity organisation | |



Consultant in General Anaesthesia and Perioperative medicine: Duties and Responsibilities

Clinical/on-call responsibilities

- Undertake the responsibilities associated with the role of a Consultant in Anaesthesia, with a general interest, with clinical sessions based at The James Cook University Hospital and The Friarage Hospital, Northallerton
- Participate in Perioperative Clinic activity and contribute to the clinical leadership and quality development of the POM team
- Cover for periods of colleague absence due to annual leave and other authorised undertakings
- Provide professional supervision and management of trainee and specialty medical staff
- Provide professional supervision of Anaesthesia Associates both in post and in training
- Be actively involved in the leadership of the department
- Regular participation at Audit, Governance and Consultant/Centre meetings
- Take part in annual appraisal, and revalidation
- Active involvement in audit and service improvement projects
- Involvement in research is encouraged
- Teaching both trainees and undergraduates
- Maintain appropriate Continuing Professional Development
- Following appointment, all new colleagues are offered the opportunity to take on a leadership, management or administrative role within the Department or wider hospital

Job Plan

A formal job plan will be agreed between the appointee and the Clinical Director, on behalf of the Medical Director, within three months of the commencement date of the appointment. The job plan will be reviewed annually. It will cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities, including a clear schedule of commitments, both internal and external. It will include personal objectives, including details of their link to wider service objectives and details of the support required by the consultant to fulfil the job plan and the objectives.

Audit

There are currently ten half-day sessions set aside for Departmental Clinical Governance Sessions. Consultant Anaesthetists are responsible for organising and producing a programme, on a rotational basis.

CPD

The successful candidate will be expected to maintain their continuing professional development, for external CPD activities, the Medical Director holds the budget centrally and reasonable requests for study leave are provided for under an individual learning account (ILA).

Contact

For further information contact:

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| Dr Rebekah Thompson | Clinical Director | rebekah.thompson@nhs.net |
| Dr James Winnard | Collaborative Chair | j.winnard@nhs.net |



