

Consultant: Job Description

JOB DESCRIPTION

Post Title:	Consultant Anaesthetist for a range of adult services at a teaching hospital and Major Trauma Centre
Directorate/Department:	Theatres, Anaesthetics and Critical Care
	Division A
Grade	Consultant
PAs Per Week:	10 PAs
Accountable to:	Care Group Clinical Lead for Anaesthetics, Theatres and Critical Care Divisional Clinical Director Medical Director
Main Purpose:	<p>We are seeking to appoint several whole time equivalent Consultant Anaesthetist to increase the provision of anaesthetic services across our theatres and pre-assessment clinics.</p> <p>We require the services of anaesthetists who can begin with coverage of Saturday general work, with a view to joining specialist on call rotas in the future. There is a need for major general surgery, ophthalmic surgery, endoscopy, interventional neuro-radiology, spinal surgery, orthopaedic surgery and Major Trauma Centre work. We also cover surgical specialities at Lymington New Forest Hospital, and sessions are available there. A wide range of Anaesthetic skills are needed, therefore candidates with almost any skill set are welcome.</p> <p>Candidates will be asked to provide a pre-assessment clinic linked to their interests.</p> <p>This large department offers all major specialties and there are opportunities for the successful applicant to request a wide variety of work, subject to mutual agreement with the Care Group Lead and the needs of the Trust.</p>
Key Working Relationships:	<p>Divisional Management Team Care Group Management Team Consultants Trainees Research Team Theatre Staff Matrons Administrative Staff</p>
General Duties:	<p>This post supports robust year-round Consultant delivery of existing anaesthetic services.</p> <p>The Trust has a programme of expansion, over the next year. Two new theatres are planned on site, and potentially the development of off-site working in an elective centre.</p> <p>Weekend work Out of hours cover for this role will start with weekend list cover in either general or obstetric theatres, 12 wholes days per year. In the longer term there will be opportunities for appointees to move onto specialist on call out of hours rota instead, although this is not mandatory.</p> <p>Typical daytime job plan The job plan would include approximately 5 all day lists per fortnight. One of these is expected to be a long list, to include an evening session.</p>

There may be a pre-assessment clinic requested, which will be part generic and part aligned to the individual's sub-speciality work.

All Consultants are asked to work around 20% of their lists as flexible lists, covering the leave of others in the specialties they know best. This allows expertise to be maintained in specialty lists when Consultants are on leave.

This post is subject to Terms and Conditions of Service determined by the UHS NHS FT Board. These Terms and Conditions are the same as those nationally negotiated within the NHS. The Trust Board may propose changes from the National Conditions in future, but these will be incorporated into your employment contract only with your agreement.

The post-holder is required to be on the GMC Specialist Register. Candidates are expected to be accredited in the specialty of Anaesthesia and to have completed higher training in neuro-Anaesthesia.

University Hospitals Southampton NHS Foundation Trust

UHS NHSFT is the eighth largest Foundation Trust by income in the UK. It is the tertiary referral and teaching centre for a large area of the south of England and the Channel Islands and caters for most surgical sub-specialties.

It has over 1100 beds for inpatient services, together with outpatient clinics and diagnostic facilities. The adjacent Princess Anne Hospital is across the road from the main site and houses Obstetrics, Gynaecology, Neonates and Breast surgery. Also allied to the Trust is Lymington New Forest Hospital which has a small operating theatre suite, (2 theatres) for day case surgery.

University Hospital Southampton NHS Foundation Trust (UHS) became a Major Trauma Centre (MTC) in April 2012.

Most patients for planned surgery are admitted on the day of surgery, and this is supported by robust Anaesthetist led pre-assessment services which operate in all specialties. There are weekend elective lists and planned emergency lists at the weekend to support the on-call teams. Many operating lists run into the evening, allowing, by agreement, a high number of PAs to be delivered in one day. The Care Group has a CPET service, and there is a Peri-Operative Medicine team who work with Major General and Orthopaedic surgical teams.

The Trust has high quality IT systems and is an exemplar site for NHS Digital. This includes completely electronic patient notes, and e-prescribing. All Consultants can request the use of a Trust laptop, which facilitates remote working, and this is encouraged.

The Trust is in the process of developing a 24/7 service for emergency Mechanical Thrombectomy (Interventional Neuro-Radiology). This life-changing new treatment for victims of stroke is challenging to deliver in a short time frame 24/7, and it is expected that all Consultants on both General and Neuro on call rotas are proficient in this work.

In late 2021 the Trust opened a new General ICU facility, in state of the art accommodation. The Trust is accepting a variety of complex surgery patients from across the region. When the refurbishment of the old GICU is complete, the Trust will be in a position to extend its provision of major complex surgery.

In addition, the Trust opened 4 new operating theatres in 2021, and is planning the development of another 2 this year. Therefore, this is an exciting time to join the Trust as it looks forward to the future.

Specialties available

Major general surgery

There is a wide variety of major general work available and the Trust is proud to be able to publish some of the best outcomes in the country in several sub-speciality areas. This is achieved by great teamwork within the sub-speciality

including close collaboration between surgeons and anaesthetists. This is therefore a source of high job satisfaction for our Anaesthetists.

Ophthalmic Anaesthesia

The Trust finds itself with a huge backlog of ophthalmic procedures following the pandemic. It has increased its capacity for this work by 50% and thus we are short of suitable skilled Anaesthetists. Both peri-bulbar and sub-tenons blocks are used in the eye unit, and the blocks are generally administered by the Anaesthetist.

Mechanical Thrombectomy (Interventional Neuro-Radiology)

This new service aims to deliver life changing care to patients experiencing an acute stroke. In line with national policy, we are building this service in stages. We need to increase the number of anaesthetists with experience of this work. This could be an anaesthetist working otherwise in non neuro surgical specialities. Training can be provided for this work.

Major Trauma

Since 2012 University Hospital Southampton has been a Major Trauma Centre and there has been an increase in trauma related admissions with neurological injury. There are sessions available for a Major Trauma Anaesthetist, attending Level 1 trauma calls as they arise. This Consultant also assists others with regional blocks – aiming to increase the number of patients who can benefit from regional analgesia post op.

Endoscopy

The Trust has a fully equipped endoscopy room with full facilities and monitoring for General Anaesthesia or propofol sedation with dedicated ODP support. Sessions are required for Anaesthetics in endoscopy, which is another area of expansion.

Anaesthesia for Orthopaedic Trauma

The Trust runs at least two trauma lists per day which run for 3 sessions each into the evening. These busy lists include fragility fracture work, and work arising from Major Trauma Centre admissions plus sub-specialist trauma procedures delivered by surgeons with a specific interest.

Orthopaedics and spine surgery

There are opportunities for lower limb orthopaedic and spine surgery.

Research Activity

The UHS Anaesthetic Department is linked to the Critical Care and Anaesthesia Research Unit, led by Professor Mike Grocott, and to the Southampton University Respiratory Biomedical Research Unit. This highly active unit includes two Professors of anaesthesia and critical care, Senior Lecturers attached to the University of Southampton, and Consultants with funded Research sessions. We also have PhD research fellows, Academic Clinical Fellows and a team of research nurses and support staff.

There is ongoing recruitment to approximately 20 National Institute for Health Research (NIHR) portfolio and industry studies, and a large number of Southampton based studies in the fields of fitness for surgery, critical illness nutrition and lung injury. This links with the Trust's interest in expanding Peri-operative medicine services.

Clinical Duties

The post-holder will provide cover for sessions as determined in the attached weekly timetable. The final details of the job plan on a day-to-day basis will be agreed after the interview and will be by mutual agreement between the successful appointee and the Care Group Clinical Lead. The post-holder will be required to participate in medical audit and Continuing Medical Education, as well as Continuing Professional Development and cross specialty teaching and training.

Personal and Service Objectives

To support UHSFT Anaesthesia and Critical Care Services through:

- Pre-assessment of patients in wards or clinics.
- Patient follow up.
- DCC administration: letters to GP's follow up, M&M, complaints.
- General SPA
- Statutory and Mandatory Training
- Audit
- Appraisal & Revalidation
- Governance
- Personal CPD; knowledge & updating specific and generic skill

Study leave is granted via the Care Group Lead on the basis of a maximum 30 days per 3 years. Financial support for CPD activity is available from the Trust and in the current financial year is £1000 per annum.

Other Duties

From time to time it may be necessary for the post-holder to carry out such other duties as may be assigned, with agreement, by the Trust. It is expected that the post-holder will not unreasonably withhold agreement to any proposed changes.

Job Plan and weekly timetable

A standard full time job plan will contain 10 Programmed activities and there will be provision (as in Paragraph 7.6) to agree to work up to two extra Programmed Activities (PAs). A PA has a timetable value of four hours, subject to the provision for recognising work done in Premium Time, when a PA has a timetable value of 3 hours. Each PA may include a combination of duties.

The Department is working towards providing Consultant cover for elective work throughout the extended day and at weekends and successful applicants will, with other colleagues, be expected to share in such work by mutual agreement and within the conditions of the new Consultant contract (2003).

Job plan with general/obstetric workload (example job plan)

Clinical Work	Average Weekly PAs
3 session day alternate	1.6
2 session day every week	2.626
2 session day alternate	1.313
1 day fixed flexible alternate	1.313
Flexi sessions (5 hour session) 21 per year	0.28
12x Saturday (general/obstetric)	1.0
SPA	1.5**
Total	10

**It is expected that SPA may rise (to a maximum of 2) or fall (minimum 1) within the first 12 months of the appointment, by mutual agreement with the Care Group Lead.

	<p>Indicative time table Days of the week as an example, to be agreed after appointment</p> <p>Week 1</p> <table border="1" data-bbox="502 293 1422 452"> <thead> <tr> <th>Mon</th> <th>Tues</th> <th>Wed</th> <th>Thu</th> <th>Fri</th> </tr> </thead> <tbody> <tr> <td></td> <td>Fixed flexible day</td> <td></td> <td>2 session day</td> <td></td> </tr> </tbody> </table> <p>Week 2</p> <table border="1" data-bbox="502 512 1422 667"> <thead> <tr> <th>Mon</th> <th>Tue</th> <th>Wed</th> <th>Thu</th> <th>Fri</th> </tr> </thead> <tbody> <tr> <td>3 session day</td> <td></td> <td></td> <td>2 session day</td> <td>2 session day</td> </tr> </tbody> </table> <p>Plus flexible sessions (5 hours) x 21 per year</p> <p>SPA SPA can be delivered at home or on site. It is monitored by considering what work is delivered as set out in the job plan agreed with the Care Group lead. The base level for revalidation/CPD is 1 PA. New Consultants are initially given 1.5 SPA and given time to establish themselves in roles, with a view to settling into a level 1.5-2.</p> <p>Please note These are <i>example</i> weekly plans and the actual days may be different as determined by service requirements when the candidate arrives in post.</p>	Mon	Tues	Wed	Thu	Fri		Fixed flexible day		2 session day		Mon	Tue	Wed	Thu	Fri	3 session day			2 session day	2 session day
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<p>Departmental Staffing Structure</p>	<p>Critical Care, Theatres & Anaesthetics Management Care Group Clinical Leads: Dr Sanjay Gupta, Dr Mai Wakatsuki, Dr Poppy Mackie & Dr Andrew Cowan Care Group Manager: Hannah Kedzia</p> <p>Critical Care Medical staff</p> <p>Anaesthetic staff 170 Consultants 3 Professors 6 Speciality Drs 48 sub Consultant grades : <ul style="list-style-type: none"> • Core and Speciality training, • Research Fellows : Academic Clinical fellows, up to PHD supported, • Anaesthetic Fellows, some of which are on a structured CESR programme. 8 CICU Fellows; 18 NICU Fellows; 12 GICU Fellows 4 ACCS trainees</p>																				
<p>Management Duties</p>	<p>All medical staff in each Care Group are managerially accountable to the Care Group Clinical Lead, who has overall responsibility for the services within the Care Group. All Consultants are expected to make a contribution to medical management within the Care Group, the Division and the Trust.</p>																				
<p>Review</p>	<p>This job description and job plan will be reviewed each year by the post-holder and the Care Group Clinical Lead (or nominee). Local mediation and appeal procedures will be followed in the event of any disagreement over proposed changes to the job plan.</p> <p>In accordance with Schedule 3 of the Terms and Conditions of Service for Hospital Medical and Dental Staff, the Job Plan includes a schedule of</p>																				

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	<p>Programmed Activities setting out how, when and where the post holders duties and responsibilities will be delivered.</p> <p>It is recognised that the work programme for any new Consultant taking up post will take time to settle into a regular pattern. Therefore, the job plan will be reviewed in discussion with the Care Group Clinical Lead after 3 months. This will be completed as part of the Job Plan review for all existing consultants related to this post to allow integration of job plans across the Care Group.</p>
<p>Other Duties</p>	<p>From time to time if may be necessary for the post holder to carry out such other duties as may be assigned, with agreement, by the Trust. It is expected that the post holder will not unreasonably withhold agreement to any proposed changes.</p>

IMPORTANT ADDITIONAL INFORMATION RELATING TO YOUR EMPLOYMENT

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<p>Duty of Care</p>	<p>You are responsible for ensuring that the patient, family and carers are at the centre of everything you do.</p> <p>We ask that you are open, honest and willing to acknowledge when something has gone wrong. Also that timely apologies are made where necessary, and action taken to report incidents, including near misses, to ensure that as an organisation we learn.</p> <p>You should continuously seek to reduce harm by speaking up to managers and leaders if you believe that a lack of skills, knowledge or resources place patients at a risk of harm or if your concerns are not being listened to. Managers and leaders must listen to others when they raise concerns and take action.</p> <p>We ask that you wholeheartedly commit to learning about safety, continually striving to improve excellent care. Also to develop your own ability to detect and correct defects.</p>
<p>NHS Standards of Business Conduct and Professional registration</p>	<p>All employees must abide by the guidance set out in the NHS Code of Conduct and Standard Business Conduct for NHS Staff (HSG 93/5), as amended or replaced from time to time. Managers must also comply with the NHS Code of Conduct for Managers.</p> <p>All Medical and Dental staff must work within the guidelines of the “General Medical Council Guide - Good Medical Practice”.</p> <p>This post is subject to the Terms and Conditions of Service of Hospital Medical and Dental Staff.</p> <p>Postholders must hold appropriate registration with the General Medical Council.</p>
<p>Living our values every day</p>	<p>All staff are expected to strive to deliver the Trust values – to inspire, develop and support every one of us to live our values; every patient, every colleague, every day.</p> <p>Each post holder is expected to ensure they live the values of:</p> <ol style="list-style-type: none"> 1. Patients First 2. Always Improving 3. Working Together <p>These values are about us all helping each other to deliver great patient experience more consistently – involving people who use our services, their families, carers, staff and partners in continuing to improve the experience people have using and delivering our services</p>
<p>General Provisions</p>	<p>Subject to the provision of the Terms and Conditions of Service, the post holder will be expected to observe the Trust's agreed policies and procedures, drawn up in consultation with the professional and clinical managers, and to follow the standing orders and financial instructions of the Trust.</p> <p>In particular, where the post holder manages employees of the Trust, he/she will be expected to follow the local and national employment and personnel policies and procedures. The post holder will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of his/her patients, to be able to contact him/her when necessary.</p>

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	<p>All medical and dental staff employed by the Trust is expected to comply with its Health and Safety policy and procedures.</p> <p>The post holder will be responsible for the training and supervision of Junior Medical staff that work with him/her and will devote time to this activity on a regular basis. The appropriate post holder will be named in the contract of Doctors in Training Grades as the person responsible for overseeing their training, and as the initial source of advice to such doctors on their careers.</p>
Residence	<p>Residence within either 10 miles or thirty minutes by road from Southampton General Hospital is a requirement of this post unless specific approval for alternative arrangements is given by the Trust. The post-holder should be able travel to meet the needs of the post and his/her private residence must be maintained in contact with the public telephone service.</p>
Secretarial Support and Office Accommodation	<p>Both secretarial support and office accommodation will be available and you will be provided with shared access to a personal computer with internet access via the internal server. Trust laptops are available on request.</p>
Information Systems	<p>Access to hospital information systems including Pathology and Radiology results, will only be granted after attendance on a training course.</p> <p>Attendance on the Ward Results Training course is mandatory before access to the system can be granted. Staff who login to hospital information systems where there is no authority to do so will face disciplinary action.</p>
Health and Safety:	<p>Staff are reminded of their responsibility to take care of their own personal safety and others whilst at work. In addition, no person shall interfere with, or misuse anything provided in the interests of health, safety and welfare</p>
Infection Prevention and Decontamination of Equipment:	<p>All staff are reminded of their responsibility to adhere to Trust and Departmental Infection Prevention Policies, including policies for the cleaning and decontamination of equipment, in order to protect their own health and that of other employees, visitors and patients.</p>
Child Protection/Safeguarding	<p>All staff providing services to patients and children are reminded of their responsibility to adhere to Trust and Departmental Child Protection and Safeguarding policies including employment checks.</p>
Confidentiality	<p>All employees of UHS are reminded of the need to treat all information, particularly clinical and management information, as confidential.</p> <p>Any employee who wilfully disregards Trust and Departmental policies may be liable to serious disciplinary action including dismissal.</p> <p>This job description will be reviewed yearly as part of the annual appraisal, to ensure that it reflects the responsibilities of the post. No changes will be made without full consultation with the postholder.</p>
Mental Capacity Act 2005	<p>All Staff are required to ensure knowledge regarding the Mental Capacity Act 2005 (MCA) at a level deemed essential for their role. The level of training required will be specified to members of staff and is dependent on their role.</p> <p>It is important that staff understand and comply with local policies and procedures relating to MCA to ensure the Trust can act in an individual's best interest when providing care. This helps to ensure ongoing adherence to our legal obligations and ensuring we put the needs of our patients first</p>
Sustainability	<p>Staff are reminded of their responsibility to take care of the resources used whilst at work. These include careful use of energy and water; for example,</p>

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	ensuring unnecessary equipment is turned off when not in use. Waste needs to be segregated properly. UHS policies and strategies for sustainability should be followed whilst undertaking daily duties. We encourage staff to be involved with sustainability at work, through participation in the Green Guardians network.
Last Updated	15 April 2024