



APPOINTMENT OF A CONSULTANT ANAESTHETIST WITH AN INTEREST IN CRITICAL CARE JOB DESCRIPTION

OCTOBER 2021

INTRODUCTION

The Role

We are looking for an enthusiastic, highly driven Consultant Anaesthetist with a passion for Critical Care to join our expert and energetic team.

Candidates for this role must have GMC registration and recent experience within the NHS.

An ICM CCT is not essential and potential candidates are directed to page 19 of the FICM document [“Critical Staffing #1 A best practice framework for safe and effective Critical Care staffing”](#)

The Department

Shrewsbury and Telford Hospitals are large District General Hospitals serving a population of over 500,000. The NHS is in a state of flux and this brings with it challenges both to us as clinicians and the organisation we work for. With these challenges come big opportunities: opportunities to shape a department moving forwards, to be part of meaningful change, to redesign services. We are building something new and something we are proud of and prospective candidates are encouraged to contact us to see, first hand, the exciting developments planned for SaTH.

This is a department for ambitious Consultants in a beautiful part of the world with incredible scenery and fantastic schools. We have fewer admissions than many big centres but work is varied with emergency and elective work. We are the busiest centre for emergency laparotomies in the West Midlands. We value family life and recognise the balance that we need to strike between work and home. We measure success in a sense of happiness and fulfilment at work. Property is affordable and very varied. Our cross-site department is flexible, inclusive and friendly.

We currently have two vibrant hospital sites each with a varied range of services available. Both Hospitals will be further enhanced in the future due to a significant investment that will see the creation of one acute hospital site (The Royal Shrewsbury Hospital) which will include a 32 bed Critical Care Unit and one planned care hospital site (The Princess Royal Hospital) for most elective surgery. The successful candidate will be able to actively contribute to the redevelopment of the service.

We have a progressive, inclusive and dedicated team in which you will have the opportunity to develop. We have representatives that work at a National level on the board of the Intensive Care Society and the Association of Anaesthetists and colleagues are actively publishing books and academic papers. Ambitions will be supported.

The successful applicant will cover Critical Care at both hospitals. Theatre sessions may be based at The Royal Shrewsbury Hospital and The Princess Royal Hospital depending upon your special interest.

The Royal Shrewsbury Hospital has 14 physical Critical Care beds. These can be used flexibly to accommodate level 2 and level 3 patients to a dependency of 8.0. The Princess Royal Hospital currently has 11 physical bed spaces across Critical Care that can be used flexibly to accommodate level 2 and level 3 patients to a dependency of 6.0.

We have a team of 11 Consultant Intensivists that work Cross County. On call commitments are based at the Royal Shrewsbury Hospital on a 1 in 9 basis.

We are in the process of redeveloping our service to enable a 1 in 10 rota at The Royal Shrewsbury Hospital and full 7-day cover for The Princess Royal Hospital and we invite you to play an active role in this.

The post is full time and will consist of 10 PAs plus the opportunity to take up further clinical activity. Part time, job share and flexible working applications will be given full consideration and are actively encouraged.

There are currently 2.5 SPAs allocated for supporting professional activities, 1 of which is for revalidation. As an active department, we recognise the value of work generated during SPA time in promoting professional and service development and the benefits time dedicated to service improvement this brings to the Trust.

The Anaesthetic Department

The Royal Shrewsbury Hospital

The Royal Shrewsbury Hospital has 9 operating theatres close to the Critical Care unit. The majority of the theatre workload is general, colorectal, upper GI/Bariatric, urological, vascular, trauma orthopaedic surgery and ophthalmic surgery. CEPOD theatre activity is high with Shrewsbury being the 6th busiest acute surgical unit in England (GIRFT data).

Princess Royal Hospital

Subspecialty interests for theatre sessions may be accommodated in various specialities provided at the Princess Royal Hospital.

There are 8 operating theatres which provide orthopaedic, ENT, maxillo-facial, breast, gynaecological and paediatric surgery.

Critical Care

Consultant Anaesthetists currently at the Royal Shrewsbury Hospital

Dr Chris Mowatt	Clinical Director for Critical Care, Interest in Intensive Care and enhanced recovery, elected board member of the Association of Anaesthetists, Chair Association of Anaesthetists Education Committee.
Dr James Moon	Interest in Intensive Care, Vascular Anaesthesia and CPEX
Dr Fiona Jutsum	Interest in Intensive Care, Vascular and Colorectal Anaesthesia
Dr Alistair Windsor	Interest in Intensive Care, CPEX, and Vascular Anaesthesia
Dr Ashley Miller	Interest in Intensive Care, Trust lead for organ donation, Elected ICS council member, Chair of CUSIC committee, Co-chair of FUSIC committee

Dr Mike Dixon	Interest in Intensive Care
Dr Rob Law	Interest in Intensive care and CPEX
Dr Stuart Booth	Interest in Intensive Care and ITU Governance
Dr Lorien Branfield	Lead for Obstetric Anaesthesia, Human Factors, medical education and simulation
Dr David Elcock	Interest in Colorectal Anaesthesia
Dr Gordon Kulemeka	IT Clinical Lead / Rota master, Interest in Colorectal Anaesthesia
Dr Karuna Ferdinand	Interest in Vascular and Paediatric Anaesthesia
Dr Simon Leach	Interest in Colorectal Anaesthesia, pre op assessment and equipment College Tutor
Dr Paul Jones	Keele University Tutor, TPD for simulation training
Dr Robin Hollands	Trauma Lead
Dr Louise Sykes	Interest in Bariatric and Colorectal Anaesthesia
Dr Chris De Klerk	Training Programme Director for Stoke School of Anaesthesia, Interest in Obstetric Anaesthesia
Dr Hany Shawkat	Lead for acute pain. Interest in Bariatric, Urological and
Dr Andreas Zafiroopoulos	Interest in Vascular Anaesthesia and pre op assessment
Dr Christopher Clulow	Interest in Obstetric Anaesthesia
Dr Hon Sum Liu	Interest in Colorectal Anaesthesia
Dr Yee Yin Cheng	Interest in Obstetric Anaesthesia
Dr Bikina Sridhar	Interest in Vascular Anaesthesia

On-call

There are 3 tiers of on-call Anaesthetic/Critical Care cover:

- The first on-call for emergency theatre is provided by the CT&ST 1&2s (full shift pattern)
- The second on-call for Critical Care is provided by the ST3+ and by two Trust Grade Doctors (full shift pattern)
- The third on-call cover is provided by Consultants on two separate rotas
- One covering emergency theatres (1 in 10 rota)
- One covering Critical Care (currently 1 in 9 rota)

Currently there are Emergency departments and Critical Care units at both the Royal Shrewsbury Hospital and the Princess Royal Hospital. The acute medical and orthopaedic admissions are split between both hospitals.

The Critical Care Units

At the Royal Shrewsbury Hospital the Critical Care Unit currently has 14 beds (Total dependency of 8). At the Princess Royal Hospital there are 11 Critical Care beds (Total dependency of 6).

Both hospitals have easier access to the other's Critical Care beds if there are speciality needs (e.g. colorectal or ENT). There is hospital specific Consultant cover both day and night.

Many new features are being integrated into the system to improve patient ward safety. All Junior Doctors and many nurses at Shrewsbury participate in a "deteriorating patient Simulation course" in our bespoke dedicated simulation lab "ShropSim".

Critical Care Profile 2018 to 2019 (pre-COVID)

Over the year 2018-19 there were 972 admissions across both sites. The Royal Shrewsbury admitted 607 and The Princess Royal, 365.

Approximately one third of patients across the Trust require invasive ventilation.

The majority of elective surgical admissions take place at the Royal Shrewsbury Hospital.

The combined units have an SMR below the national average based on their 2018-19 ICNARC database figures.

There is an outreach service on the general wards run very successfully by Critical Care trained nurses.

Head injured adults needing Surgery or admission to a Neurosurgical unit are generally transferred to Stoke on Trent's Neurosurgical Unit or to the University Hospital in Birmingham. Paediatric patients requiring intensive Care are transferred to PICUs in Stoke on Trent or Birmingham. The Emergency Department is a designated Trauma Unit. Major Trauma patients may pass through the unit en-route to Regional Trauma Centres. The Critical Care Unit provides support to the Emergency Department, including facilitation of transfers.

Both the Princess Royal Hospital and Royal Shrewsbury Hospital can deliver both haemodialysis and haemofiltration.

Provisional Job Plan

A typical job plan is illustrated below. Theatre days are negotiable and SPA time is flexible.

Wk	Monday	Tuesday	Wed	Thursday	Friday	Saturday	Sunday
1	CCU 8 to 2 RSH	CCU 8 to 6 RSH	CCU 8 to 2 RSH	CCU 8 to 6 RSH	CCU 8 to 2 RSH	CCU o/c RSH	CCU o/c RSH
2	SPA Day	SPA day	All day list	1/2 day list			
3	CCU 8 to 6 RSH	CCU 8 to 2 RSH	CCU 8 to 6 RSH	CCU 8 to 2 RSH	CCU 8 to 6 RSH		
4	SPA Day		All day list	1/2 day list			
5	CCU 8 to 6 PRH	CCU 8 to 6 PRH					
6	SPA day	SPA day	All day list	1/2 day list			
7	SPA day		All day list	1/2 day list			
8	Night time off-site cover RSH 6pm to 8am	Night time off-site cover RSH 6pm to 8am	Night time off-site cover RSH 6pm to 8am	Night time off-site cover RSH 6pm to 8am	Night time off-site cover RSH 6pm to 8am	Night time off-site cover RSH 6pm to 8am	Night time off-site cover RSH 6pm to 8am
9	SPA Day		All day list	1/2 day list			

Direct Clinical Care 7.5 PA on average per week of which 1.9 is currently allocated for on call.

(Clinical activity, clinically related activity, predictable and unpredictable emergency work) On call approximately 1:9 weekdays and weekends.

Supporting Professional Activities 2.5 PA on average per week

(Includes CPD, audit, teaching, and research. It is expected that 0.5 P.A. will be taken flexibly)

Total = 10PAs

Overall Responsibility Of The Post

The Consultant members of the Critical Care Unit and Anaesthetic Department are responsible to the Medical Director. All Consultants are expected to provide support to trainees and actively contribute to training and continuity of service at a senior level.

Research

We hope to become even more active in clinical research and build on our ties with Keele University. Budding or established research clinicians are encouraged to apply. It is usual for the Trust to be participating in many research projects at any time. Every effort would be made to accommodate a particular research interest you may have.

Audit and Quality Improvement

Great importance is placed upon audit and quality improvement within the Shrewsbury and Telford Hospital NHS Trust and you will be expected to contribute to this as part of your role. The Trust has a fully staffed Audit Department at both Hospitals with extremely well-organised teams.

Education & Teaching

There are thriving postgraduate centres at both Hospitals. The Shropshire Education & Conference Centre at the Royal Shrewsbury Hospital enhances the already excellent reputation of the Hospital for training junior staff, supporting seniors and continued professional development. Alongside this we have the Education Centre at the Princess Royal Hospital accommodates a wide range of teaching.

The Trust has a dedicated Continuing Professional Development budget allowing Consultants to pursue CPD requirements. Participation in Audit and Clinical Governance is actively encouraged.

In August 2007 the Trust became a Teaching Hospital for medical students in conjunction with Keele University Medical School. New teaching and residential accommodation is provided at the Royal Shrewsbury Hospital. The Hospitals are involved in teaching year 4 and 5 students and also acts as a base for those students participating in their community module.

Teaching Of Trainees And Undergraduates

Primary Fellowship candidates have a whole day teaching session every two weeks, half of the time in Stoke-on-Trent, and the remainder of the time rotated around the other member Hospitals of the Stoke-on-Trent School of Anaesthesia (Burton-on-Trent, Stafford, Sandwell, Walsall and Wolverhampton).

Final fellowship candidates attend teaching sessions and courses run at Stoke-on-Trent.

Undergraduate teaching is undertaken in conjunction with Keele University Medical School. The Medical School consistently achieves a high rating in the National Student Survey having achieved joint first place from 2014 – 2017, and second place in 2018 and 2019. Students with an interest in Anaesthesia are encouraged to attend the consultant lists for teaching.

Office And Secretarial Support

We are an unusual department. You will have an office, with your name on the door and with a full range of facilities including a personal laptop with VPN and home access to Trust servers. You will be supported by a secretarial team, and additional administrative staff supporting the existing team.

Appraisal, Revalidation And Mentorship

The Trust has the required arrangements in place, as laid down by the Royal College of Anaesthetists, to ensure that all Doctors have an annual appraisal with a trained appraiser and supports all Doctors going through the revalidation process.

The Trust supports the Royal College of Anaesthetists guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust.

A formal review of the job plan will be performed at least annually. Appropriate educational and training needs will be supported by the Trust in, as agreed with the LNC (for example, the approval and funding of study leave).

An annual job plan review at individual and departmental level matches the career aspirations of individuals with the needs of the Trust. We recognise that an individual's lifestyle and career aspirations change over time and we aim to be flexible and inclusive.

The Trust also supports the requirements for continuing professional development as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

Terms And Conditions Of Service

The appointment is full-time / part-time and the successful candidate will be appointed on the Terms & Conditions Consultants (England) 2003.

Salary Scale (MC72): £84,559 - £114,003 per annum for 10 Programmed Activities (as of March 2021).

The post holder:

- Will be in possession of a recognised medical / dental qualification and full registration with the General Medical Council and continue hold a licence to practise.
- Is advised to be a member of a recognised medical defence society or be suitably insured. Trust insurance does not cover work undertaken outside the Trust other than caring for patients and work of the Trust.
- Will be expected to make sure that there are adequate arrangements for hospital staff involved in patient Care to be able to contact him / her when necessary.
- Will be expected to reside within 30 minutes or 10 miles by road of the base hospital whilst on call.
- Will not be permitted to commence employment until a full medical examination has been completed with a satisfactory result or the Occupational Health Physician has satisfied themselves that a full examination is not necessary. The completion of a satisfactory health questionnaire is a condition of employment.
- Will not be permitted to commence employment until full clearance has been received from the Disclosure Barring Service.

The Trust operates a no smoking policy.

The Trust values its diverse workforce and is committed to taking all necessary steps to ensure that individuals are treated equally and fairly and to taking positive action to promote equal opportunities.

Accommodation

The Trust offers single residential accommodation for medical staff depending on availability. The Trust only provides single accommodation so private rental would need to be arranged for family accommodation.

Other Facilities

There is an active Doctors Mess run by the Junior Doctors Mess Committee which organise social events, parties, outings etc. There are on-site fitness centres (a membership fee is payable) available to all members of staff.

Staff Benefits

There are a number of staff benefits schemes which attract tax reductions if joined. This includes a discount on the staff car parking charge, staff gym membership, on-site crèche/childcare provision and access to NHS Discounts schemes.

Visiting

Appointments to visit the Trust should be arranged with:

Dr Chris Mowatt

Clinical Director for Critical Care Services SaTH

Tel: 01743 261196.

Statements

Health & Safety

As an employee of the Trust you have a responsibility to:

- take reasonable Care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- Not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff; and
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- Challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Information Governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust's Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- **Confidentiality and Security** - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- **Disclosure of Information** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.
- **Information Quality and Records Management** - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

Professional Standards and Performance Review

As an employee of the Trust you have a responsibility to:

- participate in statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates; and
- Participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

Safeguarding Children and Vulnerable Adults

- We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.
- As an employee of the Trust you have a responsibility to ensure that:

- You are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
- You attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

Social Responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

PERSON SPECIFICATION

Post: Consultant Anaesthetist with an interest in Critical Care Job Ref No: 223-MC399

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none"> • FRCA accreditation • Must have completed intermediate or Step 1 training in ICM or equivalent (as assessed by the FICM Equivalence Committee), with affiliate Fellowship of the Faculty of ICM or possess (or would be eligible for) the Fellowship by Assessment FFICM or Associate Fellowship (AFICM) of the Faculty of Intensive Care Medicine. • Must be able to demonstrate a commitment to ICM with on-going learning in it. • FFICM examination or other professional or higher qualification <ul style="list-style-type: none"> ○ Non ICM CCT holders must meet the requirements laid down by the FICM
ELIGIBILITY	<ul style="list-style-type: none"> • Entry on the General Medical Council (GMC) Specialist Register via one of the following: <ul style="list-style-type: none"> ○ Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview) ○ Certificate of Eligibility for Specialist Registration (CESR) ○ European Community Rights • Evidence of achievement of competencies in line with GMC standards in Good Medical Practice including: <ul style="list-style-type: none"> ○ good clinical care ○ maintaining good medical practice ○ good relationships and communication with patients ○ good working relationships with colleagues ○ good teaching and training ○ professional behaviour and probity ○ delivery of good acute clinical care
CLINICAL EXPERIENCE	<ul style="list-style-type: none"> • Audit: Evidence of commitment to Clinical Audit and Research • Clinical governance: understanding and engaging in clinical governance: reporting errors, learning from errors.

TEACHING AND RESEARCH	<ul style="list-style-type: none"> • Teaching: Ability to teach clinical skills, teach and lecture on speciality • Research: Ability to apply research outcomes to clinical problems
COMMUNICATION SKILLS	<ul style="list-style-type: none"> • Effective communication skills: demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation. • Empathy and sensitivity: capacity to listen and take in others' perspectives. • Works in partnership with patients: always considers patients preferences when discussing treatment options.
PERSONAL SKILLS	<ul style="list-style-type: none"> • Team working: demonstrated experience working in a team, values the input of other professionals in the team. • Managing others & team involvement: capacity to work co-operatively with others and demonstrate leadership when appropriate. Capacity to work effectively in multi-professional teams. • Leadership: Recognised ability to work within and provide leadership in the MDT • Coping with pressure: capacity to operate under pressure. Demonstrates initiative and resilience to cope with setbacks & adapt to rapidly changing circumstances. • Problem solving & decision making: capacity to use logical/lateral thinking to solve problems & make decisions. • Organisation & planning: capacity to organise oneself and prioritise own work. Demonstrates punctuality, preparation and self-discipline. Understands importance of information technology. • Flexible approach to work: able to adapt and work with employers to deliver improved patient care. • Equality and diversity: promotes equality and values diversity • Professional Development: commitment to continuing professional development.
PROBITY	<ul style="list-style-type: none"> • Professional integrity and respect for others: capacity to take responsibility for own actions and demonstrate a non-judgmental approach towards others. Displays honesty, integrity, awareness of confidentiality and ethical issues.
PERSONAL CIRCUMSTANCES	<ul style="list-style-type: none"> • Must live within 10 miles or 30 minute's drive of hospital where provides out of hours cover