

JOB DESCRIPTION

Job Description :

Post Title:	Consultant in Anaesthetics and Neuro-intensive Care
Directorate/Department:	Critical Care, Anaesthetics and Theatres
	<i>Division A</i>
Grade:	Locum Consultant
PAs Per Week:	10 PA
Accountable to:	Director Neurosciences Intensive Care Unit Care Group Clinical Lead Divisional Clinical Director Division A
Main Purpose:	This is a full-time post to support additional workload in Neuro Intensive Care and Anaesthesia. To provide Consultant-led Neuro Intensive Care for our 13 bed Neuro Intensive Care Unit.
Key Working Relationships:	Divisional Management Team Care Group Management Team Consultants Trainees Research Team Theatre Staff Matrons Administrative Staff
General Duties:	<p>This post is for Consultant delivered seven-day care on the Neuro-Intensive Care Unit. 12 individuals are required to maintain this cover with a 1 in 6 weekend frequency rota. The volume and complexity of work has grown over recent years, and 12 is considered to be the minimum number to deliver the work.</p> <p>This post is subject to Terms and Conditions of Service determined by the UHS NHS FT Board and these are the same as those nationally negotiated within the NHS. The Trust Board may propose changes from the National Conditions in the future but these will be incorporated into your employment contract only with your agreement.</p> <p>The successful candidate will preferably hold a CCT or equivalent* in Anaesthesia and be able to demonstrate suitable experience, interest and training in Neurocritical care. *Evidence of suitable progression along CESR training pathway also acceptable.</p> <p>University Hospitals Southampton NHS Foundation Trust University Hospitals Southampton NHS Foundation Trust 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.</p>

University Hospital Southampton NHS Foundation Trust (UHS) became a Major Trauma Centre (MTC) in April 2012. This has had a significant impact on the patient case load in Neuro ICU.

In 2020, the Trust opened a further 4 operating theatres, one of which is used to expand neuro-surgical services. In due course this theatre will be MRI facilitated. It has also opened a second interventional radiology suite, which supports the development of a Mechanical Thrombectomy service. These patients sometimes require Neurocritical care.

The Neuro ICU is located in an older part of the building, and we look forward to an element of refurbishment, when the pandemic allows.

Critical Care and Anaesthetics Care Group

The Care Group comprises Theatres, Anaesthetics, and Critical Care.

There are 3 adult intensive care units (General, Neuro and Cardiac) and a Surgical High Dependency Unit.

There are 13 Neuro ICU beds, 31 General Intensive Care beds, 15 Cardiac ICU beds and 12 Surgical HDU beds.

In addition, there is a Paediatric Intensive Care Unit which is closely associated but run by the Child Health care group. Children with neurosurgical pathology are generally looked after by the Paediatric ICU team, although Neuro ICU does accept teenagers from the age of 14 upwards on a case-by-case basis.

There is a highly collaborative approach at UHS to the provision of Level 3 and Level 2 care. This has been especially necessary through the pandemic. The medical, nursing and AHP workforces in the three adult units, and to some extent the paediatric unit, can be asked to cross-cover, according to skill set. Currently, medical team cross-cover with General ICU only occurs in exceptional circumstances.

Wessex Neurological Centre (WNC)

The Wessex Neurological Centre provides a dedicated, integrated 24-hour acute neurosurgical and neurological investigation and treatment service. It is one of the largest Neuroscience centres in the country, serving a population of over 2.8 million. Each year approximately 4,000 inpatients and 13,000 outpatients are seen.

Neurosciences Intensive Care Unit

Neuro ICU is a 13-bed unit, which can be used flexibly for level 2 and 3 patients, with full support accommodation, and integrated with the rest of WNC. The unit admits around 600 cases per annum, which includes patients with head injury, SAH/ICH or ischaemic stroke, acute spinal injuries, elective neurosurgical cases and patients with acute neurological disease.

The pandemic has required highly collaborative working with the general and cardiac adult intensive care units. This has widened our expertise and experience. We are able and willing to manage Major Trauma patients as required, in collaboration with the General Intensive Care unit.

The Neuro-Intensive Care and Critical Care has been graded as outstanding in the 2017 CQC report and was rated as outstanding in the UHS Care Quality Review in 2018.

Research Activity

The unit is linked to the UHS Critical Care and Anaesthesia Research Unit, led by Professor Mike Grocott, and the Southampton University Respiratory Biomedical Research Unit. This highly active unit includes two Professors, several Associate Professors or Clinical Lecturers, together with PhD research fellows, Academic Clinical Fellows and a team of research nurses and support staff.

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The Care Group as a whole recruits 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.

Neurocritical Care has been involved in recruitment for portfolio studies, including Rescue-ICP, RAIN and CENTER-TBI, and we continue with ongoing trials.

Weekly Timetable

A standard full-time Job Plan will contain 10 Programmed Activities. It is subject to the provisions for recognising emergency work arising from on-call rotas and the provisions in Paragraph 7.6 to agree up to two extra Programmed Activities.

Subject to the provisions for recognising work done in Premium Time, a Programmed Activity has a timetable value of four hours. Each Programmed Activity may include a combination of duties.

Clinical Duties

The post-holder will provide cover for sessions as determined in the attached weekly timetable. The 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, working closely with the Director of Neuro Intensive Care. The post-holder will participate in the out-of-hours Consultant rota for Neuro ICU.

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:

- Patient follow up.
- DCC administration: letters to GP's follow up, M&M, coroners reports, MDT meetings with staff, patients and families, complaint responses etc.
- General Supporting Professional Activity (SPA)
 - o Mandatory Training
 - o Audit, appraisal & revalidation
 - o Governance
 - o Personal CPD; knowledge & updating specific and generic skills
 - o Educational supervision
- Study leave is agreed by the Care Group Clinical Lead and is a maximum of 30 days per 3 years. Financial support for CPD is available 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 other duties as required by the Trust. This would be according to skill set. It is expected that the post-holder will not unreasonably withhold agreement to any proposed changes.

Job Plan

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 Programmed Activities setting out how, when and where the post holders' duties and responsibilities will be delivered.

The job plan for these posts will comprise:

	<p>Specific duties</p> <p>There are currently 12 individuals on the on-call rota for NICU. The weekend frequency is 1 in 6. The nighttime on call frequency is 1 in 8.</p> <p>The notional average number of PAs spent each week on the duties associated with this post is as follows:</p> <p>Clinical Work per week</p> <table border="1" data-bbox="598 488 1406 804"> <thead> <tr> <th>Activity</th> <th>Average weekly PAs</th> </tr> </thead> <tbody> <tr> <td>Neuro-critical care</td> <td>2</td> </tr> <tr> <td>Afternoon shifts and out of hours Neuro Critical Care</td> <td>3</td> </tr> <tr> <td>Anaesthesia</td> <td>3.5</td> </tr> <tr> <td>SPA</td> <td>1.5</td> </tr> <tr> <td>Total</td> <td>10</td> </tr> </tbody> </table> <p>**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> <p>This is an approximation of the clinical work.</p> <p>Neuro-ICU Consultant shifts provide cover seven days a week and comprise the following:</p> <ul style="list-style-type: none"> • Resident shift 8:00 to 18:00hrs (with 1hr handover the previous evening) • Second weekday consultant 8:00 to 14:00 • Resident shift 14:00 to 19:00hrs followed by non-resident on call overnight. There is therefore a 4 hour overlap in the afternoon on weekdays, and 1 hours at weekends & on bank holidays. Depending on the seniority of junior medical staff, there is an expectation that the duty consultant may be required to attend the 20:00hrs ward round. <p>Overnight 2 Neuro ICU Fellows/ACCPs look after the Unit. The aim is that one is airway trained. This objective is not always met, and in that case airway support is provided by the on-call Anaesthetic team.</p> <p>SPA</p> <p>SPA may be delivered on site or off site and can be timetabled into the job plan. Work covered as SPA is by agreement with the Care Group Clinical Lead or the Director of Neuro ICU.</p>	Activity	Average weekly PAs	Neuro-critical care	2	Afternoon shifts and out of hours Neuro Critical Care	3	Anaesthesia	3.5	SPA	1.5	Total	10
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<p>Departmental Working Relationships</p>	<p>Neuro ICU lead and Consultant staff</p> <p>Care Group Lead</p> <p>Consultant Anaesthetists</p> <p>Neuro ICU Fellows, ACCPs & ICM/Anaesthesia trainees</p> <p>Theatre staff</p> <p>Nursing staff & AHPs on Neuro ICU</p> <p>Care Group Manager</p>												

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<p>Departmental Staffing Structure</p>	<p>Care Group Clinical Lead</p> <ul style="list-style-type: none"> • <i>Dr Sanjay Gupta</i> <p>Care Group Manager</p> <ul style="list-style-type: none"> • <i>Hannah Kedzia</i> <p>Neuro Intensive Care Consultants Dr Sarah Jones (Neuro ICU clinical lead) Dr Matthew Cordingly (Deputy clinical lead for NeuroICU) Dr Roger Lightfoot (also Divisional Clinical Director) Dr Kevin Boyle (Retiring May 2024) Dr Andrew Eynon Dr Marylyse Galea Dr Timothy Nicholson-Roberts Dr Chris Danbury Dr James Ayrton Dr Georgina Ashfield Dr David Shearn Dr Ana Spataru</p> <p>Critical Care and Anaesthetics Medical staff</p> <ul style="list-style-type: none"> • 140 Consultants • 3 Professors • 7 Specialty Doctors • 60 Anaesthetic Specialist Registrars /Fellows • 2 Research Fellows • 8 CICU Fellows • 18 Neuro ICU Fellows/ACCPs • 24 GICU Fellows • 8 ACCS trainees
<p>Management duties</p>	<p>None specified</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>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 your 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

<p>Duty of Care</p>	<p>You are responsible for ensuring that the patient, and their family and carers are at the centre of everything you do.</p>
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	<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> <p>All medical and dental staff employed by the Trust is expected to comply with its Health and Safety policy and procedures.</p>

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	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.
Residence	Residence within either 10 miles or thirty minutes by road from University Hospital Southampton 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.
Secretarial Support and Office Accommodation	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.
Information Systems	Access to hospital information systems including Pathology and Radiology results, will only be granted after attendance on a training course. 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.
Health and Safety:	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.
Infection Prevention and Decontamination of Equipment:	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.
Child Protection/Safeguarding	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.
Confidentiality	All employees of UHS are reminded of the need to treat all information, particularly clinical and management information, as confidential. Any employee who wilfully disregards Trust and Departmental policies may be liable to serious disciplinary action including dismissal. 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.
Mental Capacity Act 2005	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. 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
Sustainability	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,

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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	16 April 2024

Commercial in confidence (internal)