

## Consultant Job Description

**Grade:** Consultant Anaesthetist

**Department:** Anaesthetics

**Reports to:** Clinical Director

### The Hospital

Portsmouth Hospitals University NHS Trust provides a range of acute services at Queen Alexandra Hospital (QAH). QAH is a very large, busy district general hospital and has gone through a major redevelopment in 2009, when three pre-existing hospitals were brought together to create a modern and spacious new block, where Anaesthetics, Obstetrics and Intensive Care departments are now all housed. There are over 7,500 full time equivalent staff, including Ministry of Defence employees, who are fully integrated into the activities of the hospital. The Emergency Department is one of the busiest in the UK, treating in excess of 180,000 patients each year. Similarly maternity services are responsible for the delivery of around 6,500 births per year, making it one of the largest maternity services on the south coast. The Trust is also home to the Wessex Renal and Transplant Unit and it holds prestigious Cancer Beacon Status for the Head and Neck Cancer Services. Queen Alexandra Hospital has around 1,200 beds, including cots (NICU), 30 theatres and superb critical care facilities with a 24 bedded ICU.

### The Anaesthetic Department

We are a large and friendly department with over 65 Consultants, 11 SAS's, up to 40 Residents and post CCT Fellows. We are very proud to be a MDHU (Ministry of Defence Hospital Unit) with 4 Military Consultants and a variable number of Military trainees of various grades. We have 4 qualified AA's in a bespoke programme designed for the benefit of and led by the department. The department also hosts 3.5 WTE Acute Pain Nurses, Peri-Operative team, 20 WTE Pre Operative Assessment Nurses and 5 Administrative and Clerical staff.

As a department we have a reputation for being cohesive, innovative and providing excellent education and support to our trainees, Trust Grades and Consultants. We were delighted to be one of the first Departments in the UK to achieve ACSA accreditation from the RCOA and reaccredited again in 2023. We have also had a successful "Getting it Right First Time" (GIRFT) visit and were particularly commended for our Surgery School and our Surgical High Care Unit.

The hospital has 30 operating theatres and 5 remote suites where anaesthetic services are delivered. The department provides anaesthetic services to all sites in the Trust and supports subspecialties including:

- Major General: Colorectal, Upper GI (including Oesophagectomies), Bariatrics, Gynaecology, Urology. Including robotic surgery (4 robotic theatres)
- Major Head and Neck and ENT (including free flap surgery)
- Orthopaedics, including significant amount of regional anaesthesia
- Renal transplant and Renal Vascular access surgery
- Plastics
- Paediatrics
- Obstetrics
- Pain
- Non-theatre: Interventional Radiology, CT/ MRI, Gastro/Endoscopy and Cardiology.
- Periop Medicine: Anaesthetic Preassessment clinic, dedicated Bariatric/Upper GI clinic and MDT, CPET, daily Surgical High-Care Ward round and Surgery School ([www.surgeryschool.co.uk](http://www.surgeryschool.co.uk))

The department runs numerous courses and particularly prides itself on its reputation within the region for teaching. We run a nationally recognised difficult airway course (PAWS), numerous simulator courses (we have a high-fidelity Simulation Suite on site), Regional Anaesthesia courses and exam preparation courses.

Our Intensive Care Unit is a separate 24 bedded department within the same Care Group and 7 of the 14 Consultant Intensivists have anaesthetic sessions.

### **The Post**

The job plan for these posts is for 10.25 PA's with 7.5 DCC (Direct Clinical Care), typically 3 clinical days per week and initially 2 SPA plus participation in the Consultant on-call rota (0.75 PA). Typical job plans comprise a mixture of fixed and float sessions. The proposed timetable for each job is attached but the exact sessions (including sub specialties) and working days will be reviewed and altered by agreement with the successful candidate prior to commencement in the post.

### **On-call**

The department operates a 2 tier Consultant led on call rota. This is Category A on call. Each tier has a frequency of 1 in 40 giving a combined frequency of 1 in 20. The second on call consultant works in the emergency theatres during the evenings approx. 17:30 – 20:30 and is then second on call from home, where they are very infrequently called. At the weekend the second on call consultant works in the emergency theatres between 07:45 - 17:00 and is then on call from home. The first on call consultant is the first port of call from home.

### **Commencement of duties**

These posts are currently vacant and the appointee will be required to take up the post no later than six months from the date of the offer of an appointment, unless a special agreement has been made between the appointee and Portsmouth Hospitals NHS Trust.

If you consider it unlikely that you will be able to take up the appointment within such a period, you are advised to point this out at the time of your application.

### **Person Specification**

Attributes	Essential	Desirable
Qualifications	Full registration and License to Practice with the General Medical Council  Primary Medical Qualification (e.g. MBChB)  A higher degree e.g. FRCA or equivalent  Entry onto the GMC Specialist Register for Anaesthesia via CCT or CESR (or within 6 months of proposed date of award of CCT)	Higher qualification in Anaesthesia e.g. EDRA  Possession of Additional Degree (MD, BSc), diploma or post-graduate qualification e.g. MRCP  Completion of relevant Subspecialty Fellowship  Award of external Prizes or Honours

Training & Clinical Experience	<p><u>Old 2010 RCOA curriculum</u> Evidence of completion (or equivalent) of 8 relevant Higher Training modules</p> <p>Evidence of completion (or equivalent) of 2 relevant Advanced Training modules</p> <p><u>New 2021 RCOA curriculum</u> Completion of all stage-3 essential HALO's or equivalent</p> <p>12 months SIA or equivalent</p>	<p><u>Old 2010 RCOA curriculum</u> Evidence of completion of additional relevant Higher Training modules</p> <p>Evidence of completion of additional relevant Advanced Training modules</p> <p>Fellowship or Out of Programme Experience (OOPE) / Out of Programme Training (OOPT) in relevant specialist area(s)</p> <p><u>New 2021 RCOA curriculum</u> Evidence of completion of additional SIA.</p> <p>Fellowship or Out of Programme Experience (OOPE) / Out of Programme Training (OOPT) in relevant specialist area(s)</p>
Teaching & Governance	<p>Achievement of Local standards to be a Clinical Supervisor</p> <p>Active regular participation in teaching and training</p> <p>Active consistent engagement with Clinical Governance and Quality Improvement</p> <p>Evidence of change Implementation</p> <p>Research, Publications and Presentation</p>	<p>Deanery Accredited Educational Supervisor</p> <p>Registered Associate or Member of Academy of Medical Educators</p> <p>Extensive/formal experience/leadership in medical education including regional teaching</p> <p>Educational qualification</p> <p>Current Provider/Instructor of Advanced Life Support (ATLS, APLS, ALS)</p>
Personal Attributes	<p>Evidence of alignment with PHT Values, Behaviours &amp; Standards</p> <p>Evidence of self-awareness, reflection and appropriately planned personal development</p> <p>Polite and helpful approach, with good communication and people skills</p> <p>Positive comments from varied theatre team members in multi-source feedback exercises</p> <p>Good organisational skills</p> <p>Evidence of a positive work ethic and personal resilience</p>	<p>Evidence of leadership / soft skills development</p> <p>Evidence of flexibility in approach to clinical workload</p>

## **Working Together For Patients with Compassion as One Team Always Improving**

**Strategic approach** (clarity on objectives, clear on expectations)

**Relationship building** (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

**Personal credibility** (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

**Passion to succeed** (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

**Harness performance through teams** (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity)

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Job holders are required to act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

**Print Name:**

**Date:**

**Signature:**

## **Additional Information:**

Portsmouth Hospitals University NHS Trust is a provider of Acute Health Services under contract to a range of Purchasers in the area of the Hampshire basin and Western South Downs. The catchment is in excess of 650,000 people. The area served by the Trust is on the Solent and English Channel and includes the City of Portsmouth and the Boroughs of Gosport, Fareham and Havant extending from Warsash in the west to Emsworth on the Sussex border and its northern boundaries encompass Petersfield and Liss. With the exception of the rural north, it is an essentially urban area having grown up around the Royal Naval establishments in Portsmouth and Gosport. It now provides a wide range of modern high-tech industry and the facilities associated with a commercial port and cross Channel ferry terminal.

Portsmouth is a thriving naval city, steeped in history, on the South Coast. It is ninety minutes from central London and has good transport links, including regular ferries to France and Spain. The major airports are easily accessible. It has some of the best water sports facilities in Europe and sandy beaches are within easy reach. Developments within the city itself and on the Gosport side of the harbour suggest a vibrant future for the area. Inland from the hospital is the beautiful and relatively unspoilt countryside of rural Hampshire. Close by is the New Forest and the recently designated National Park of the South Downs. The area combines the advantages of city life with pleasant villages and seaside towns. There are a number of first-rate schools both in the state and private sector and it is an excellent place to raise a family.

### **Portsmouth Hospitals University NHS Trust**

Portsmouth Hospitals University NHS Trust has a vision to be recognised as a world-class hospital, leading the field through innovative healthcare solutions, focusing on the best outcomes for our patients, delivered in a safe, caring and inspiring environment.

At present PHU provides the following services, Emergency Medicine, Trauma and Orthopaedic Surgery, Oncology, Radiology, Orthodontic and Oral Surgery, General and Specialist Medicine, General Surgery, Breast Screening and Surgery, Plastic Surgery, Renal Services, Acute Medical Admissions, Ophthalmology, Maxillofacial, ENT, Critical Care, Coronary Care, Elderly Medicine, Rheumatology, Elderly Medicine, Rehabilitation, Dermatology and Neurology.

### **The Department**

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### **Teaching**

The Department has 11 half-day teaching/audit sessions (Clinical Governance Meetings, CGMs) per year for all anaesthetic staff. These occur as a rolling programme on different days through the year.

There is a tutorial programme during the three academic terms for teaching of members of the department taking College Examinations. There is an educational programme for Trainee AA's following the curriculum of the University of Birmingham. The Department provides classroom and in-theatre teaching for final year medical students from Southampton. We also have an established placement programme for Foundation doctors.

The Anaesthetic Department also provides in and out of theatre support to level 3 ODP training, to anaesthetic courses for theatre staff and dental surgery assistants.

### **Clinical governance**

The department adheres to the principles laid out in the document "Guidelines for the provision of anaesthetic services 2021" produced by the Royal College of Anaesthetists and is proud to be ACSA accredited as a result. A programme of appraisal of all members of the anaesthetic department is in place.

Members of the department are expected to meet the Royal College of Anaesthetists' targets for CME/CPD.

The Trust has instituted 11 audit half-days per year when fixed commitments are cancelled for attendance at Department Clinical Governance Meetings. Consultants are expected to take an active part in a variety of clinical governance projects every year in conjunction with trainees or SAS's.

The Department was successfully ACSA accredited in 2016 and following a recent visit, was reaccredited in early 2023.

### **Medical Staffing - Consultants**

In the event of service changes, the consultant's job plan is subject to change at any time, by negotiation and agreement with the Consultant and Trust management. Our departmental job-planning process is well-established

and is based on the 2017 NHSI Guidance “Consultant Job Planning – a best practice guide”. The job planning process takes place in October / November each year.

### **Conditions of Service**

The post is covered by the Terms and Conditions of Service Consultant Contract (2003)

The Trust expects all Medical and Dental staff to work within the guidelines of the GMC ‘Guide to Good Medical Practice’ which can be viewed on the GMC website [www.gmc-uk.org](http://www.gmc-uk.org).

Where the post holder manages employees of the Trust, they will be expected to follow the local and national employment and personnel policies and procedures.

### **Accommodation**

Shared office accommodation will be made available within the department together with secretarial support.

### **Management**

The post holder will be expected to work with local managers and professional colleagues in the efficient running of services including the medical contribution to management. Subject to the provisions of the Terms and Conditions of Service, the post holder is expected to observe agreed policies and procedures drawn up on consultation with the profession on clinical matters and follow the standing orders and financial instructions of the Portsmouth NHS Trust. In particular, Managers of employees of the Portsmouth Hospitals University NHS Trust are expected to follow the local and national employment and personnel policies and procedures. The post holder will be expected to ensure that there are adequate arrangements for hospital staff involved in the care of patients to be able to contact them when necessary.

All medical and dental staff are expected to comply with the Portsmouth Hospitals University NHS Trust Health and Safety Policies.

All medical and dental staff are expected to proactively, meaningfully and consistently demonstrate the Trust Values in their everyday practice, decision making and interactions with patients and colleagues.

### **Study Leave**

30 days, plus a dedicate budget within a three-year period, subject to national and local policies will be allowed.

### **Status of Post**

This is a full-time post.

The job plan for this post is for 10.25 PA’s with 7.5 DCC (Direct Clinical Care), typically 3 clinical days per week and initially 2 SPA plus participation in the Consultant on-call rota (0.75 PA). Typical job plans comprise a mixture of fixed and float sessions. The proposed timetable for each job is attached but the exact sessions (including sub specialties) and working days will be reviewed and altered by agreement with the successful candidate prior to commencement in the post.

### **Residence**

Residence within either 10 miles or 30 minutes by road from Queen Alexandra Hospital is usually required unless alternative arrangements agreed with the Trust management. Their private residence must be maintained in contact with the public telephone service.

## **Safeguarding**

Act in such a way that at all times the health and wellbeing of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

## **Infection Control**

In compliance with the Trust's practices and procedures associated with the control of infection, you are required to:

- Adhere to Trust Infection Control Policies assuring compliance with all defined infection control standards at all times.
- Conduct hand hygiene in accordance with Trust policy, challenging those around you that do not.
- Challenge poor practice that could lead to the transmission of infection.

## **Hand Hygiene Policy**

The Trust has adopted "Naked Below the Elbow" strategy which means that when involved in patient care and direct physical contact with patients, you must wash or decontaminate your hands as per the Hand Hygiene Policy.

Compliance with the Hand Hygiene Policy is mandatory; you must wear short sleeved shirts/blouses/uniform, remove any out jackets and roll up your sleeves. No jewellery should be worn below the elbow (except a plain wedding band) and wrist watches must be removed.

Compliance with this policy will be monitored and any noncompliance may be subject to disciplinary action.

## **Rehabilitation of Offenders**

Because of the nature of the work for which you are applying, this post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act, 1974 by virtue of the Rehabilitation of Offenders Act, 1974 (exceptions) order 1975. Applicants are therefore not entitled to withhold information about convictions. This could result in dismissal or disciplinary action from the Trust.

Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order is applied.

## **Post Vacant**

The post is currently available, and the appointee will be required to take up the post no later than six months from the date of the offer of an appointment, unless a special agreement has been made between the appointee and Portsmouth Hospitals University NHS Trust

If you consider it unlikely that you will be able to take up the appointment within such a period, you are advised to point this out at the time of your application.

## **Visiting Arrangements**

Intending applicants may obtain further information and/or arrange a visit by contacting the Dr Mike Jackson, Clinical Director or Michelle Andrews, Anaesthetics Service Manager on 02392 286483.

Please note that Portsmouth Hospitals University NHS Trust will reimburse expenses for one pre interview visit in respect of short-listed candidates.



Due to the high volume of recruitment and our desire to treat all applicants fairly it is not possible to meet with the Chief Executive, Mrs Penny Emerit, prior to the Appointments Advisory Committee.

However, arrangements to meet with Dr Natalie Borman, Interim Chief Medical Officer, can be made by contacting her PA on 02392 286342. Both Mrs Emerit and Dr Borman are extremely committed and supportive of this appointment and to appointing the right candidate and, as part of the induction programme the successful applicant will have an opportunity to meet with them.