

CONSULTANT ANAESTHETIST WITH AN INTEREST IN ROBOTIC ASSISTED SURGERY & RADIOLOGY

INFORMATION PACK

Closing date: 17 June 2021



**Working
With Us**



Welcome from Grant Archibald, Chief Executive, NHS Tayside

Thank you for your interest in this post. As you'll see we have put together some information on this site both about NHS Tayside and where we are located in Scotland. I hope that you find this useful and that you translate your interest in this post into a formal application.

NHS Tayside has a strong track record in delivering high-quality, safe and effective care for all our patients. However, like other NHS Boards across Scotland, NHS Tayside is facing significant challenges including growing demand for all services, workforce challenges that are impacting upon how we deliver services and continuing pressures on our finances.

In response to these challenges, NHS Tayside has embarked up on a programme of transformation to ensure that services are safe, affordable and, importantly, sustainable for the future.

Transforming Tayside aims to deliver Better Health, Better Care, Better Workplace and Better Value for the population of Tayside.

The programme is clinically-led and is being delivered in partnership with our staff and trades unions and our local health and social care partnerships. It is structured to respond to issues and make changes to services in the short to medium-term, as well as presenting an ambitious vision of transformation for Tayside in the longer term. It will provide clear and credible choices for transforming the future of local healthcare.

A new, innovative leadership model for clinical directorates is now in place to drive the changes necessary in health and social care across the whole system. Clinicians are taking the lead to design and provide evidence-based models of care which are safe, accessible, effective and person-centred in the Transforming Tayside programme.

Innovation and research are at the forefront of what NHS Tayside stands for and we are proud to have established the first academic health science network in Scotland, jointly supported by the Scottish Government and the University of Dundee. The Academic Health Science Partnership in Tayside brings together the delivery of healthcare services, education, quality improvement and research with the purpose of improving the health of patients.

NHS Tayside, alongside the Academic Health Science Partnership, has welcomed funding announced in the Tay Cities Deal to grow the Tayside Biomedical Cluster. The project aims to make the region one of the most attractive and sought after biomedical locations in the UK. A £25million investment to grow the Tayside Biomedical Cluster was one of the projects announced to receive investment in the Tay Cities Deal Heads of Terms Agreement. The funding will stimulate a step change in innovation-led growth and create new jobs for the region.

The final thing I would like to say to any potential applicant is that Tayside occupies an enviable location on the east coast of Scotland with rivers, hills, mountains and rolling countryside right on our doorstep, as well as vibrant urban areas. The V&A Museum of Design in Dundee is an international centre of design and the centrepiece of Dundee's innovative new waterfront development. This, along with Tayside's great links to all other major cities in Scotland, means the area can offer employees plenty of choice when it comes to both accommodation and opportunities of things to do in the pursuit of the right work-life balance.

We would be delighted to hear from you should you have any questions or require any further information regarding the post.

Grant R Archibald, Chief Executive of NHS Tayside

NHS TAYSIDE VISION, AIM AND VALUES

Our Vision



OUR VALUES

Care and Compassion

Dignity and Respect

Openness, Honesty and Responsibility

Quality and Teamwork

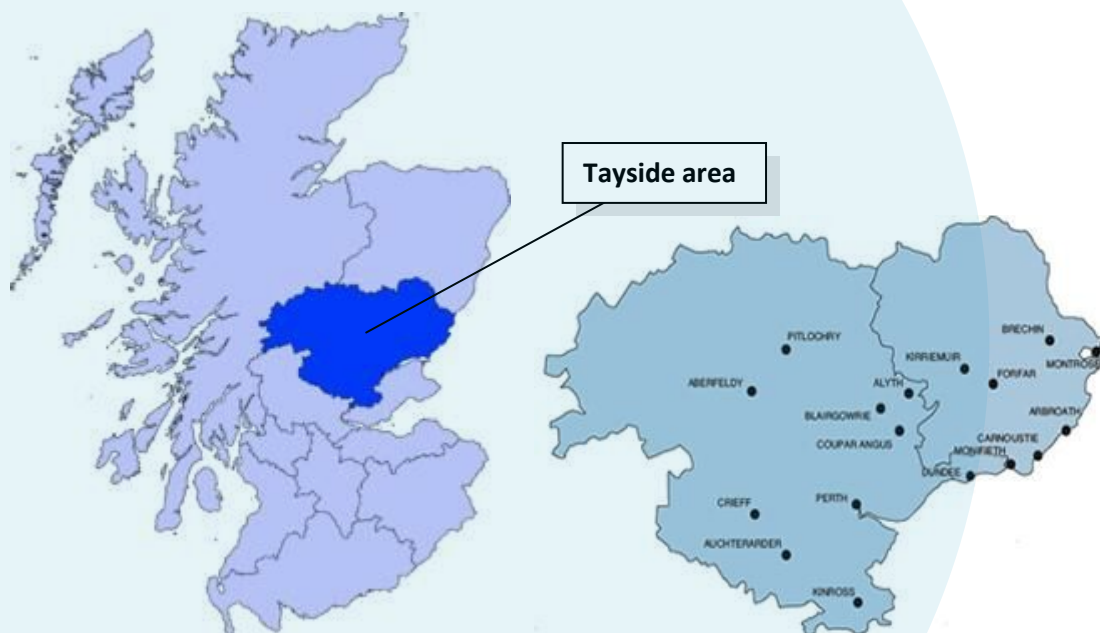
To find out more about NHS Tayside visit our website at:

<http://www.nhstayside.scot.nhs.uk/index.htm>

About NHS Tayside



NHS Tayside is responsible for delivering healthcare to more than 415,000 people living in Tayside. We employ around 14,000 staff and provide a comprehensive range of primary, community-based and acute hospital services for the populations of Dundee City, Angus and Perth & Kinross. Our annual budget is now circa £910 million of public money which works out at around £2.5 million spent by NHS Tayside for every day of the year.



Within NHS Tayside and based on the western edge of Dundee, Ninewells Hospital is one of the largest teaching hospitals in Europe. It is internationally renowned for introducing laparoscopic surgery to the UK as well as being a leading centre in developing fields such as the management of cancer, medical genetics, cardiovascular disease, diabetes, informatics, neuroscience and imaging.

Our hospital sites across Tayside also have nursing and research links with the University of Dundee and University of Abertay, Dundee.

In Tayside, we have 83,000 admissions every year, which is made up of 66,000 inpatient admission and 17,000 'same' day procedures. We also see 1,030,000 outpatient attendances annually.

In addition, at the heart of health services in our communities are our GP and primary care services which are there supporting our patients and their families where they live and work.

Health and Social Care Partnerships

There are three Health and Social Care Partnerships in Tayside: Angus; Dundee; and Perth and Kinross.

NHS Tayside works very closely with colleagues in the partnerships as they provide a range of adult health and social care services to our local communities.

Academic Health Science Partnership in Tayside (AHSP)

NHS Tayside has embarked on a major collaborative initiative, Academic Health Science Partnership in Tayside (AHSP). It is the first Academic Health Science Network in Scotland with an ambition to transform healthcare locally and globally at the time when it faces many difficult challenges.

Building upon the success of previous University of Dundee and NHS Tayside collaborations, AHSP is bringing together the delivery of healthcare services, education, quality improvement and research with the purpose of improving the health of patients through more effective integration of these functions in routine practice.



LIVING IN TAYSIDE

Discover award-winning towns and cities, breathtaking beaches and alluring countryside. Historically rich and home to Scotland's longest river, Tayside is an innovative and exciting place to begin or expand your career.

Dundee, Angus and Perth and Kinross make up this vibrant region - between them offering the perfect blend of city, country and coastline. In fact, you can easily enjoy the tranquility and scenery of neighbouring towns and villages within reach of the region's cities of Dundee and Perth.



Find out more about living and working in Tayside at:

www.dundee.gov.uk

www.angus.gov.uk

www.pkc.gov.uk



Education in Tayside

In Tayside there are a host of schools, both public and private and excellent colleges and universities making Tayside a family friendly location.

Housing in Tayside

Whether you want to live in the rural countryside or one of Tayside's vibrant cities or towns, you'll have a variety of housing choices, many below the national average house price. For more information about housing in Tayside, visit the Tayside Solicitors Property Centre and/or Perthshire Solicitors Property Centre websites:

<http://www.tspc.co.uk/>

<http://www.pspc.co.uk/>

Getting around

There are excellent connections to and within the region. It only takes approximately 30 minutes to drive between Dundee and Perth and just over an hour between Dundee and Edinburgh, Aberdeen and Glasgow.

Travelling and commuting within Tayside is easy by road, bus or train. Dundee's regional airport offers daily flights to London Stansted in addition to private and leisure flights. The international airports at Edinburgh, Glasgow and Aberdeen will ensure you are connected from Scotland to the rest of the world.



NHS TAYSIDE
NINEWELLS HOSPITAL AND MEDICAL SCHOOL

APPOINTMENT OF
CONSULTANT IN ANAESTHESIA
Robotic Surgery & Radiology

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SECTION 1**General Information**

Title:	Whole-time Consultant in Anaesthesia
Specialty Area :	Anaesthesia
Location:	Based at Ninewells Hospital, Dundee with duties at other hospitals within NHS Tayside
Prime responsibility:	To provide Anaesthesia for NHS Tayside
Accountable to:	Associate Medical Director
Reports to:	Clinical Director for Theatres, Anaesthesia and Critical Care
Key Tasks:	<p>Provision and maintenance of the highest clinical standards of clinical and patient care in Anaesthesia.</p> <p>Teaching and training of junior staff, medical students and other healthcare professionals.</p> <p>Commitment to ongoing CPD</p> <p>Actively participate in both departmental and NHS Tayside clinical governance, audit and management of safety and risk.</p> <p>Actively participate in NHS Tayside on call service as appropriate.</p> <p>Responsibility for ensuring active participation in continuing medical education (CME).</p>

SECTION 2 Person Specification

NHS Tayside is committed to the principle of equality of opportunity in employment and accordingly its advertising and recruitment literature will not imply that there is a preference for any one group of applicants, e.g. by the use of discriminatory job titles or material depicting or describing certain sexual or racial groups.

In general, the short listing process will be conducted so as to give all candidates equal consideration against defined selection criteria. The following criteria will, therefore, be applied equally to all candidates irrespective of age, sex, religion, ethnic origin or disability and avoiding judgements on the basis of assumptions or stereotypes.

	<u>CRITERION</u>	<u>ESSENTIAL</u>	<u>DESIRABLE</u>
1.	Accredited Qualifications	MBChB or equivalent GMC registration FRCA or equivalent Specialist registration in Anaesthesia or within 6 months of expected CCT or already in possession of CESR (CP) by time of interview	Higher Degree in an area relevant to teaching hospital consultant practice (e.g. MD, PhD) Other qualifications relevant to medicine e.g. Medical Education, Management etc
2.	Clinical experience and advanced training	Ability to take full responsibility for independent management of patients in anaesthesia. Able to function well in acutely stressful situations	Experience in Critical Care Experience of Robotic Assisted Surgery
3.	Teaching experience	Evidence of participation in formal and informal teaching. Ability and willingness to participate in formal and informal teaching of under/post graduates and other healthcare professionals	Formal training in medical education
4.	Research, Audit and Academic Achievements	Evidence of supporting or participation in research work. Interest in and enthusiasm for research work in critical care Evidence of significant participation in audit and/or quality improvement	Original peer reviewed publications Commitment to ongoing participation and development of outcome and process audit
5.	Management	Understanding of the NHS Awareness of and sensitivity to management issues	Previous managerial training and experience Leadership qualities
6.	Personal attributes	Genuine interest, enthusiasm and commitment to the specialty Adherence to professional standards and ethics Ability to work as part of a multidisciplinary team Commitment to delivery of patient focused care Ability to build relationships, listens, persuade and negotiate. Non-judgmental in approach to patients and colleagues	
7.	Other	Ability to travel throughout Tayside	Affiliation to relevant critical care and associated societies.

SECTION 3 Job Description and Duties of the Post

3.1 Duties of the Post

- i. Provision with Consultant colleagues of an Anaesthesia service to NHS Tayside with the responsibility for the prevention, diagnosis and treatment of illness, and the proper functioning of the department
- ii. Out-of-hours responsibilities, including full and equal share of oncall
- iii. Cover for colleague’s annual leave and other authorised absences;
- iv. Work to develop a dedicated special interest, in conjunction with appropriate allied specialties
- v. Professional supervision and management of junior medical staff
- vi. Responsibilities for carrying out teaching, examination and accreditation duties as required and for contributing to undergraduate, postgraduate and continuing medical education activity, locally and nationally
- vii. Participating in medical audit, clinical governance processes and in CPD
- viii. Involvement in research
- ix. Managerial, including budgetary or service delivery responsibilities where appropriate

3.2 Job Plan

A formal job plan will be agreed between the appointee and the Clinical Lead on behalf of the Medical Director, three months after the commencement date of the appointee. This will be signed by the Chief Executive and will be effective from the commencement date of the appointment. The job plan will be developed taking into consideration the demands of the service and the development requirements of the post holder.

This is a Full-time post (10 PAs per week). The post is based at Ninewells Hospital, Dundee, but may include sessions Tayside wide based on service need. This post combines Adult General Anaesthesia, Anaesthesia for Robotic Assisted Surgery (RAS) and Radiology. It will also require the successful applicant to contribute to adult emergency anaesthesia and critical care. All consultants are expected to work flexibly within Tayside to cross-cover commitments. This may include surgical High Dependency with the possibility of sessions in the Surgical HDU

The outline job plans is as follows

	Monday	Tuesday	Wednesday	Thursday	Friday
Week 1	A.M SPA P.M SPA	A.M Gynae (RAS) P.M Gynae (RAS)	A.M Flexible (RAS) P.M Flexible (RAS)	A.M P.M	A M Urology (PRI) P.M Urology (PRI)
Week 2	A.M SPA P.M SPA	A.M Radiology P.M Radiology	A.M Flexible (RAS) P.M Flexible (RAS)	A.M P.M	A.M Urology (PRI) P.M Urology (PRI)

As it is envisaged that this job will involve Anaesthesia for Radiological procedures and Robotic Assisted Surgery (RAS), as well as clinical time assisting with this service delivery, some SPA time will be spent supporting this service.

This job will have a flexible component, with this being delivered at any of the Tayside sites dependent on service need.

The job plan contains 2 sessions for supporting professional activities (SPA).

1 PA will be to support core SPA activities including; CPD, appraisal, revalidation, job planning, personal audit, keeping up to date and mandatory/statutory training (LearnPro). A second PA will be available to support departmental and organisational obligations and objectives.

Direct clinical care is as follows.

- 1 PA (unscheduled) for preoperative and postoperative care, overruns etc.
- 1 PA (unscheduled) allowed for out of hour's emergency duty.
- 6 PAs initially for scheduled direct clinical care (see above).
- EPAs may be available based on service need.

3.3 On Call Availability

The post will participate in on call duties in the Anaesthetic general on-call rota in Ninewells Hospital. On call is 1 in 8 attracting 5% availability supplement.

3.4 Future Developments/Change in Job Plans

As a consequence of transformational work within NHS Tayside and NHS Scotland the service is under review and redesign. There is an expectation that the post holder will actively contribute to service redesign outcomes as appropriate.

3.5 Academic Responsibilities

Professor Tim Hales is the Director of the Institute of Academic Anaesthesia within the Neurosciences Centre at Dundee University, Medical School and coordinates the academic activities of the department.

Within constraints of available SPA time, the successful candidate will be expected to share in the teaching of undergraduate and postgraduate students, of nursing staff and other staff as arranged from time to time. It is anticipated that they will be actively involved in research, both initiating their own and participating in the research projects of colleagues from a wide range of disciplines.

There are ample opportunities for research in association with Dundee University department of Anaesthesia and in collaboration with other University departments. There is an on-going programme of research in regional anaesthesia and acute/chronic pain relief. The successful applicant would be expected to take part in and develop research initiatives.

3.6 Study & Training

The applicant is expected to participate in professional continuing medical education; study leave is provided for this purpose, and the appointee will be entitled to apply to the NHS Tayside Study Leave Committee for a contribution to funding of this activity.

3.7 Conditions of Service

The terms and conditions of employment will be subject to NHS Tayside Terms and Conditions of Service for Medical Staff as agreed locally with the BMA Local Negotiating Committee. Until such time as they come into force you will remain subject to the Terms and Conditions of Service for Hospital Medical and Dental Staff (Scotland) and the General Whitley Council Conditions of Service both as amended from time to time.

Membership of the NHS Superannuation Scheme is not compulsory. All medical and dental staff are entitled to choose if they wish to join the scheme or not. Until such time as a positive option not to join the scheme is expressed, a member of staff will be regarded as a member of the scheme from the first day of service. This will not affect any individual right to make alternative arrangements. Initially, the employment covered in this contract will be contracted out of the State Pension Scheme.

The appointments will be on a whole-time basis. Consultants are required to adhere to the provisions set out in Appendix 8 of the new Consultants Contract governing the relationship between NHS commitments and private practice.

Any Consultant who is unable, for personal reasons, to work full-time, will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with the Clinical Lead and the Clinical Director for Theatres, Anaesthesia & Critical care

The successful candidates will be expected to reside within an approved distance of Ninewells Hospital as required for emergency duties.

3.8 Responsibility for Records Management

All records created in the course of the business of NHS Tayside are corporate records and are public records under the Public Records (Scotland) Act 1937. This includes email messages and other electronic records. It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with the NHS Tayside Records Management Policy and with any guidance produced by NHS Tayside specific to your employment.

SECTION 4 NHS Tayside

NHS Tayside provides a comprehensive range of general and specialist acute services for Tayside and North-East Fife, a total population of approximately 470,000. As a major health service provider, NHS Tayside is a focus for medical, dental, nursing and midwifery education. Dundee University is also a centre for medical education and research.

Dundee with a population of around 170,000 is the fourth principal and sunniest city in Scotland. It is situated on the north bank of the River Tay and is home to two universities. It is conveniently near the three other large cities (Edinburgh, Glasgow and Aberdeen), none more than an hour and a half away by road or rail, and London is just six hours away by rail link and less than two hours by air.

Perth is known as “the Fair City” and is located at the very heart of Scotland on the banks of the river Tay. The city’s status as former capital of Scotland has given it a wealth of historical associations and centuries-old tradition of welcoming visitors. It is the regional centre for the predominantly rural county of Perthshire and Kinross. The population is increasing, and several international companies have their headquarters in Perth. Perth is renowned for the quality of life it offers for all ages. It is served by good road, rail and air links and is within one hour of both Edinburgh and Glasgow.

As a region, Tayside offers an enviable spectrum of leisure, sporting and cultural activities, including parks, gardens, golf courses, sports facilities, ice arenas, art galleries, theatres and innovative concert halls. Tayside region encompasses the hills and mountains in Perthshire and Angus, and with the river Tay and its estuary, and the coast of Fife and Angus, there is scope for almost any outdoor activity. Golfers, fisherman, sailors, cyclists, hill walkers and skiers are wonderfully provided for. The famous Grampian Mountains can be easily reached within an hour, whilst Saint Andrews, the home of golf, is a mere 30 minutes from Dundee. Those looking more to the arts, are similarly well catered for with flourishing professional repertory theatres in both Perth and Dundee, and concert halls which host regular concerts of the Royal Scottish National Orchestra as well as visiting opera and popular musical performances. The Dundee waterfront is home to the RSS Discovery at Discovery Point and the critically acclaimed V&A Museum of Design. The waterfront is undergoing a major transformation with the establishment of world class public spaces. Foodies are extremely well catered for with many whisky, gin and vodka distilleries, the spiritual home of the Aberdeen Angus cattle, excellent seafood including the famous and protected Arbroath Smokie and Tayside is the centre of Scotland’s soft fruit and vegetable production.

There is a good range of relatively inexpensive housing in Perth, Dundee, North Fife and the surrounding countryside, as well as a wide choice of both private and public schooling.

4.1 Ninewells Hospital

Ninewells Hospital is the main teaching hospital associated with the University of Dundee and together with the Dental Hospital, Perth Royal Infirmary and Stracathro Hospital, forms part of NHS Tayside.

The hospital was opened in 1974. It was specifically designed with the medical school and hospital integrated in a way that provides for growth and change in future years. Most surgical services are present in Ninewells apart from Cardio-Thoracic Surgery. The planned Paediatric Surgery theatre suite is close to completion and will represent a new era in Tayside Paediatric surgery. The Radiology Department is undergoing some upgrading to accommodate the new Stroke Thrombectomy service which is currently being established.

4.2 Perth Royal Infirmary

Perth Royal Infirmary provides most of the hospital based healthcare services for the population of Perth and Kinross. Surgical services delivered on the Perth Royal Infirmary site include orthopaedic, urological, gynaecological, plastic, oral and outpatient dental surgery. There are well advanced plans for a state of the art Surgical Elective Care Centre to be built on the PRI site. This 8 theatre facility is projected to provide the bulk of elective surgical care in Tayside, much of which will be on a day case/23 hour stay basis.

Murray Royal Hospital, 2 miles from PRI, provides in-patient and outpatient facilities for Mental Health and is the site of ECT lists covered by staff from PRI

4.3 Stracathro Hospital

Stracathro Hospital is situated approximately half way between Dundee and Aberdeen, just three miles from the county town of Brechin. Surgical specialties including general, urology, orthopaedic and plastic surgery are delivered on this site in 4 theatres. This facility is purely for day case/short stay elective surgery.

SECTION 5 Anaesthesia Service

5.1 Theatres Anaesthesia and Critical Care Clinical Group

The Theatres, Anaesthesia & Critical Care Clinical Group sites within the Acute Services Surgical Division together with the Surgery & Orthopaedics Clinical Group and Specialist Surgery Clinical Group.

Associate Medical Director	Dr Julie Christie
Associate Director	Audrey Warden
Clinical Director	Dr Jason Hardy
Lead Nurse	Aline Ramsay
Clinical Group Manager	Lesley Forsyth

5.2 Anaesthesia

Anaesthesia services are provided across a number of NHS Tayside sites with 24 theatres on the Ninewells site, 8 on the PRI site and 4 on the Stracathro site.

A wide range of elective procedures are supported by anaesthesia and the department is renowned for excellence in regional anaesthesia.

There are two dedicated emergency (CEPOD) theatres and an additional trauma theatre. Anaesthesia on call is provided by tiers of consultant anaesthetists.

Consultants

Dr Fiona Anderson	Dr Judith Joss
Dr Pauline Austin	Dr Rafi Khan
Dr John Bannister	Dr Phil Lacoux
Dr Christina Beecroft	Dr Joanna Lynch
Dr Fiona Cameron	Dr Carol Macmillan
Dr Gillian Campbell	Dr Naveeta Maini
Dr Matthew Checketts	Dr Barry McGuire
Dr Sharon Christie	Prof Graeme McLeod
Dr Stephen Cole	Dr Shaun McLeod
Dr Catriona Connolly	Dr Ian Mellor
Dr Simon Crawley	Dr Fergus Millar
Dr Lesley Crichton	Dr Norma Munnoch
Dr Craig Cumming	Dr Ayman Mustafa
Dr Andrew Dalton	Dr Mike Neil
Dr Linda Dubiel	Dr Karen Pearson
Dr Lesley Duncan	Dr Niall Purdie
Dr Paul Fettes	Dr Pavan Raju
Dr Lynsey Foulds	Dr Grant Rodney
Dr Mark Gallagher	Dr Amy Sadler
Dr Gail Gillespie	Dr John Salisbury
Dr Calum Grant	Dr Jonny Seeley
Dr Carol Gray	Dr Ben Shippey
Dr Jason Hardy	Dr Alasdair Taylor
Dr Dietmar Hartmann	Dr Ben Ulyatt
Dr Orla Hayes	Dr Claire Wallace
Dr Pamela Johnston	Dr Cameron Weir

5.3 Trainees

Trainees rotate to Perth Royal Infirmary and Royal Hospital for Sick Children in Edinburgh for additional training in paediatric anaesthesia plus the Golden Jubilee National Hospital in Glasgow for training in cardiothoracic anaesthesia. Posts for specific training in Intensive Care Medicine and sub-specialty training in Pain Medicine are included within the overall total of NTN's. Other bespoke training opportunities are available locally including Regional, Airway, Leadership, Obstetric and Teaching Fellowships.

5.4 Accommodation

Office accommodation will be available on a shared basis.
Access to secretarial support and IT facilities is available within the Anaesthesia department.

5.5. Further Information

Dr Fergus Millar, Clinical Leader of Anaesthesia and Theatres, Ninewells Hospital via the Administrative Assistant, Mrs Lezley Cassidy (telephone 01382 632175) or by email at fergus.millar@nhs.scot

Dr Jason Hardy, Clinical Director, Theatres, Anaesthesia and Critical Care via the Administrative Assistant, Mrs Lezley Cassidy (telephone 01382 632175) or by email at jason.hardy@nhs.scot