Candidate Information Pack

Job Title: Consultant Anaesthetist

Reference Number: 216-9661-GANAE

Closing Date: as specified on NHS Jobs
Dear Candidate,

Thank you for your interest in this post and for taking the time to read through our information pack and advert. If you have any remaining questions, please do get in touch with us.

This is an exciting opportunity to work in the largest hospital trust in the South West Peninsula. We are a teaching hospital in partnership with the Peninsula Medical School and are rapidly developing as a centre for innovation and research. We employ 6400 staff, have more than 900 beds, and over 48,000 people pass through the main entrance of our hospital in a week. In addition, we have an integrated Ministry of Defence Hospital Unit, which has a staff of approximately 250 military personnel.

Plymouth, Britain’s Ocean City, occupies a stunning location. It’s a perfect city for ambitious people looking to build a career, and enjoy a rich and rewarding life. Please follow the link below to read through Plymouth’s Book of Wonder and find out more: http://www.visitplymouth.co.uk/

Everything we do is guided by our core values:

- Put Patients First
- Take Ownership
- Respect Others
- Be Positive
- Listening, Learning, Improving

We very much look forward to receiving your application and will be in touch via NHS Jobs if you have been shortlisted for interview. If you do not hear from us within 4 weeks of the closing date then please note you have not been successful on this occasion.

If you have a disability, the Trust is committed to offering reasonable adjustments throughout the recruitment process and employment. Please contact the Medical Workforce Team on 01752 437219 if you require any further information.

I wish you all the best with your application.

With Kind regards

[Signature]

Ann James
Chief Executive
VALUES AND BEHAVIOURS – ‘The Plymouth Way’

All our staff are required to uphold and model the Trust values that underpin everything we do. Values and behaviours are the lifeblood of our organisation and they should be visible in all aspects of our work:

<table>
<thead>
<tr>
<th>Trust Values</th>
<th>Expected Behaviours</th>
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</thead>
<tbody>
<tr>
<td><strong>Putting Patients First</strong></td>
<td>Know how your work contributes to patient care</td>
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<td></td>
<td>Consider the impact on patients when making decisions</td>
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<td></td>
<td>Imagine you are the patient and always offer to help</td>
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<tr>
<td><strong>Taking Ownership</strong></td>
<td>Be brave – do what is right and what may be difficult rather than taking the easy option</td>
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<td></td>
<td>If you see something that is wrong, do something about it or tell someone who can</td>
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<td></td>
<td>Don’t lose a good idea – if you can do it – do it. If you can’t, share it with someone who can</td>
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<td></td>
<td>Share good practice – learn from your own mistakes and those made by others</td>
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<td></td>
<td>Don’t accept poor practice and behaviour</td>
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<tr>
<td><strong>Respecting Others</strong></td>
<td>Appreciate and value the contribution of all your colleagues</td>
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<td></td>
<td>Be fair and consistent</td>
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<td></td>
<td>Consider the impact of what you do on others</td>
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<td>Support and respect the people – challenge the process</td>
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<td></td>
<td>Listen and understand – as if you don’t know</td>
</tr>
<tr>
<td><strong>Being Positive</strong></td>
<td>Be open to constructive feedback</td>
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<td></td>
<td>Let others know when they are doing something well</td>
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<td></td>
<td>Share your successes</td>
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<td></td>
<td>Be an ambassador for the Trust and its patients</td>
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<td></td>
<td>A positive attitude is contagious and will help others</td>
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<tr>
<td><strong>Listening, Learning, Improving</strong></td>
<td>Take every opportunity to learn from things that go wrong</td>
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<td></td>
<td>Encourage the team to share good practice</td>
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<td></td>
<td>Try to listen more than you speak</td>
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<tr>
<td></td>
<td>Put the patient at the heart of every decision</td>
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About the Trust

Who we Care for
Plymouth Hospitals NHS Trust is the largest hospital in the south west peninsula, providing comprehensive secondary and tertiary healthcare.

Our geography gives us a secondary care catchment population of 450,000 with a wider peninsula population of almost 2,000,000 people who can access our specialist services. The population is characterised by its diversity – the rural and the urban, the wealthy and pockets of deprivation, and wide variance in health and life expectancy. Population ageing is a recognised national trend, but is exacerbated locally by the drift of younger people out of the area and older people in. The proportion of our population aged 85 or over is growing ahead of the national average by approximately 10 years, giving Plymouth the opportunity to innovate on behalf the nation in services for the elderly.

We work within a network of other hospitals to offer a range of specialist services:
- Kidney transplant
- Pancreatic cancer surgery
- Neurosurgery
- Cardiothoracic surgery
- Bone marrow transplant
- Upper Gastro-intestinal surgery
- Hepatobiliary surgery
- Neonatal intensive care and high risk obstetrics
- Plastic surgery
- Liver transplant evaluation
- Stereotactic radiosurgery

A Specialist Teaching Hospital
We provide comprehensive training and education for a wide range of healthcare professionals. The Trust works in partnership with both Plymouth University Peninsula Medical School of Medicine and Dentistry and the University of Exeter Medical School.

We also support the Universities of Plymouth and Exeter in the delivery of courses for the Faculty of Health and Social Work. With university campuses in Plymouth, Exeter, Truro and Taunton, along with teaching facilities in Bristol, the Faculty of Health and Social Work is one of the largest providers of nursing, midwifery, social work and health professional education and training in the South West.

Our Hospitals and Centres
We provide services for patients at the following main sites as well as through clinics at other local hospitals and care centres:
Derriford Hospital
We offer the widest range of hospital based services in the Peninsula. What sets our Trust apart from the majority of acute hospital trusts is both the scope and scale of the services we offer on one site. The Royal Eye Infirmary is now based at Derriford Hospital.

Child Development Centre
Developmental services for young children are provided at the Child Development Centre, Scott Business Park.

The Plymouth Dialysis Unit
Patients needing treatment for renal failure are cared for in state-of-the-art, purpose-built facilities that they helped design. The unit is based in Eaton Business Park.

Radiology Academy
The Plymouth Radiology Academy is the only purpose-built Radiology Academy in the world and provides an inspirational environment in which to train and work in radiology.

Working Hand in Hand with the Military
We have a longstanding and excellent relationship with the Ministry of Defence. The Trust has an integrated Ministry of Defence Hospital Unit which has a staff of approximately 250 military personnel who work within a variety of posts including doctors, nurses, allied health professionals, and trainee medical assistants. Our military colleagues are fully integrated within the hospital workplace, working and training alongside their NHS counterparts, treating the local community, whilst proudly wearing their service uniforms and contributing to high standard of patient care. Our military partners are vital for the skills, both clinical and non-clinical and for the capacity they help us provide.

Our Trust’s services benefit greatly from the skills of military clinicians, particularly in Trauma & Orthopaedics, Radiology and the Emergency Department. Many of them bring unique experiences and knowledge from their deployments and this, in turn, benefits Plymouth Hospitals NHS Trust and our patients.

Our Values
The values defining the way we do things are:

- Putting patients first
- Taking ownership
- Respecting others
- Being positive
- Listening, learning and improving

Our Promises
The promises to patients that every member of staff makes:

- I will...care for you compassionately and respectfully
- I will...give you clear information and involve you in your care
• I will... give you the best treatment I can when you need it
• I will... make sure you are treated in a clean and safe environment

Building an International Reputation for Research and Development

Plymouth’s clinical research continues to have an excellent reputation locally, nationally and is building internationally. We were identified as the second highest “Large Trust” recruiter to NIHR portfolio trials in the Guardian Trust research activity league tables 2013, reflecting our 591 active studies, of which 232 are currently recruiting, with 141 of these having opened in 2013/14.

In excess of 4,600 patients were recruited to clinical trials during 2013/14 and we remain the highest recruiter to interventional trials in the south west peninsula. Our delivery is supported by more than £2m funding from the National Institute for Health Research (NIHR) which is used to support research staff, facilities and training to provide the capacity to underpin and grow research.

The growth of our clinical trials and research has been significant over the past five years, with aspirations to further increase the number of patients recruited to trials by 50% over the next five years and, in future, to be able to offer all patients the opportunity to take part in a research project.

The research environment continues to change and, in line with the Department of Health’s Corporate Plan for 2013/14, there is the drive for people to live better and for longer. This mantra can only be delivered through research, with one of the key areas for improvement being the treatment and care of people with dementia.

Dementia research is a key area for growth at Plymouth Hospitals, in support of the Government remit for the UK to improve ‘treatment and care of people with dementia, to be among the best in Europe through early diagnosis, better research and better support’. Plymouth is amongst one of the few south west centres successfully delivering research projects and a growing portfolio, for patients with Alzheimer’s, supporting the area’s older stable population.

This agenda is very much in line with the South West Academic Health Science Network (AHSN) key activity areas, and Plymouth will be working with the network, to deliver an integrated care pathway for the:

• Frail elderly and people suffering from dementia
• Long term conditions
• COPD
• Cancer
• Diabetes
• Cardio-Vascular problems
• Stroke Care

These will all be key areas for research over the coming year; supported by our growing collaborations with Plymouth University, Plymouth University Peninsula Schools of Medicine and Dentistry, the AHSN, the NHS Innovation South West, Social Enterprises and the Health Care Community in general, with an agenda of delivering a research pathway from bench to bedside.
We continue, in partnership with Exeter, Truro, Torbay and North Devon hospitals, to be a Quintiles Peninsula Prime site for commercial research and are integral to delivering the Peninsula’s prime site targets for number of trials set up and patient recruitment. Plymouth’s leading practice in Research and Development pathways for the delivery of research continues to be used as an example of best practice across the peninsula.

Research and Innovation Pathway
On 25th April 2014 the Trust’s new Innovation Pathway was launched. The Innovations Strategy aim is to support:

- Improvements in patient care and clinical outcomes
- Improvements in the workplace
- Creating income from licensing or sale of Intellectual Property
- Saving resources (time and cost)
- Nurturing a creative culture creating a vibrant workplace and promoting further ideas

Our belief is that NHS Staff are best placed to come up with the new ideas and better solutions for existing pathways, processes or products which will result in improved patient care.

In the continuing changing environment of health care in the UK, Plymouth Hospitals is proud of, and continues to grow, its research footprint.

Leadership and Culture

This year we have developed and embedded our culture and engagement programme the ‘Plymouth Way’. This incorporates five key aspects to help change our staff behaviour and culture; Values and Behaviours, Communication, Leadership Style, Recognition and Continuous Improvement. The full programme was launched in March 2013 and initially was aimed at our senior staff. The content of the programme has been reviewed to be more inclusive of all staff groups and we will continue to roll this out across the Trust.

As part of this, we have developed bespoke Organisational Development Interventions to support the ‘Plymouth Way’ culture and engagement programme. This includes sessions on Valuing People, Customer Care, Effective Team Work and Coaching Support and Facilitation.

Ministry of Defence Hospital Unit (MDHU)

The relationship between the Ministry of Defence Hospital Unit and Plymouth Hospitals is as strong as ever.

Operations in Afghanistan are beginning to wind down over the course of 2014, however contingency operations have become hugely important given the complex and unpredictable world we live in. Through contingency our military personnel at Derriford Hospital are required to ensure they are always fully prepared physically, mentally and clinically for deployment whether it be on-board ships or through land operations/exercises.
Consultant Anaesthetist Post

INTRODUCTION

This new post has arisen due to service development.

The Anaesthetic Department is proud of its reputation as clinically excellent, forward thinking and friendly. We demonstrated this by being the first large unit in the UK to achieve Royal College Accreditation (ACSA) in June 2015.

We are also proud to have colleagues in significant national and regional roles including on APA Council and RCoA Vice-President, as well as producing excellent research and teaching. Successful candidates would be expected to continue to help develop themselves and the department both locally and more widely. Colleagues are supported with supporting professional activities and external duty allowances to achieve this.

THE WORK OF THE DEPARTMENT AND SERVICE LINE

Organisation of the Service line

The Anaesthesia Service Line comprises 58 consultants (7 military), 9 staff grade & associate specialist doctors, and approximately 40 trainees. Further contributions are made from colleagues from pain services and critical care. Although large, we have a reputation for being supportive and friendly. We deliver >20 000 PA of direct clinical care per annum in both the operating theatres and wider hospital environment.

The paediatric group consists of 8 consultants (6 FTE, 2 military) and as a group, deliver sessions in the dedicated Children’s Theatre Unit, support the paediatric pain service and care of critically ill children throughout the trust as well as offering some flexible commitment to adult anaesthesia.

We pride ourselves in being highly functional – with monthly departmental business meetings, an anaesthetic coffee room (“The Back Bar”) which encourages discussion between colleagues, and a healthy social programme.

Provision of Clinical Services

Anaesthesia

The Service Line for Anaesthesia provides a comprehensive routine and emergency service throughout Plymouth Hospitals NHS Trust for a wide range of surgical specialities.

We are committed to improving our patient care and developing our service. This includes comprehensive pre-operative assessment; use of ultrasound based regional anaesthetic techniques; advanced cardiac output monitoring and funded research sessions. There is strong support for quality improvement and
patient safety initiatives, including an active human factors and simulation programme.

The anaesthetic department is proud to have been the first large unit to achieve Royal College of Anaesthetists Accreditation (ACSA) in June 2015.

We routinely cover approximately 35 locations including operating theatres, a busy maternity suite, endoscopy, interventional radiology and other “remote sites”. We have a comprehensive pre-operative assessment service which allows for the recruitment of elective surgical patients into research projects. Within Job Plans colleagues are expected to work flexibly to maintain and develop their clinical and non-clinical skills.

The service line is managerially separate from the Departments of Critical Care, Cardiothoracic Services and Pain Management Service but maintains close professional links with these areas.

All substantive staff members have allocated office space with IT support and share an IT “hot desking” area located beside the Anaesthetic Coffee Room. Secretarial support is provided by two secretaries.

**Anaesthesia for general surgery**

The anaesthesia service line supports a large and varied range of general surgical work.

Major colorectal, hepatopancreaticobiliary and oesophagogastric subspecialty groups have their own dedicated operating theatres, and there is an expanding programme of minimal access surgery in all of these areas. In addition to this, the urology theatres utilise a Da Vinci robot for prostatectomies. We also support breast and endocrine surgery, renal transplantation and of course the daily work of the general surgical take.

**Neuroanaesthesia**

Plymouth is the South West’s tertiary neurosurgical centre with seven consultant neurosurgeons and three spinal surgeons offering the full range of adult neurosurgical activity including image guided, acoustic and posterior fossa surgery as well as major spinal surgery. There is an expanding programme for awake craniotomies, and support is also given to the intrathecal pump and spinal cord stimulator implant programme. There is a well-established interventional radiology service with six planned sessions per week. The anaesthetic service supports this work and provides an on-call service for complex neurosurgery and interventional neuroradiology. Neurosurgical emergency work forms a sizeable part of our out-of-hours activity, partly due to our status as the regional major trauma centre. It is expected that mechanical thrombectomy for stroke will form an increasing part of our urgent and emergency workload over the next few years.

In recognition of the organisation of our services, and the care we provide, we were awarded in 2016 the additional ACSA accreditation of the Royal College of Anaesthetists for the specific subspecialties of neuroanaesthesia & neurocritical care.

The daytime service covers three neurosurgical theatres (including planned extended days) and interventional radiology. Neurocritical care support is provided in a dedicated unit by Intensive Care colleagues.
All trainees in the Southwest School of Anaesthesia at ST3 level and above rotate through Plymouth for some specialist modules, including neuroanaesthesia. A significant part of the daily work in the neurosurgical theatres is therefore associated with teaching and training our trainees. We also currently host a senior clinical fellow in neuroanaesthesia.

**Obstetric Anaesthesia**

Derriford Hospital has the regional tertiary obstetric unit, which has approximately 4500 deliveries per year. The obstetric unit has received CNST Level 3 accreditation. We have a consultant led obstetric anaesthetic service, and a 24 hour PCEA epidural service for women in labour is provided.

Nine consultants have specialist interest in obstetric anaesthesia. The group work flexibly to ensure consistent cover – with flexible theatre sessions being used to cover colleagues’ leave.

The unit provides teaching for all levels of anaesthetic trainees, from initial obstetric competencies for core trainees to providing advanced training modules and successful one year fellowships in obstetric anaesthesia. We provide special study modules for final year medical students. We support the monthly multidisciplinary training of all members of the obstetric team.

**Pre-operative Assessment**

Day of surgery admission for most patients is supported by a central nurse-led pre-admission assessment unit. There are seven consultant sessions per week with in house cardiopulmonary exercise testing and good relationships with key services including cardiology, respiratory and endocrine medicine and primary care. We have a dedicated diabetic nurse for peri-operative care.

**Orthopaedic Anaesthesia**

The trauma and orthopaedic service line runs a comprehensive service covering elective and emergency patients. PHNT is the regional major trauma centre for the South West Peninsula.

The Department supports approximately 35 elective operating sessions per week covering most facets of orthopaedic care. We provide anaesthesia for trauma lists daily 0800-2100 and weekend daytime with emergency provision outwith these times.

The Department runs the multidisciplinary Plymouth Anaesthesia Trauma Course (PLANT) integrating modern trauma care with experience from our military colleagues and the PHNT protocols.

**Regional Anaesthesia**

The Department is strongly supportive of regional anaesthesia with use of ultrasound and catheter based techniques for anaesthesia and post-operative analgesia. We are utilising these skills to deliver upper limb
surgical lists using block techniques without GA. Colleagues are active both locally and nationally in developing and teaching regional techniques.

**Vascular Anaesthesia**

The vascular anaesthesia service encompasses work in both the dedicated vascular theatre and interventional radiology suite. This is currently supported by several consultant anaesthetists working regularly with five vascular surgeons and four interventional radiologists with anaesthetic input into both the MDT and pre-operative assessment. We perform approximately 36 (increasingly complex) elective open aneurysm repairs and 60 EVARs per year with good clinical results along with 25 acute ruptures per year. We also provide the full spectrum of other vascular surgical and interventional care. One of the vascular surgeons does living donor renal transplants as part of their clinical work.

**Paediatric Anaesthesia**

Across the Trust there are approximately 1500 sessions for paediatric anaesthetists annually. All surgical specialties, with the exceptions of cardiothoracic, neurosurgical and neonatal are provided. The majority of cases are for ENT (including airway surgery in neonates), plastic, dental, general and orthopaedic surgery; these are delivered in the dedicated children’s surgical theatre suite. There is regular provision for imaging and oncology treatment under anaesthesia. The service is expanding with a third theatre recently opened and expansion of emergency operating capacity.

Our 1 in 7 dedicated on-call rota provides 24-hour cover for emergency procedures and assistance for stabilisation of critically ill children prior to transfer to an intensive care unit in an appropriate tertiary centre. There is a comprehensive consultant led acute paediatric pain service with dedicated nursing staff and a nurse led pre-operative assessment service within the children’s theatre unit. A tertiary neonatal intensive care unit is located on site.

**Acute Pain and Acute Care Team**

Acute pain care is integrated into our acute care team delivered 24/7 by nursing staff with consultant session support. This team is integrated into ITU / HDU care with post op review of high risk patients and post-discharge review after critical care stay. An expansion in consultant-level expertise in pain management is planned.

**Simulation and Human Factors**

The Department has a dedicated simulation suite with non-medical support. The anaesthetic department has recently started a master’s course in human factors run in conjunction with the University of Plymouth and are active in training human factors skills within the trust and peninsula.
Research

The department is active in research with several clinicians having job planned time for research funded by recruitment into NIHR supported trials. Current research themes include the relationships between preoperative CPET and outcomes, intraoperative cardiac output, post-operative cardiorespiratory function and Acute and Chronic pain. The Peninsula’s trainees have formed the South-West Anaesthetic Research Matrix (SWARM), which allows trainees to develop research projects and recruit rapidly through all the Hospitals in the School. In recent years we have been one of the UK’s leading institutions in terms of the numbers of patients recruited to multi-centre trials in anaesthesia.

Intensive Care/High Dependency Unit

There is a state of the art 28 bed department that provides critical care (intensive care and high dependency care) for general and neurosurgical patients. Post cardiac surgery intensive care is provided in a separate unit.

Thirteen consultants specialise in intensive care and provide cover for general and neurosurgical intensive care daytime sessions on a weekly rotational basis. Trainee staff includes seven trainees who rotate from ACCS, surgery and medicine. In addition there are two anaesthetic trainees seconded to the unit at any given time and two intensive care medicine trainees. The unit provides an outreach service and is a member of the ICNARC case mix programme. There is an active research and education programme. The department runs regular courses including ALERT, BICM and FEEL.

Cardiothoracic surgery

Plymouth Hospitals NHS Trust provides integrated cardiothoracic, and cardiology services for the South West region within the South West Cardiothoracic Centre located in Derriford Hospital. The Unit serves the 1.6 million population of Devon and Cornwall. There is a large and comprehensive thoracic surgical service, which includes a significant amount of major upper GI surgery.

South West School of Anaesthesia

The South West School of Anaesthesia provides high quality training in anaesthesia and Intensive Care Medicine. It consists of the following hospitals, Derriford Hospital, Plymouth; Royal Devon & Exeter Hospital: Torbay Hospital, Torquay; Musgrove Park Hospital, Taunton; The Royal Cornwall Hospital, Truro and North Devon District Hospital, Barnstaple. Trainees rotate through several hospitals during their training. There are opportunities for trainees to undertake extra paediatric anaesthesia training at Bristol Children’s Hospital. The close working relationship with our local medical schools provides opportunities to become involved in undergraduate education.

There are 140 SpRs/STs/ACCS 3-7 involved in rotations throughout the school area. Derriford has one post specifically designated for advanced pain training and one in intensive care medicine. We also offer out of programme fellowships in obstetrics, research, neuroanaesthesia and pre-op assessment.
Final FRCA teaching is organised as a fortnightly day release course taught by the region’s consultants. For post fellowship specialist trainees and interested consultants, an MSc programme organised through the University of Plymouth is available.

Training Programme

The Department of Anaesthesia in Plymouth has been formally recognised by the Royal College of Anaesthetists as suitable for the training of anaesthetists in basic, intermediate higher and advanced levels and for the obtaining of FRCA. All sub-specialities are trained in Plymouth except for neonatal surgery and paediatric neurosurgery. All consultants participate in regular clinical meetings that are part of the anaesthetic clinical governance programme, and in the formal programme of study sessions, in addition to informal teaching of trainee staff in the operating theatre. Drs Lorraine Alderson and Matthew Ward are the Royal College of Anaesthetists’ tutors.

THE JOB ITSELF

TITLE: Consultant Anaesthetist

RELATIONSHIPS: The post holder will interact with members of the surgical teams and theatre staff, and also with ward staff associated with the care of patients. He / she will also be a member of the department interacting with colleagues and trainees.

The post holder will be managerially responsible to the service line director for anaesthesia, and professionally responsible to the medical director.

The employer is Plymouth Hospitals NHS Trust.
The job plan is based on a full time appointment (10 PAs).

Duties of the post

This post is for a substantive consultant anaesthetist. He/she will be responsible for the delivery of high quality anaesthesia. The post holder will be required to comply with all trust policies notably in relation to job planning, appraisal and leave taking in line with departmental and trust objectives. E.g. flexible working and annualised job plans. S/he will also be expected to participate in the normal duties relating to the administration of the department of anaesthesia. These duties will include teaching, continuing medical education and audit. Assistance with rota preparation may also be required.

The post holder will be expected to participate in the on-call rota.

The department is committed to support the efficient development of surgical specialties. The successful applicant for this post may be expected to participate in the provision of anaesthetic services for operating lists that start earlier than the normal start times or are planned to run on into the late evening, and
potentially weekend elective, emergency and trauma anaesthetic cover. This will be agreed with the Director of Anaesthetic Services and an appropriate allocation of programmed activities will be agreed for this work.

The enclosed job plan is indicative and may change following service development to meet the requirements of the service and the interests of the post-holder. The department runs on a bi-weekly ‘red’ (week 1) / ‘green’ (week 2) pattern for DCC.

It is expected that the successful applicant will have a broad, generalist practice, which supports the expansion of several surgical specialties. Within this, however, it will be possible to accommodate the specialist interests of the post holder.

The programmes shown are for illustrative purposes and could be subject to modification, in agreement with the post holder and the service line director. In addition to sessions identified in the timetable, time will be spent on pre/post operative visiting, travel between sites as necessary, administration, audit and on-call duties.

**Supporting Professional Activities**

The post is advertised with 1.5 generic SPA. The service line will support additional SPA and medical school activity in the job plan according to the needs of the service and the trust. We would expect the “average” consultant to have 2 SPA in their job plan.

The successful candidate will be job planned within six months of taking up the post with a view to ensuring appropriate SPA activity is reflected in the job plan and the possibility of increasing the job plan to a maximum of 12 PA by mutual consent.

**CANVASSING**

Candidates are asked to note that canvassing of any member of the Advisory Appointments Committee will disqualify (see Statutory Instrument 1982 No. 276 paragraph 8(1) (b)). This should not deter candidates from seeking further information relevant to the post from those members of the Trust detailed below and, further, this should not deter candidates from making informal visits to the trust which are encouraged.

**FURTHER INFORMATION**

The trust welcomes informal enquiries and encourages visits before committing to an application.

The relevant people to speak to are as follows:

Director Anaesthetic Services  
Dr David Adams
All anaesthetists are contactable through the secretarial office on 01752 439203. The Main Switchboard number is 01752 202082.

**JOB PLAN FOR FINANCIAL YEAR 2017-18**

This job plan is indicative and may change depending on the needs of the service and, where possible, to develop the interests of the successful applicant.

### JOB CONTENT – INDICATIVE TIMETABLED WORK

<table>
<thead>
<tr>
<th>Day</th>
<th>Start</th>
<th>End</th>
<th>Location</th>
<th>Work</th>
<th>Categorisation</th>
<th>No of PAs</th>
<th>Frequency</th>
<th>Annualised PA</th>
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</thead>
<tbody>
<tr>
<td>Monday</td>
<td>0800</td>
<td>1800</td>
<td>Theatres (Week 2)</td>
<td>Flexible Theatre Session</td>
<td>Direct Care, Supporting, Additional Responsibility, External Duty, PMS, Private Practice, etc</td>
<td>DCC</td>
<td>Bi-weekly</td>
<td>1.19</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>Annuated to 20 sessions per year (from 21) to create a 10 PA job plan.</td>
<td>PA value for activity</td>
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<tr>
<td>Tuesday</td>
<td>1300</td>
<td>1800</td>
<td>Acute Care Team (Week 1)</td>
<td>Ward Round</td>
<td>DCC</td>
<td>1.25</td>
<td>Bi-weekly</td>
<td>0.625</td>
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<tr>
<td></td>
<td>0900</td>
<td>1700</td>
<td>Office</td>
<td>Generic SPA Timetabled for indicative</td>
<td>SPA</td>
<td>2.0</td>
<td>Bi-weekly</td>
<td>1.0</td>
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<tr>
<td>Day</td>
<td>Time</td>
<td>Location</td>
<td>Activity</td>
<td>Categorisation</td>
<td>PA</td>
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<tr>
<td>Wednesday</td>
<td>0800</td>
<td>Theatres (Week 1)</td>
<td>Theatre List</td>
<td>DCC</td>
<td>2.5</td>
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<td></td>
<td></td>
<td>Bi-weekly</td>
<td>1.25</td>
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<td>Thursday</td>
<td>0800</td>
<td>Theatres (Week 1)</td>
<td>Theatre List (General Surgery)</td>
<td>DCC</td>
<td>2.5</td>
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<td>Bi-weekly</td>
<td>1.25</td>
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<td></td>
<td>1300</td>
<td>Radiology Suite (Week 2)</td>
<td>Interventional Radiology</td>
<td>DCC</td>
<td>1.25</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Bi-weekly</td>
<td>0.625</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Friday</td>
<td>0800</td>
<td>Theatres (Week 1)</td>
<td>Theatre List</td>
<td>DCC</td>
<td>2.5</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Bi-weekly</td>
<td>1.25</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1800</td>
<td>Theatres (Week 2)</td>
<td>Theatre List</td>
<td>DCC</td>
<td>2.5</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>Bi-weekly</td>
<td>1.25</td>
<td></td>
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</tr>
</tbody>
</table>

**JOB CONTENT – ANNUALISED & FLEXIBLE WORK**

This will include all activity that is to be annualised or flexibly worked. There will need to be a process to demonstrate that this work has been completed such as a departmental work plan. If work replaces activity in the table in 1a this must be identified.

<table>
<thead>
<tr>
<th>Work Description</th>
<th>Location</th>
<th>Usual Day</th>
<th>Usual Time</th>
<th>Categorisation</th>
<th>Annualised Weekly PA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Describe work e.g. theatre, clinic, ward round</td>
<td>Record where work is to be carried out</td>
<td>Insert the day of the week when this occurs</td>
<td>Insert the usual time of day when this occurs</td>
<td>Direct Care, Supporting, Additional Responsibility, External Duty, PMS, Private Practice, etc</td>
<td>No of PA annualised rounded up to 2 decimal places</td>
</tr>
<tr>
<td>Generic SPA</td>
<td>Office</td>
<td>Variable</td>
<td>Daytime</td>
<td>Generic SPA</td>
<td>0.5</td>
</tr>
<tr>
<td>On call - predictable</td>
<td>Theatres</td>
<td>Mon-Fri</td>
<td>1800-2200</td>
<td>DCC</td>
<td>0.35</td>
</tr>
<tr>
<td>On call - unpredictable</td>
<td>Theatres</td>
<td>Variable</td>
<td>Weekday 2200-0800 &amp; Weekends</td>
<td>DCC</td>
<td>0.65</td>
</tr>
<tr>
<td>Evening Trauma Sessions</td>
<td>Trauma Theatre</td>
<td>One Mon-Thurs &amp; one Friday evening per year</td>
<td>1800-2200</td>
<td>DCC</td>
<td>0.06</td>
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<td>------------------------</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>PROGRAMMED ACTIVITY SUMMARY</th>
</tr>
</thead>
</table>

| Direct Clinical Care Timetabled (Table 1a.) | 7.44 |
| Direct Clinical Care Flexible/Annualised (Table 1b.) | 1.06 |

| Total Direct Care | 8.5 |
| Supporting Professional Activities (Generic) | 1.5 |
| Supporting Professional Activities (Non-Generic) |  |
| Supporting Professional Activities (Medical School) |  |

| Total Supporting Professional Activities | 1.5 |

<table>
<thead>
<tr>
<th>TOTAL PROGRAMMED ACTIVITIES</th>
<th>10.0</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Agreed on-call rota</th>
<th>1 in 11 with Immediate Return to Workplace</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-call supplement</td>
<td>3%</td>
</tr>
</tbody>
</table>

____________________________
### PERSON SPECIFICATION: To be assessed by Application, CV and Interview

<table>
<thead>
<tr>
<th></th>
<th>Essential</th>
<th>Desirable</th>
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</table>
| **Education, qualifications & special training** | • Full GMC registration  
• FRCA (or equivalent)  
• CCT in anaesthesia (or expected within 6 months)  
• On the Specialist Register of the GMC (or entry expected within 6 months) | • Possession of other related postgraduate qualification such as BSc, MSC or PhD  
• Additional training or fellowship in neuroanaesthesia |
| **Particular skills and experience** | • Broad, current clinical experience of adult anaesthesia.  
• Ability to take full and independent responsibility for the clinical care of patients. | • Evidence of experience of a subspecialty clinical interest |
| **Personal Attributes** | • Willingness to work flexibly according to the needs of the service, observing National, Trust, and Departmental guidelines.  
• Honesty and reliability  
• Ability to form constructive and effective professional relationships with existing consultants and staff.  
• Ability to work in a team.  
• Ability to delegate appropriately.  
• A caring attitude to patients, relatives and co-workers  
• An ability to communicate well with patients and staff, both orally and in writing.  
• Commitment to Continuing Medical Education and Appraisal  
• Physically capable of fulfilling the role as presented.  
• Information technology skills  
• A well-presented CV. | • Willingness to undertake additional roles at local, regional and national levels  
• Interview skills  
• Breaking bad news  
• Negotiation skills  
• Human Factors Training |
| **Research, clinical audit and Innovation** | • Strong continued commitment to process of research and audit as evidenced by publications or  
• Evidence of commitment to Service improvement  
• Ability to apply evidence based approach to the | • Publications in peer reviewed journals.  
• Presentation at of work at national meeting. |
<table>
<thead>
<tr>
<th>Teaching</th>
<th>Management</th>
<th>Practical Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Evidence of completion of original anaesthetic audit projects.</td>
<td>- Evidence of ability and commitment to teaching trainees, undergraduates, nursing staff and other professional groups.</td>
<td>- To live within 30 minutes travelling time from Derriford Hospital.</td>
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<tr>
<td></td>
<td>- Evidence of participation in Service Line and Trust management</td>
<td>- Ability and willingness to work hours of the job and provide out of hours cover on-call with any reasonable adjustment to take account of any local requirements.</td>
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<tr>
<td></td>
<td>- Experience in clinical governance</td>
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<td>- Valid driving licence.</td>
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ANNEX A - MAIN TERMS & CONDITIONS OF SERVICE

Rehabilitation of Offenders & Protection of Children – disclosure of criminal background of those with access to children

This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 by virtue of the Exceptions Order 1975 as amended. The person appointed to this post may have substantial access to children under the provisions of Joint Circular No HC(88)9 HOC8/88 WHC(88)10. Shortlisted candidates therefore, are asked to complete a form disclosing any convictions, bind-over orders or cautions, and to give permission in writing for an enhanced disclosure by the CRB. Refusal to do so could prevent further consideration of the application. Attention is drawn to the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975, as amended by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1986, which allow convictions that are spent to be disclosed for this purpose by the Police and to be taken into account in deciding whether to engage an applicant.
Post holders have a responsibility to:

- Ensure the welfare and safety of children within their care. This includes staff who come into contact with children and families in the course of their work as well as those staff who have a specific role with children and families.
- Ensure they attend Child Protection training at the appropriate level within the specified time frame.

Occupational Health
The Trust has an occupational health centre on site, which provides a full range of services, including counselling, to Junior Doctors and all other staff on site. In addition to the services offered by the occupational health centre the Trust offers junior doctors access to the one to one support service provided by the Deanery. You must be Occupational Health cleared prior to commencement of employment.

NHS Hospital & Community Indemnity Scheme
The post holder will normally be covered by the NHS Hospital and Community Indemnity Scheme. In some circumstances (especially in services for which a separate fee is received) the indemnity may not apply. The Department of Health therefore advises that membership of your medical defence organisation is maintained.

Induction
The main medical staff induction day takes place on the first Wednesday in August at the Postgraduate Medical Centre. Those joining outside of the main August intake will be given date/time and venue of their induction. (A programme will be provided with your joining instructions for the day).

Security
All doctors will be provided with a photographic ID card which must be worn at all times, in addition the Trust has a security advisor and security centre on the grounds, the centre houses Trust Security staff and provides a base for local community police officers.

Accommodation
Accommodation is available as studio flats (opened August 2007). Each unit has fitted wardrobes, desk, settee, dining table and chairs. Phone, broadband access and digital TV channels are also included. There is a separate kitchen, fully fitted; including a washer/dryer, microwave incorporating an oven, kettle, toaster and
a fridge freezer. The self-contained toilet and shower has a range of fitted cupboards, mirror lights and heated towel rail. The floors throughout are easy clean, wood laminate in the bedroom/lounge and vinyl in the kitchen and bathroom. There is a video entry phone system and each of the 3 blocks has a separate swipe card entry system, which also controls the car park barrier. Lockable cycle sheds are also provided. The external grounds and landscaped gardens are monitored by CCTV cameras linked to the hospital control room and the external lighting is linked to motion detectors. The fire alarm system is state of the art and incorporates the latest digital technology and is automatically linked to the Trust switchboard. There is a separate 8 person lift in block. A residences office is located on the ground floor of Block 3, this will be open from 8.30 am till 5.00 Monday to Friday. Out of hours there is an emergency call number. All public areas will be cleaned on a regular basis.

Access to Meals etc.
The Trust provides access to hot and cold meals in a restaurant and separate café area, the restaurant provides hot and cold food till 2.30am.

Library Facilities
The Discovery Library opened at Derriford in 2007 and houses brand new facilities in a contemporary space.

Salary
Will be determined in accordance with the current Terms & Conditions of Service for Hospital Medical and Dental Staff and current Pay Circulars.

Annual Leave
Leave (in accordance with current Terms & Conditions of Service for Hospital Medical & Dental Staff):
You will be entitled to 32 working days per year and public bank holidays. After completing 7 years as a consultant, you will be entitled to 34 working days per year and public bank holidays. Your leave year commences from 1 April each year.

Study Leave
Study leave is administered through the Post Graduate Medical Centre. 30 days of study leave are granted for every three year cycle.

Data Protection Act 1998
Candidates are informed that the information given by them in application for the post will be used only for the recruitment and selection process. For successful candidates this will then form part of their personal file, and for unsuccessful candidates the information will be destroyed. The information is stored both in hard copy form and minimally on a database. This information is held and administered in line with the Data Protection Act and the Trust’s confidentiality procedure.

Post Holders are required to
- Adhere to Trust policies and procedures, e.g. Health and Safety at Work, Equal Opportunities etc.
- Work to the Trust values - Put patients first, Take ownership, Respect others, Be positive.
- Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
• Attend statutory, essential and mandatory training.
• Respect the confidentiality of all matters relating to their employment and other members of staff. All members of staff are required to comply with the requirements of the data protection act 1998.
• Comply with the corporate governance structure in keeping with the principles and standards set out by the Trust.
• Comply with the codes of professional conduct set out by the professional body of which registration is required for the post.
• Ensure that they are familiar with the risk management framework, follow policies, procedures and safe systems of work, make known any hazards or risks that they identify and take all necessary actions to reduce risk. All staff must ensure that they attend appropriate statutory and essential training.

All managers have a responsibility to assess risks and implement the necessary actions to minimise these risks within their sphere of responsibility. They must also enable staff to attend the relevant statutory and essential training.

All heads of department have a responsibility to ensure that all necessary risk assessments are carried out within their division, directorate or department in liaison with relevant sources of specialist support and expertise within the Trust. They must also ensure that the risk management process is completed appropriately.

**Note**
This job description is neither definitive nor exhaustive and is not intended to be totally comprehensive. It may be reviewed in the light of changing circumstances following consultation with the post holder. This job description is to be read in conjunction with all current PHNT policies & guidelines.

Under the Public Records Act all NHS employees are responsible for any records that they create or use in the course of their duties. Thus any records created by an employee of the NHS are public records and may be subject to both legal and professional obligations.

All staff have a responsibility for the prevention and control of infection and the post holder must comply fully with all current Trust Infection Control policies and procedures.