

JOB DESCRIPTION

Consultant Anaesthetist

We are excited to invite applications for a Consultant Anaesthetists at Kingston Hospital NHS Foundation Trust. We are a friendly and dynamic department with over 30 consultants. We deliver anaesthetic services to a wide range of district general hospital specialities, allowing the successful candidate a varied and fulfilling consultant career. Expansion of services means there are opportunities for candidates with an interest in regional anaesthesia, paediatrics, remote site anaesthesia, and ophthalmic surgery. We also provide anaesthetic services to one of the busiest and most popular obstetric units in London, with nearly 6000 deliveries per year.

Kingston Hospital and Surrounding area

Kingston Hospital - First Acute Trust in London to be rated Outstanding by CQC for Overall Quality and Leadership

Kingston Hospital NHS Foundation Trust is a district general hospital situated in a beautiful and remarkable part of the country - close to London yet surrounded by royal parks, historic buildings and the River Thames. We are located on a single site in Kingston upon Thames, Surrey and run several outpatient clinics in neighbouring areas including Raynes Park Health Centre and Teddington Memorial Hospital.

We employ 3,300+ staff who proudly and efficiently support over 350,000 people locally through a full range of diagnostic and treatment services and we have a national reputation for innovative developments in healthcare, particularly in 'patient-focused' care, day surgery and maternity services

We are proud of our reputation as the largest single site District General Hospital in London. Our Maternity Unit is the second biggest in London and receives excellent ratings from patients and reviewers alike.

Trust Culture and Values

The Trust strategy is to put the Patient First in everything we do.

Our ambition is to always provide outstanding hospital care to our local community, being part of a vibrant, resilient, and sustainable health and care system, supporting healthier lives, addressing inequalities and ensuring that where health and care is needed that it is safe and timely. The following seven principles will underpin the delivery of our ambition of putting the patient first:

1. Deliver outstanding care putting the patient first in everything we do.
2. Be a great and inclusive place to work, where racism, bullying and harassment are not tolerated, where opportunities to develop and progress are open to all, where we invest in our staff and keep them safe, well, and at work so that they feel valued for their contribution to outstanding patient care.
3. Take a proactive role in supporting the health of our local population by addressing health inequalities, identifying early opportunities to intervene and prevent decline in mental and physical wellbeing.

4. Drive integration of our clinical pathways with partner organisations, working as one, to simplify access to services for patients and support care closer to home, significantly reducing attendances to hospital and ensuring that a stay in hospital reflects an acute care need.
5. Be an exemplary elective care centre that delivers the best outcomes for the local population, is highly productive and is recognised as a national centre of excellence.
6. Provide women and family centred individualised care, encouraging innovation within practice to deliver outstanding care and the maternity service of choice for SW London.
7. Sustain the Trust's leading position on delivering timely cancer treatments and continue to enhance our cancer services and work with partners to make major improvements in survival rates.

We are a values-led organisation. Our values are:

Caring – we design and deliver care around each individual patient's needs and wants

Safe – we make the safety of patients and staff our prime concern (safety comes first)

Responsible – all staff take responsibility for the hospital, its services and reputation

Value each other – we all value each other's contribution

Inspiring – we always strive to empower each other to develop and deliver improvements to benefit our patients

We aim to make these values 'what we do' - to inspire, develop and support every one of us to live our values: every patient, every colleague, every day. Each month we award at least one member of staff with a recognition award for living one of the values.

These values are about us all helping each other to deliver great patient experience more consistently - involving people who use our services, their families, carers, staff and partners in continuing to improve the experience people have using and delivering our services.

Hospital Management Structure

Kingston Hospital NHS Trust is managed by a Trust Board, made up of the Chairman, the Chief Executive, full-time Executive Directors and part-time Non-Executive Directors.

Chairman:	Phil Hall
Chief Executive:	Jo Farrar
Medical Director:	Dr Bill Oldfield

The Trust has 2 Clinical Divisions, namely Planned and Unplanned Care. Each Division has a Chief of Medicine.

Chief for Planned Care:	Mr Sarb Sandhu
Chief for Unplanned Care:	Dr Louise Hogh

Division of Planned Care

The Division of Planned Care incorporates several clinical clusters where specialties are grouped together due to close working links. Anaesthetics, Theatres and DSU (Group 1) sits within the same 'Cluster' as Surgery and Urology (Group 2), Trauma & Orthopaedics and Rheumatology (Group 3) and Gastroenterology with Endoscopy (Group 4). The Division is led by Chief of Planned Care Mr Sarb Sandhu.

The Anaesthetics and Theatre Service Line incorporates Chronic and Acute Pain services. The Clinical Lead for Anaesthetics is Dr Jo Glynn and Service Manager is Philip Ebun.

The Anaesthetic Department

The Anaesthetic Department at Kingston Hospital consists of 35 consultants and over 30 specialty doctors, trust grades and trainees. We are a motivated and friendly group and were one of the first departments to achieve RCOA accreditation (ACSA), demonstrating our dedication to providing an outstanding quality of care and our enthusiasm to engage with national projects.

The hospital has 8 main operating theatres, 4 theatres in the dedicated Day Surgery Unit, 1 theatre in the dental unit, and a theatre in the Royal Eye Unit. We carry out approximately 11,000 operations per year across these sites. We also provide anaesthetic services for the assisted conception unit. There is a 4 bedded PACU to support elective work. Out ITU currently has 15 beds but plans are well underway for a new build which will have 21 beds.

A wide range of surgical specialties provide ample opportunity for maintaining and developing skills in many aspects of anaesthesia.

For regional enthusiasts, there are multiple opportunities in upper limb and hand lists. Regional techniques, including peri-neural catheters, are frequently used on our trauma patients for limb and rib fractures. We also employ regional techniques in breast oncoplastic lists. We have 2 regional advanced level trainees, and also provide intermediate level training. Our regional anaesthetists are actively involved in QI projects and we are developing stronger links between regional anaesthesia and the acute pain service.

Our elective paediatric patients are mostly day case ENT, dental and urology patients, from 6 months of age. We have a dedicated 5 bed area in DSU but are looking at increasing our paediatric numbers. We also look after children presenting for emergency and trauma surgery in main theatres, and of course are involved with stabilizing very unwell children prior to transfer to tertiary centres as part of our emergency work.

As well as major colorectal and urology surgery, we run some bariatric lists with visiting surgeons from St George's. In addition to day case ENT and oral surgery, there are more complex head and neck and maxillo-facial lists, with cancer diagnostic procedures, hemithyroidectomies, parotidectomies and bimaxillary and mandibular osteotomies.

We serve the busy Royal Eye Unit at Kingston Hospital, providing anaesthetic services for retinal detachment surgery, vitreoretinal, macular hole repair surgery, oculoplastics, glaucoma, cataract and paediatric strabismus surgery. There is an opportunity to practice skills in sedation and ocular blocks and get involved with multi-disciplinary best interest meetings.

In 2021 the Care Quality Commission's national survey placed Kingston Hospital's maternity unit as the top performing in London. It is a busy unit, with nearly 6000 deliveries per year, and a high epidural rate, with over 50% of first-time mothers requesting one. We estimate there is anaesthetic involvement in almost 75% of deliveries. Our obstetric anaesthetists are dedicated to providing first class obstetric anaesthetic services to our patients; we have excellent working relationships with midwives and obstetricians, with 6 monthly joint governance meetings and shared teaching through PROMPT. Trainees rate their teaching experience highly on labour ward.

The anaesthetic department is actively involved in participating and promoting research, including in obstetric anaesthesia. Regular audit and quality improvement projects are conducted with opportunities for support at Trust level from the Improvement and Audit Teams. National research and QI projects we are involved in currently include COPe, GOALPOSTS, OBSTIVA, PQIP, VITAL and NELA.

We have one afternoon per week of consultant led protected teaching for trainees. Trust grade doctors are also encouraged to attend this. The regional fellows often run a sono-club as part of this teaching.

There is also a journal club once a week. The hospital has an active simulation centre, and there is opportunity to get involved with this, as well as with multi-disciplinary obstetric teaching.

Department Structure

The Anaesthetic Department consists of 36 Consultants (some of whom have ITU sessions only):

<u>Name</u>	<u>Sub-specialty</u>	<u>Additional roles</u>
Dr Hadi Alsahaf	General/Regional	
Dr Azher Ashraf	General	Sedation Lead
Dr Jeremy Boyle	General/Obs	Lead for CEPOD/NELA
Dr Brenda Buxton	Chronic Pain	
Dr Josie Cashman	ITU/General	
Dr Deanne Cheyne	General/Obs	Guardian of Safe Working
Dr Shao Chong	ITU/General	
Dr Alison Curtis	ITU	Lead for ITU
Dr Prabhu Gandhimani	Chronic Pain	Lead for Chronic Pain
Dr Inithan Ganesaratnam	ITU/General	ITU College Tutor/ FICE Lead
Dr Amira Girgis	ITU	Deputy Medical Director
Dr Gowripalann	General	Rota Lead
Dr Jo Glynn	General	Lead for Anaesthetics
Dr Preeti Goyal	General	Work experience lead
Dr Nik Husain	General/Obs	Equipment Lead/ Trust Grade Lead
Dr Gayani Jayasooriya	General/Obs	Research Lead
Dr Anna Joseph	ITU/General	ICNARC Lead / ITU Risk Lead
Dr Girish Kar	General/Obs	Risk Lead
Dr Sabeen Khan	General	DSU Lead
Dr Henry Lewith	General	PACU lead
Dr Ping-Yi Kuo	General/Regional	Wellbeing lead
Dr Sombith Maitra	General	College Tutor
Dr Kaggere Paramesh	ITU/General	Lead for Cluster 6
Dr Viktorija Peculienne	ITU/General	Trust Organ Donation Lead
Dr Paolo Perella	General	Robotic Surgery Lead
Dr Sarang Puranik	General/Pain	Airway Lead
Dr Asif Qureshi	General/Pain	
Dr Ram Kumar	ITU/General	Regional Lead
Dr Bernadette Ratnayake	General/Pain	Lead for Acute Pain/Pre-op assessment
Dr Nicci Richards	General/Obs	Obs lead
Dr Sharief Sharaf	General/Regional	Trauma Lead/Trust Audit Lead
Dr Carol Stableforth	General/Obs	ACSA Lead
Dr Andrew Tan	General/Obs	Education lead for obstetrics
Dr Will Turner	General/Obs	Teaching Lead/QIP lead
Dr Richard Waddington	General/Paeds	Paediatric Lead
Dr Pooja Paramasivan	ITU/General	Medical student lead
Dr Rachel Alder	General	Locum
Dr Louise Webber	General	Locum

Junior Medical Staff

- 9 Specialty Trainees ST4 and above
- 6 Core Trainees CT1 to CT3

- 4 ACCS (ED and Anaesthetics)
- 1 Foundation Year 1 Trainee
- 10 Locally employed doctors (Anaesthetics)
- 4 Locally employed doctors (ITU)
- 5 Speciality doctors

Other Staff

- 2 Acute Pain Nurse Specialist

Professional Structures

All consultants are members of the Medical Staff Committee. There is a Local Negotiating Committee representing the British Medical Association, which reports to the Medical Staff Committee.

Key Responsibilities and Outcomes:

1. To work with consultant colleagues, career grade medical colleagues, trainee doctors, professional and nursing colleagues and managers to ensure the efficient and effective running of the service. Special interests will be encouraged wherever possible.
2. To participate in clinical governance in line with Trust objectives and policies.
3. To comply with the GMC's guidance on 'Good Medical Practice' as amended or substituted from time to time.
4. To ensure that patient confidentiality is always maintained.
5. To undertake duties as defined within the final job plan in so far as is practicable and in agreement with your Clinical Lead.
6. To observe the Trust's Policies and Procedures and follow the Standing Order and Standing Financial Instructions of the Trust.

Job plan for Consultant in Anaesthetics

We are looking for a motivated, enthusiastic individual who will contribute to our friendly department, not just by providing high quality anaesthesia for the specialities we cover but also by supporting the department in the wider sense. We would like to see evidence of participation in quality improvement projects and research. Involvement in teaching and training, including simulation, is highly desirable.

This post attracts 10 PAs. The on-call commitment includes covering CEPOD theatres, obstetrics and acutely unwell children, so you must be comfortable with paediatric resuscitation and managing unwell children prior to transfer. This post initially attracts 2 SPA and 8DCC. The Trust give 1 SPA for 'core' activities that support revalidation. There are numerous opportunities to build up SPA roles that support the department and the wider Trust.

The successful candidate may, from time to time, be required to act as 'Consultant of the Day.' In this case, no theatre list is specifically assigned but this consultant is expected to troubleshoot problems with the smooth running of all theatre lists.

Job planning will be based on a partnership approach. The clinical manager will prepare a draft job plan, which will then be discussed and agreed with the consultant. Job plans will list all the NHS duties of the consultant, the number of programmed activities for which the consultant is contracted and paid, the consultant's objectives and agreed supporting resources. They should also include any external commitments.

On Call work involves participating in a 1 in 16 rota from 5pm until 8am (resident 5pm to 8pm) the following day on weekdays and 24 hours at weekends. This work involves supporting trainees in covering

emergency lists, maternity services, paediatric emergencies and any other work requiring specialist airway skills. This work is compensated with a Category A, 3% pay supplement.

The duties and responsibilities set out in the Job Plan will include, as appropriate:

- Direct Clinical Care
- Supporting Professional Activities
- Additional NHS responsibilities
- External Duties

Job Plan Example

Please note, this is representative and subject to change according to the demands of the department and the preferences of the successful applicant.

COD = Consultant of the Day

FF = Fixed Flexible session

Consultant 1

Week 1	Monday	Tuesday	Wednesday	Thursday	Friday
am	SPA		Gynae	SPA	Ortho
pm	COD		Gynae	COD	Ortho
eve					

Week 2	Monday	Tuesday	Wednesday	Thursday	Friday
am		SPA	SPA		FF
pm		Urology	Cardioversion		Obstetrics
eve		Urology			

In addition, there will also be 6 elective all day Saturday lists to be undertaken on an annual basis.

Wellbeing Support

The Trust actively supports staff health and wellbeing. As well as Occupational Health, the Trust offers access to clinical psychologists and counsellors, as well as pastoral care from Staff Pastoral Wellbeing Practitioners. There are also regular exercise classes. The Department has its own Wellbeing Lead, and we organize regular social events and Coffee, Cake & Listening mornings.

Educational Facilities

The Postgraduate Medical Centre has an excellent multidisciplinary library, 2 lecture theatres and multiple meeting rooms. There is an active postgraduate program for senior and junior staff.

Within the Anaesthetic Department we hold weekly Journal Club meetings and have one afternoon of dedicated teaching for trainees per week.

Medical students are from St George's Hospital Medical School.

Continuing Medical Education

The appointee will be required to meet, as a minimum, the requirements of the Royal College in respect of continuing medical education. Collaborative research with other clinical colleagues is encouraged by the Trust.

The maximum amount of funding for Study Leave is £700 per annum.

Protecting Patients, Guiding Doctors

The Trust supports fully the General Medical Council's performance procedures designed to protect patients and guide doctors. In the context of a doctor's fitness to practice, the Trust requires all doctors to follow the GMC's principles of Good Medical Practice, which encourages and promotes effective self-regulation.

Secretarial / Administrative support

The post holder will have access to administrative support and a shared office within the Anaesthetic Department. A shared PC will be provided.

Confidentiality and Disclosure of Information

In the course of your normal work within the Trust you will come into possession of confidential information concerning patients, the Trust and its staff. This information should always be treated accordingly with inappropriate disclosure being subject to the Trust's disciplinary procedure. Staff, however, may on occasion have genuine concerns about healthcare matters and consequently the Trust endorses the principle that these may be raised in a responsible and appropriate manner. Consequently, the implications arising from the applicability of the disciplinary procedure would not apply.

Data Quality/Security

The postholder is responsible for ensuring that he/she maintains the integrity and quality of both computerised and manual data.

Acceptance of Gifts and Hospitality

The conduct of staff in the public service should be scrupulously impartial and honest and in this context offers of gifts or hospitality should be discussed with your manager, prior to acceptance.

Health and Safety

All staff are advised that, under the Health and Safety at Work etc. Act 1974, it is the duty of every employee to take reasonable care for the health and safety of him/herself and of other persons who may be affected by his/her activities at work, and also to co-operate fully with the Trust and others in connection with arrangements to meet their statutory duties and responsibilities under the Act, including undertaking Health and Safety training.

Risk (managerial and supervisory staff only)

Managers are responsible for implementing and monitoring any identified and appropriate risk management control measures within their designated area and scope of responsibility. Full details are set out in the Risk Management Policy.

Personal Property

The Trust is unable to accept responsibility for articles of personal property lost or damaged on its premises whether by burglary, fire, theft or otherwise and staff are advised to insure against all risks.

Equal Opportunities

Equality of opportunity is an integral part of the Trust's recruitment and selection process and recruiting managers must ensure that they comply fully with the Trust's Equality & Diversity Policy. The Trust aims to ensure equality of opportunity for all irrespective of their age, colour, creed, ethnic or national origin, marital status, nationality, physical or mental disability, race, religious belief, sex or sexual orientation.

No Smoking

The Trust operates a no-smoking policy; staff are therefore not permitted to smoke on the hospital site.

Security

Staff must wear their identity badge at all times to assist in maintaining the security of the hospital; be observant, and not afraid to enquire of people as to their business in the hospital. Any suspicious behaviour must be reported to the Security Officer, manager, or the Support Services Dept.

Main Conditions of Service

The appointment will be on the basis of the new consultant contract laid down by the Hospital Medical and Dental Staff Terms and Conditions of Service and General Whitley Council (2003). Local arrangements have been reached and implemented by the Trust through a formal negotiating process. Any subsequent changes will be notified to the successful candidate and thereafter form part of his/her contract of employment. The arrangement of duties will be such as may be agreed from time to time between the employing Trust and the person appointed.

A consultant has continuing clinical and professional responsibility for patients admitted under his or her care. It is also the duty of a consultant to:

- Keep patients (and/or their carers if appropriate) informed about their condition
- Involve patients (and/or carers if appropriate) in decision making about their treatment
- Maintain professional standards and obligations as set out from time to time by the General Medical Council (GMC) and comply in particular with the GMC's guidance on 'Good Medical Practice' as amended or substituted from time to time.

A consultant is responsible for carrying out any work related to and reasonably incidental to the duties set out in their Job Plan such as:

- The keeping of records and the provision of reports
- The proper delegation of tasks
- Maintaining skills and knowledge

Consultants shall be expected in the normal run of their duties to deputise for absent consultant or associate specialist colleagues so far as is practicable, even if on occasions this would involve interchange of staff within the same employing organisation. This does not include deputising where an associate specialist colleague is on a rota with doctors in training. When deputising is not practicable, the employing organisation (and not the consultant) shall be responsible for the engagement of a locum tenens, but the consultant shall have the responsibility of bringing the need to the employer's notice. The employing organisation shall assess the number of Programmes Activities required.

The appointee will be required to reside not more than ten miles by road from the Kingston Hospital site unless specific approval is given by the Trust to a greater distance.

Appraisal

Appraisal is mandatory. Several consultants in each department have received training in this process. One of these consultants will be identified as the successful candidate's appraiser. Training for appraisees will be provided. The appraisal process is in accordance with GMC guidelines using GMC documentation.

Medical Clearance

Prior to employment we require a satisfactory report from our Occupational Health Department.

To enable the Trust to comply with Department of Health Guidelines for "Protecting Health Care Workers and Patients from Hepatitis B", it will be necessary to provide evidence of Hepatitis B status to the Occupational Health Department, for them to ensure that those involved in "exposure prone invasive

procedures" fit the criteria within these guidelines and to enable them to offer continued protection to all medical staff. Applicants are also expected to comply with current Department of Health requirements with regard to vaccination against COVID-19.

Disclosure and Barring Service

Before appointment to a post at Kingston Hospital, a Disclosure and Barring Service certificate will be required for those applicants whose duties involve regular contact with children and vulnerable adults, and other positions of trust

Salary

The salary scale will be that applying to Hospital Medical and Dental Staff.

Informal Discussions

Applicants are invited and encouraged to contact one of the following to discuss the job in more detail:

Dr Jo Glynn, Clinical Director for Anaesthetics joanne.glynn@nhs.net

Appointments can be arranged by contacting Ann O'Toole or Robyn Hollins, Office Administrators, on 020 8934 2272/4.

Person Specification for Consultant Anaesthetist

Criteria for Selection	Essential Requirements	Desirable Requirements	Assessment Method
Qualifications	<ul style="list-style-type: none"> • Full GMC Registration (or eligibility to obtain). • FRCA or equivalent • CCT in Anaesthesia and on GMC Specialist Register; or within 6 months of CCT from the date of the interview or have confirmed eligibility for Specialist Registration. 	.	<ul style="list-style-type: none"> • Application Form (in first instance) and Interview
Clinical Experience	<ul style="list-style-type: none"> • Wide range of anaesthetic experience in all surgical specialties excluding cardiac surgery and neurosurgery. • Experience of emergency surgery in all ages of patients above 2 years of age. • Exposure to management of sick children in a DGH setting prior to transfer. 	<ul style="list-style-type: none"> • Advanced training/SIAs (or equivalent experience) in specialties relevant to the department, such as regional anaesthesia, obstetrics, peri-operative medicine, bariatric surgery, acute inpatient pain, ophthalmic surgery. 	<ul style="list-style-type: none"> • Application Form (in first instance) and Interview

Resuscitation	<ul style="list-style-type: none"> • ALS provider • APLS/EPALS provider 	<ul style="list-style-type: none"> • ALS/APLS/EPA LS Instructor 	<ul style="list-style-type: none"> • Application Form (in first instance) and Interview
Experience in Training	<ul style="list-style-type: none"> • Demonstrable commitment and ability to teach and train undergraduates and junior doctors. 	<ul style="list-style-type: none"> • Simulation facilitator • Qualification in post-graduate education. 	<ul style="list-style-type: none"> • Application Form (in first instance) and Interview
Experience in Quality Improvement, clinical audit and research	<ul style="list-style-type: none"> • Involvement in Quality Improvement Projects and Audit. 	<ul style="list-style-type: none"> • Relevant publication in peer-reviewed journals. • Presentation at national and international meetings • Experience in research. 	<ul style="list-style-type: none"> • Application Form (in first instance) and Interview
Personal Qualities	<ul style="list-style-type: none"> • Demonstrate leadership skills within a multidisciplinary team. • Commitment to continuing professional development and clinical governance • Ability to be flexible to meet the demands of the department • Willingness to undertake additional professional responsibilities to local, regional or national levels 		<ul style="list-style-type: none"> • Application Form (in first instance) and Interview

Date: 25th April 2024