



Golden Jubilee National Hospital

Job Description

Locum Consultant in Cardiothoracic Anaesthesia and Critical Care

NHS Golden Jubilee Job Description

1. Job Identification

Job Title: Locum Consultant in Cardiothoracic Anaesthesia and Critical Care

Responsible to: Associate Medical Director – National Elective Services Division

Accountable to: Chief Executive

Department(s): Department of Anaesthesia

2. Introduction

The Golden Jubilee National Hospital (GJNH), which is part of NHS Scotland, has 300 beds overall with all wards having single or two bedded rooms with en-suite facilities. The estate is one of a high specification with a four-star hotel and conference centre as an integral unit alongside the hospital. This has provided a very pleasing and attractive working environment for staff and a desirable patient experience. The main clinical services provided are heart and lung, elective major orthopaedics, general surgery, plastic surgery, diagnostic imaging and endoscopy services.

NHS Golden Jubilee is an NHS Scotland Special Health Board and comprises of the Golden Jubilee National Hospital (GJNH), the Golden Jubilee Research Institute, the Golden Jubilee Innovation Centre and the Golden Jubilee Conference Hotel.

Location

The GJNH is a state of the art tertiary referral centre for cardiothoracic surgical and interventional cardiology on the banks of the River Clyde adjacent to the Erskine Bridge, in close proximity to Glasgow International Airport and within 30 minutes of the centre of Glasgow by road and rail links. A direct overnight sleeper rail service to Euston, London is available at the local station 5 minutes from the hospital. It is effectively situated west of Glasgow City and is minutes away from the countryside the West of Scotland and Loch Lomond.

Glasgow and the immediate surroundings have a population of around 580,000. It is the largest city in and the commercial capital of Scotland. The city has a vibrant cultural life, with municipal art galleries and museums, first class sports and leisure facilities, a wide range of theatres and restaurants, excellent shopping and is only 45 miles from Edinburgh.

In 2019/20, the Board we treated 69426 patients, this includes all inpatient, day case and diagnostic examinations.

The main clinical services provided are heart and lung, elective major orthopaedics, general surgery, plastic surgery and endoscopy services.

Catchment Population

Glasgow and the immediate surroundings has a population of around 580,000. It is the largest city and the commercial capital of Scotland. The regional cardiology service extends to the entire West of Scotland and additionally receives national referrals through the National Service Divisions. The West of Scotland catchment population is 2.2 million. The Territorial Health Boards for the West of Scotland are Greater Glasgow and Clyde, Lanarkshire, Forth Valley, Ayrshire and Arran, Dumfries and Galloway, all of which are part of the West of Scotland Regional Cardiac Service oversees cardiac services for the region.

The West of Scotland Heart and Lung Centre

The Centre was created in March 2008 at the Golden Jubilee Hospital, bringing interventional cardiology and specialist surgical heart and lung services previously provided by other hospitals in the region to the present site. GJNH is a dedicated regional unit for interventional cardiology including primary percutaneous coronary intervention (PCI), device implantation and electrophysiology. With this array of specialist cardiopulmonary services, the GJNH is one of the largest Heart and Lung centres in the United Kingdom.

Additionally, the Board hosts three National services; The Scottish National Advanced Heart Failure service (SNAHFs), The Scottish Adult Congenital Cardiac service (SACCs), The Scottish Pulmonary Vascular service (SPVUs).

Cardiothoracic Activity

In 2019/20, 1321 cardiac procedures and 1336 thoracic procedures-were carried out. This number included 11 hearts transplants.

Management Structure

NHS Golden Jubilee is one of eight Special Health Boards of Scotland. It reports directly to the Scottish Government. The hospital has recently undergone a process of organisational change, restructuring of services into Divisions. The Department of Anaesthesia sits strategically in the National Elective Services Division, but this post sits operationally within the Heart Lung and Diagnostic Division.

Senior Management Team:

Heart, Lung & Diagnostics Division Management Team

- | | |
|------------------------------------|---------------------|
| • Associate Medical Director (AMD) | Prof H Eteiba |
| • Director of Operations | Ms Lynne Ayton |
| • Deputy Director of Operations | Ms Alex McGuire |
| • Head of Nursing | Mr Craig Kingstree |
| • Service Manager | Ms Amanda Forbes |
| • Service Manager | Mr Martin Dawes |
| • Service Manager | Ms Caroline Handley |

The AMD takes lead responsibility for professional governance of doctors and shares quality management and governance with the Senior Nurse and Director of Operations. The Director of Operations is responsible for operational and financial processes.

In the medical management structure, there is a Clinical Director for the Department of Anaesthesia and two Deputy Clinical Directors, one for Cardiothoracic Anaesthesia/Critical Care and one for Non-Cardiac Anaesthesia. A separate person acts as Governance Lead for cardiothoracic anaesthesia.

The posts are accountable to the respective members of the Senior Management team.

The Anaesthetic team will be expected to work alongside the senior management team to develop its service specifications in line with national and board requirements.

The structure in other departments will mirror the same overall framework within the Division and responsible leads will contribute to ensuring the service is delivered in a clinical, cost effective, and patient centred manner.

The Anaesthetic Department

The Medical Management structure:

- | | |
|---|-------------------|
| Clinical Director | Giuseppe Bozzetti |
| Deputy Clinical Director (CT Anaesthesia/Critical Care) | Kenneth McKinlay |
| Deputy Clinical Director (Non-CT Anaesthesia) | Roddy Chapman |

CT Governance Lead
Non CT Governance Lead
Educational Lead

Mark Steven
Gabriele Lindhoff
David Reid

3. Work of the Department

The Department of Anaesthesia, during a period of development and expansion since becoming part of the NHS in 2004, established itself as a major centre of excellence in anaesthesia, intensive care and pain medicine.

The department has an international reputation in pain management attracting visiting anaesthetists many different Countries. Consultant Anaesthetists provide support for Outpatient pre-admission clinics.

We have an active research programme that attracts a steady stream of clinical research fellows to the department.

The main areas of interest are:

- Perioperative medicine/frailty
- Right ventricular function post lung resection
- Perioperative Imaging (intraoperative transoesophageal echocardiography, critical care echocardiography, critical care sonography)
- Multimodal analgesia for thoracic surgery
- Point of care testing
- Organ donation
- Performance polygons
- Quality Improvement

The acute pain service was established in 1996 to provide co-ordinated post-operative pain management for all patients of the Golden Jubilee National Hospital. This is run by the Anaesthetic department under the leadership of a Consultant Anaesthetist within a multi-disciplinary team with nurses. The service also includes the use of regional anaesthetic and analgesic techniques, patient controlled analgesia systems and a co-ordinated approach in the use of multimodal analgesia.

The hospital has a modern operating theatre department which consists of 16 operating theatres to facilitate with the following distribution of specialties:

- Cardiac
- Thoracic
- Orthopaedic
- General, and plastic surgery
- There is also a separate day facility providing Ophthalmic and Endoscopy activity.
- The operating theatres provide a 24-hour on-call service with morning lists commencing at 08.00.
- There is a special arrangement to enable a theatre to work beyond the normal end of the day list (1700) to accommodate unexpected over-runs
- Weekly TAVI list (sedation) in the Cath lab- a new program started in April 2018 aiming ultimately to do 150 procedures annually.
- Monthly MitraClip lists under General Anaesthesia with the potential of including percutaneous tricuspid valve intervention in the near future.

Facilities of the Heart and Lung Centre

- 4 cardiac catheterisation laboratories (one dedicated EP, one biplane, pressure wire, IVUS, rotablation, (OCT,IVL) 5th Lab due to open late 2020
- 8 cardiothoracic operating theatres (one for pacing). 4 cardiac theatres are equipped with Philips Epiq 7

- scanner (with 3D probes) in each one
- 22 Intensive Care beds in 2 Units (ICU). There is a dedicated scanner (GE Vivid S70) with linear, curvilinear, phased array and 3D TOE probe.
- 3 Cardiothoracic High Dependency Units (HDU)
- Coronary Care Unit (8 beds)
- Cardiology day and in-patient wards
- 2 Cardiothoracic wards
- 9 bedded National Services Division unit which includes a new dedicated procedures room for haemodynamic assessments and myocardial biopsy
- All standard non-invasive cardiological services
- Non-invasive cardiac imaging including
 - Multi-channel spiral CT scanner
 - Siemens Avanto 1.5T CMR scanner
 - GE 1.5T CMR scanner
 - Echocardiography department with multiple scanners (GE)
 - Cardiopulmonary exercise testing
 - Full range of pulmonary function testing
- Outpatient facilities
 - Excellent well-appointed dedicated area for advanced heart failure and devices
- Links with Glasgow, Strathclyde, Caledonian and Stirling Universities

The critical care unit manages patients critically ill with heart failure and patients undergoing heart transplant under the Scottish National Advanced Heart Failure Service and it supports the regional primary angioplasty service. There is a mechanical circulatory support programme, which includes mainly Veno-Arterial Extracorporeal Membrane Oxygenation and short-term Ventricular Assist Devices. There is the potential of establishing a veno-venous ECMO programme in the future

We also serve patients undergoing complex adult congenital surgery within the Scottish Adult Congenital Service. We have links with Glasgow and surrounding obstetric services to provide peri-partum care for women with severe congenital heart disease or heart failure. The critical care service also treats occasional patients who have undergone orthopaedic or general surgical procedures in the hospital. Techniques used in the intensive care include basic and advanced critical care echocardiography, renal replacement therapy, intra-aortic balloon pump counter pulsation, invasive and non-invasive ventilation, pulmonary artery catheterisation etc. There is dedicated prospective sessional daytime cover from the team of 10 consultant anaesthetic intensivists and a dedicated out of hours' rota (see below).

There are also a number of Advanced Critical Care Practitioners that helps the medical staff in the daytime cover of the unit.

The National Services ward (including the Scottish National Advanced Heart Failure Service) currently occupies an adjacent 8-bedded high dependency area.

There is an excellent 24/7 laboratory service providing Clinical Chemistry, Haematology, Blood Transfusion and Microbiology.

The pharmacy department provides an intravenous additive service, and there is a comprehensive rehabilitation department including physiotherapy, occupational therapy, speech therapy, chiropody, podiatry, acupuncture and laser treatments.

The radiology department is well equipped with a full range of up to date diagnostic imaging equipment including MRI, 64 slice CT, Ultrasound, Fluoroscopy and Bone Densitometry.

Leadership

A number of key roles within the service require clinical leadership provided by consultants. Demonstration of

acquired experience or potential ability of such a position would be advantageous.

Research, Development and Innovation

The Board is committed to the development of innovative clinical programmes and in particular, developed a VAD programme for transplant and heart failure patients and ECMO for cardio respiratory failure.

The Director for Research and Development is Professor Colin Berry.

Research is a very important component of the activity at the Golden Jubilee National Hospital and is supported by a R&D steering group and dedicated manager. The majority of the active research projects hosted by the Board in the recruitment of patients from within the Heart and Lung Directorate. Contract (commercial) research is encouraged and staff use income generated from this source to maintain research support staff such as Clinical Research Fellows and Research Nurses. Academic research is also encouraged and the new appointment will be strongly encouraged to take an active role in this activity. There are established links with all three Glasgow Universities and NHS GG&C under the administrative structure of Glasgow Biomedicine. The appointee will be expected to support local and national collaborative projects that are relevant to his/her activity. The Board is committed to the development of innovative clinical programmes and activity.

The Beardmore Hotel and the integral conference centre attached to the Golden Jubilee is a unique arrangement in the UK and facilitates a variety of local, national and international meetings for the Heart and Lung specialties to share learning in the UK and beyond.

Professor Colin Berry is the Research and Development Director

A new entity, the NHS Academy, is due to launch late 2020. It will represent a collaboration between the Royal College of Physicians and Surgeons and the University of Glasgow. The Medical Adviser to the NHS Academy will be Mr. Ian Colquhoun (Consultant Cardiothoracic Surgeon and Director of Clinical Skills at the Royal College of Physicians & Surgeons. The Academy will offer substantial opportunities to become involved in training and education for all healthcare professionals

Beardmore Centre for Health Science

This centre contains a dedicated Clinical Research Facility which is designed to provide a 'fit for purpose' space for patients recruited to clinical trials. There are four consulting rooms; one is set up for echocardiography and one as an exercise tolerance suite. The remaining two rooms are general consulting rooms. The rest of the centre is made up of prep rooms, simulator training wet lab work stations and a patient waiting area. The Centre is adjacent to the main auditorium of the conference centre providing excellent opportunities to develop teaching techniques and learning. Improved audiovisual links to theatre and the cardiac cath lab are installed as part of this development.

Scottish Innovation Centre

The government previously announced an initial £100,000 national health and social care innovation fund, which aims to raise millions of pounds, to develop original and pioneering treatments for Scotland's patients. The Golden Jubilee National Hospital will also work on behalf of NHS Scotland to raise funds for new initiatives from a variety of sources, including donations and European grants. New medical devices could be rolled out to Scottish hospitals more quickly under an innovative scheme being piloted by the Golden Jubilee National Hospital.

Governance and Risk management

The Board has a comprehensive programme that covers both clinical and research governance domains and all medical staff are expected to uphold clinical and non-clinical policies and be exemplar role models for all other medical and non-medical staff. The importance of infection control, hand hygiene and dress code must be adhered to at all times.

Patient safety underpins clinical practice and initiatives following the guidance of the SPSP and subsequent programmes apply to all staff.

Medical staff are required to undergo annual appraisal meeting the requirements for revalidation that will be directed by the GMC. The Medical Director is the Responsible Officer for the Board and he/she will ensure that an appropriate appraisal process and a nominated appraiser are in place.

The appointee will be accountable to the Medical Director for matters related to the GMC's guidance on Good Medical Practice and the Duties of the Doctor. Any concerns raised relating to GMC guidance are referred to the Medical Director.

Junior medical staff and education

Anaesthetic trainees in the West of Scotland in year ST4 and above rotate through the Critical Care Unit and theatres.

The Board is committed to developing a strong educational ethos within the department and the new appointee will be expected to provide education and support to these staff members and develop the key educational skills to be an effective clinical supervisor. There are close links with the West of Scotland Deanery and the Faculty of Medicine at Glasgow University. There is an excellent MDT/ educational room for the department which is close proximity to the junior doctors' common room, study rooms with computer workstations and lockers. There is a small library available to the department. Medical education is important as the department attracts 2 F2's and 4 CST trainees at any one time.

Mr Alan Kirk is the Director of Medical Education of the Board. There will be commitment to the education of undergraduate Medical students from Glasgow University.

Support services for this Post

The successful candidate will have secretarial support, office accommodation and a personal computer. The appointee will be expected to work flexibly on the basis of the needs of the Department of anaesthetics and the Division. Junior and support staff will be shared within the department.

Appointment of recognised Medical Appraisers, and staff education

The Board is committed to developing a strong educational ethos within the department and the new appointee will be expected to provide education and support to medical and non-medical staff members and develop the key educational skills to be an effective clinical supervisor. Supporting relevant programmes will be a requirement for the new appointment.

4. Duties of the post / Proposed Job Plan

Illustrative Job Plan is based on a 10 PA contract using the 8:2 SPA formula

Indicative Job Plan

This Indicative Job Plan is based on a 10 PA contract with EPAs to be discussed according to clinical need, service growth (including medical workforce) and subspecialty interest. This is an 8.5 Direct Clinical Care with up to 2 Supporting Professional Activity. 1 SPA, to include non-clinical administration, audit, committee work, teaching, continuing medical education and in-house training. EPA's (Extra Programme Activities, DCC or SPA) may be agreed following agreement in objective setting to undertake other duties (e.g. Education supervisor, teaching, management, specific projects for service improvement and patient safety and operating lists etc.). If applications are from existing consultants, recognition of existing non clinical EPAs will be considered. This is a 5/7 working

pattern.

Should the successful candidate wish not to take on the teaching activities or other specified non clinical activities the additional SPA would be taken on by other colleagues.

Workload Flexibility

19 consultant anaesthetists undertake cardiothoracic anaesthesia and ITU duties. There are 11 consultants cover anaesthesia for the other surgical specialties and a small number work in both groups.

The details of the workload shall be arranged within the Department of Anaesthesia and may be altered to accommodate the changing demands placed upon the department. The Consultant shall be expected to share responsibility in providing clinical workload for the department with a degree of flexibility in a planned fashion. There may be occasions when short notice for a change of duty will be provided on account of sudden unexpected absence of a colleague.

Indicative Job Plan

Activity	PA's
CT theatre list	2.6
Ct theatre list flexible/ alternate weeks	1.3
ICU	2.8
Predictable + unpredictable on call	1.8
SPA	1.5
	Total: 10 PA's

The tabled job plan is an indicative programme which will be reviewed 3 months after commencement by the Anaesthetic Management Team.

The tabled job plan is an indicative programme which will be reviewed 3 months after commencement by Surgical Division Management Team.

Submission and review of job plan

Job plans are reviewed on an annual basis on behalf of the Medical Director who will have Executive responsibility. Changes will be discussed and agreed with the post holder in line with service needs and objectives set for the consultant.

Day Time ICU Cover

There are 10 consultants covering the ICU. Currently, one individual covers Monday to Friday 08:00 to 18:00 to provide continuity of care, with no theatre commitment, as theatre sessions are covered by colleagues. A second consultant is on for a 24-hour period with a requirement to be on site from 17:00 to 22:00 and non-resident on-call thereafter. The ICU is also staffed by 10 anaesthetic training doctors on a hybrid full shift system. They are mostly attached to the West of Scotland anaesthetic training programme.

On-call Arrangements

It is anticipated the on call rotas for CT theatre and ICU anaesthesia may be subject to change over next few months. The Hospital does not have a general emergency receiving unit, but will directly readmit patients with complications that have arisen from treatment at the Golden Jubilee National Hospital. Emergency Cardiology and Cardiothoracic patients are received directly 24/7 apart from those who are admitted to trauma units.

There are currently 3 Consultant Anaesthetic on-call rotas:

ICU	1:10
CT Theatres	1:9

Non CT & Acute pain 1:10

The successful candidate will take part in the ICU rota

Prospective cover of colleague for annual and study leave is a requirement of the post.

There is 24/7 emergency General Surgery provided by consultants with their principle employment for adjacent health boards. They also undertake elective surgery (day or 24 hour stay procedures).

The successful candidate will have access to secretarial support, office accommodation and access to a personal computer. The appointee will be expected to work flexibly on the basis of the needs of the Anaesthetic service.

5. Terms & Conditions of Service

1. National terms and conditions of service (Consultants (Scotland) 2004) cover the post.
2. The post is subject to pre-employment checks such as Disclosure Scotland, Occupational Health, Visa clearance (where applicable) and satisfactory references.
3. You are required to be registered with the General Medical Council/General Dental Council throughout the duration of your employment and to comply with and abide by the relevant code of professional practice, as appropriate.
4. Salary scale: National Salary Scales per annum
 - The appointee will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues the medical contribution to management. The appointee will be expected to follow the local and national employment and personnel policies and procedures.
 - All medical and dental staff employed by the Centre are expected to comply with the agreed health and safety policies.
 - The appointee will have responsibility for the training and supervision of junior medical staff that work with him/her and will devote time to this on a regular basis. If appropriate he/she will be named in the contracts of junior doctors in training grades as the person responsible for overseeing their training and as a main source of advice to such doctors on their careers.
 - The successful candidate(s) will normally be required to live within 30 minutes' drive of GJNH.
5. Where, however the successful candidate already resides within 45 minutes' drive of GJNH, he/she will not be required to remove his/her home nearer to the Centre.
6. Where the successful candidate's present residence is more than 45 minutes' drive from GJNH, he/she will be required to move his/her home to meet the residential clauses of his/her contract, unless he/she has the written consent of the Medical Director to the contrary.
 - The Terms and Conditions of Service state that the "removal expenses shall be reimbursed and grants paid only when the employing authority is satisfied that the removal of the practitioner's home is required and the arrangements proposed are reasonable". Therefore, successful candidates are advised not to enter into contractual arrangements for the removal of their home until such a time as the formal approval of the Centre is confirmed in writing.
 - Annual appraisal and job planning is a requirement for all permanent medical staff.

JOB DESCRIPTION AGREEMENT

Job Holder's Signature:

Date:

Print name:

Date:

Head of Department Signature:

Date:

6. Further information and arrangements to visit

Intending applicants are welcome to visit the Department and to discuss the post in detail by arrangement.

In the first instance please contact:

Dr Giuseppe Bozzetti
Clinical Director
Golden Jubilee National Hospital
Agamemnon Street
Clydebank
G81 4DY
Email: giuseppe.bozzetti@gjnh.scot.nhs.uk

Mrs. Amanda Forbes
Service Manager- Cardiothoracic
Golden Jubilee National Hospital
Agamemnon Street
Clydebank
G81 4DY
Tel : 0141 951 5389
Email: amanda.forbes@gjnh.scot.nhs.uk

7. Applications

Completed applications to be returned to:

Recruitment@gjnh.scot.nhs.uk

**Golden Jubilee Foundation
Recruitment Person Specification – Locum Consultant Anaesthetist**

Essential	Desirable	How or where to be judged
<p>Qualifications/ Training</p> <p>1.MBChB or Equiv. 2 .FRCA or Equiv.</p> <p>3. On GMC specialist register or eligible to be within 6 months</p>	<p>4. Higher research degree</p>	<p>Application</p> <p>Application</p> <p>Application</p> <p>Application</p>
<p>5 Advanced training in Cardiothoracic Anaesthesia</p> <p>6 Training in transoesophageal echocardiography</p> <p>7 Evidence of Training in Intensive Care</p>	<p>8 Completed a minimum of 1 year advanced training in CT</p> <p>9 Experience in Cardiac and Lung Transplantation.</p> <p>10 Accreditation in TOE</p> <p>11 Accreditation in Intensive Care Medicine</p>	<p>Application/Interview</p> <p>Application/Interview</p> <p>Application/Interview</p> <p>Application/Interview</p>
<p>3. Skills/Knowledge</p> <p>Effective MDT working</p> <p>12 Excellent team working skills</p>	<p>13 Experience with clinical IT</p>	<p>Interview</p> <p>Application/Interview</p> <p>Application/Interview</p>
<p>4. Understanding of the objectives of the NWTC Board Clinical Strategy</p>		<p>Interview</p>
<p>5. Teaching & Education</p> <p>14 To provide clinical supervision of postgraduate training doctors</p> <p>15 Teaching undergraduates and other health professionals</p>	<p>16 Ability to become an educational supervisor</p>	<p>Application/Interview</p> <p>Application/Interview</p> <p>Application/Interview</p>

	17 Training the trainers	Application
6. Clinical Audit & Risk Management		
18 Demonstrate experience of clinical audit and evidence based practice		Application/Interview
19 Key principles of Clinical Governance and Data Protection		Application/Interview
20 Understanding of risk management and patient safety initiatives		Application/Interview
7. Research and innovation		
21 Previous and current active interest in research with evidence of publications		Application/Interview
8. Understanding of GMC Requirements		
22 Knowledge of 'good medical practice'	23 Knowledge of appraisal/revalidation process	Interview
	24 Understanding of the GMC and its new roles	Interview
		Interview
9. Leadership		
Demonstrate leadership potential	25 Previous management and Clinical Leadership roles	Interview
	26 Management qualification or leadership training e.g. MBA	Application/Interview
		Application/Interview