



Applications are invited from enthusiastic and forward-thinking anaesthetists for these two posts for Consultants in Anaesthesia based in NHS Ayrshire and Arran.

The successful applicants will be joining the Department of Anaesthesia at University Hospitals Ayr (UHA) and University Hospital Crosshouse (UHC), which currently comprises 40 Consultants, 12 SAS doctors and 15 Trainee Anaesthetists. The post will involve delivering anaesthesia for surgical theatres, and the post holder will have the opportunity to develop sub-specialty interests to complement the existing expertise and interests of the department.

**Applicants should indicate clearly on their application which post(s) they are applying for.**

**Post 1**

This will be based in UHA, which lies just to the east of Ayr and serves the population of South Ayrshire. It provides an extensive range of both elective and emergency surgical and medical services behind a large Emergency Department. The surgical specialties catered for are General Surgery, Ophthalmology, Orthopaedics & Urology in addition to Interventional Radiology. A focus on elective orthopaedic surgery has been developed on site, with expertise and innovative practiced used to drive quality and efficiency.

The successful candidate will participate on the consultant on call rota for the emergency theatre and critical care in UHA with a frequency of up-to 1 in 10 with prospective cover.

It is anticipated that the successful applicant will be principally based at the UHA site. However, as service reconfiguration and development continues there will be an opportunity through mutually agreed job planning to work on all sites where anaesthesia is delivered.

**Post 2**

This will be based in UHC, which lies to the west of Kilmarnock and serves the population of East and North Ayrshire. It provides an extensive range of both elective and emergency surgical and medical services behind a large Emergency Department. The surgical specialties catered for are: Community Dental, ENT, General Surgery (including colorectal and upper GI), Gynaecology, Maxillo-facial Surgery, Orthopaedics & Trauma. A recent service reconfiguration has seen UHC develop as the Ayrshire trauma unit. There is also one national service – the Scottish Cochlear Implant Service. Paediatric practice (medical & surgical) is centralised to UHC.

Adjoining UHC is the Ayrshire Maternity Unit (AMU). There are approximately 3,100 births per year with a 38% Caesarean Section rate (elective & emergency). The epidural rate is currently 40%.

Anaesthetic provision for ECT is facilitated at Woodlands View. This facility is located at Ayrshire Central Hospital in Irvine.

The successful candidate will participate on the general on call rota providing cover for the emergency theatre and maternity unit with a frequency of 1 in 14 with prospective cover.

It is anticipated that the successful applicant will be principally based at the UHC site. However, as service reconfiguration and development continues there will be an opportunity through mutually agreed job planning to work on all sites where anaesthesia is delivered

Both posts are senior on-call, non-resident commitment for which the successful applicant must be available to be on site within 30 minutes. A junior anaesthetist is resident for theatres, critical care & the maternity unit 24 hours per day. In addition, these posts involve participation in a non-resident rota for inter-hospital transfer of ICU patients as required in a frequency of 1 in 30 with prospective cover with a 1 hour availability.

Both UHA and UHC are easily accessed by road, with the M77 providing access to Glasgow within 30 - 45 minutes. Rail services also link Ayr and Kilmarnock to Glasgow and other surrounding towns, and Prestwick Airport lies approximately a 15 minute drive away. Both sites provide free car parking facilities. There is an on-site nursery at UHA. The hospitals lie close to the stunning Ayrshire coastline, with many beaches and golf courses among other attractions.



**Facilities**

**Theatre Facilities**

**UHA**

The theatre suite consists of 6 main theatres, 3 Day Surgery Theatres an Interventional Radiology theatre and 2 Outpatient procedure rooms.  The nearby Endoscopy suite has 3 fully equipped Endoscopy rooms.

A dedicated Emergency Theatre is available throughout the week and over the weekend for 24 hours a day.

The Anaesthetic Department is located adjacent to the theatre suite.

**UHC**

The theatre suite consists of 11 theatres (8-main theatres and 3-day surgery theatres), 1 outpatient treatment room, a collocated day of surgery admission suite and endoscopy suite with 4 fully equipped endoscopy rooms.  There is also a 12 bedded critical care unit located within the theatre complex.

There is one dedicated emergency theatre staffed 24hours per day.  Three orthopaedic trauma theatres staffed Monday to Friday and one at the weekend.

The Anaesthetic department is located adjacent to the theatre suite.

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| **No. of Facilities** | **University Hospital Ayr** | **University Hospital Crosshouse** |
| Main Theatres | 6 plus interventional theatre | 8 |
| Day Surgery Theatres | 3 | 3 |
| DSU Treatment Room | 2 | 1 |
| Endoscopy Procedure Rooms | 3 | 4 |

**Beds**

**The following table provides a breakdown of the bed complement within the Surgical Unit:**

|  |  |  |
| --- | --- | --- |
| **Surgical Specialty** | **University Hospital Ayr** | **University Hospital Crosshouse** |
| General Surgery | 22 | 84  (including 8 Level 2 and 4 Level 1 beds) |
| Orthopaedic | 38 | 70 |
| Ophthalmology | 2 | - |
| Urology | 23 | - |
| ENT / Maxillofacial Surgery | 0 | 17 |
| Plastic Surgery | 0 |  |
| Paediatrics (medical & surgical) | 0 |  |
| Oncology | 0 | 12 |
| High Dependency | 4 | 16 across the hospital |
| ICU | - | 12 |

**Imaging**

An extensive range of imaging facilities are available including spiral CT with 3D reconstruction, MRI, MRA, radio-isotope facilities and digital subtraction angiography.

**Critical Care in Ayrshire**

The Intensive Care Unit in UHC is currently funded for 12 beds, including an isolation room. This is increasing to 15 by the end of 2023.

Currently, there is a combined HDU/ICU in UHA, with the ability to ventilate up to 4 patients.

Critical care provision in Ayrshire is changing. There are 3 Level 3 beds in UHA these are anticipated to move to UHC by the end of the year (2023). Level 2 beds will remain on the UHA campus. There will still be a requirement to provide some critical care service out of hours at UHA.

**Obstetric Anaesthesia**

The Ayrshire Maternity Unit (AMU), on the University Hospital Crosshouse site, opened in August 2006, moving all maternity services from Ayrshire Central Hospital in Irvine.

The AMU had approximately 3100 deliveries per annum.  There is an epidural service provided 24 hours a day, 7 days a week. We use Patient Controlled Epidural Analgesia (PCEA) routinely. We provide an elective caesarean section service, with an overall caesarean section rate of 38%.

**Educational Centres**

Excellent post-graduate facilities are provided at both hospitals, with the Alexander Fleming Education Centre based at University Hospital Crosshouse and the MacDonald Education Centre based at the University Hospital Ayr. Both centres include a full size lecture theatre, classrooms and a number of tutorial rooms.

There is a Medium Fidelity (SimMan based) Simulation Room with adjacent Debriefing Room within the Education Centre at University Hospital Crosshouse which is used by all acute specialties for training.

The facilities are supported with modern audio visual and information technology, including teleconferencing facilities and both centres incorporate an excellent up-to-date library with a resident librarian. We have an enthusiastic faculty of trained simulation facilitators from anaesthesia, general medicine, emergency medicine and paediatrics.

**Medical Photography**

The Medical Illustrations Department can provide a full service at both hospitals for clinical photography, preparation of slides, PowerPoint etc, for lecture purposes.

**Medical Staff Resources**

**Consultant Anaesthetists**

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| **UHA (on call rota)** |
| Dr N Alaouabda |
| Dr S Bhatt |
| Dr K Dick (Pain Management) |
| Dr P Hamilton (College Tutor) |
| Dr K Kerr |
| Dr D McLaughlan |
| Dr R McRobert |
| Dr J Mitchell (Deputy CD) |
| Dr J Ramsey |
| Dr G Scott (Rota Administrator) |
| Dr K Walker |

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| **UHC (ICU rota)** |
| Dr J Allan (Clinical Director) |
| Dr G Brannan (Specialist Doctor) |
| Dr D Finn |
| Dr T Geary |
| Dr G Houston |
| Dr P Korsah |
| Dr A Meikle |
| Dr P O’Brien |
| Dr J Selfridge |
| Dr A Spiers |

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| **UHC (General on call rota)** |
| Dr I Anderson (Rota Administrator) |
| Dr A Bielinska (trauma) |
| Dr R Bonar |
| Dr N Brown |
| Dr A Clark |
| Dr A Clyde |
| Dr J Collie (trauma) |
| Dr K Flatman |
| Dr L Hunter |
| Dr P Jacobs |
| Dr R Junkin |
| Dr C Johnstone (Deputy CD) (trauma) |
| Dr E Kerr |
| Dr L McGarrity |
| Dr E Neale |
| Dr H Neill (trauma) |
| Dr C Pow |
| Dr J Robertson |
| Dr K W Tan (College Tutor) |
| Dr M Watson (Clinical Director) (trauma) |
| Dr C Whymark (Pain Management) |



The department maintains a good working relationship with all surgical specialties and supports the many initiatives in place including same day admission, increasing day case rates and generally supportive in ensuring theatre utilisation is maximised.

The UHA department serves the adult population only.  The UHC department serves the paediatric and adult population for which we provide anaesthetic services.

The UHC provide a regional service for Cochlear implants, with an increasing group of patients down to age 1 year for investigation and operations. The provision of MRI scanning under general anaesthesia has increased with an increase in consultant cover for this service. There is also the exciting development of robotic assisted surgery for the specialties of colorectal, gynaecology and urological surgery. Following reconfiguration of orthopaedics and trauma, UCH has become the trauma site for Ayrshire.

The UHA department specialises in Elective Orthopaedics with a well-established enhanced recovery program and day surgery hip & knee primary arthroplasty.  There is also a well-established interventional radiology service for which anaesthesia services are provided.

We now have an established a Cardio-Pulmonary Exercise Testing service alongside a fully developed consultant-led pre-operative assessment service and are involved in ‘enhanced recovery programs’ within several specialties.

The Scottish Government have published plans to develop a National Treatment Centre within Ayrshire and Arran, with additional theatre real-estate to facilitate elective surgery.

This is an innovative and supportive department which is beginning to look at building links with the Academic department of anaesthesia in Glasgow to facilitate research opportunities in Ayrshire.



# Proposed Weekly Programme

The proposed weekly programme is shown below. Activities with current fixed time commitments will be carried out as detailed in the work programme e.g. clinics. Other DCC and SPA activities are shown with indicative timings within the weekly programme and will be discussed with the appointee.

**Notes on the Programme**

**Patient Administration**. This activity covers the management of individual patients including Out Patient administration, results reporting, letters/phone calls to patients, carers, GP’S and members of the wider multidisciplinary team involved in the patients care.

**Ward Rounds**: the time allocated is indicative and will be discussed with the appointee. Ward work will include teaching ward rounds as required.

**Travel:** Any travel allocation will be included within the Total Programmed Activities and will be determined by location at which Direct Clinical Care and Supporting Professional activities are carried out.

**Supporting Professional Activities**: NHS Ayrshire and Arran recognise the important role Job Planning has in ensuring consultants are supported in delivering high quality, safe, sustainable clinical care to patients. It is therefore important to ensure there is an adequate balance between direct clinical care activities and activities which support both the personal and professional development of the consultant workforce and facilitates agreed contribution to activities including:

* Under and post graduate teaching/training
* Clinical Governance
* Quality and Patient Safety
* Research and Innovation
* Service management and planning
* Work with professional bodies

All consultants will have 1 SPA as a minimum to support job planning, appraisal and revalidation. However the final balance of SPA and DCC activity will be agreed between the appointee and clinical manager prior to contracts being agreed.

There may be a requirement to vary the DCC outlined in the indicative timetable below when the final balance of DCC and SPA is subsequently agreed. There may also be opportunities to contract for Extra Programmed activities Opportunities subject to service requirements and in accordance with national terms and conditions of service.

If the post-holder will be responsible for the formal training and supervision of post-graduates and under-graduates, a suitable additional allocation of SPA time will be made in accordance with national guidance.

**Job Plan Review**

New appointees will discuss the indicative job plan with the Clinical Director, prior to commencement and will at that time review the balance of activities. Where it is possible to agree a revisions to the indicative plan in advance of commencement this will be acted upon. In any event however, there must be an interim Job Plan review conducted at 3 months post commencement to agree and finalise the Job Plan. The consultant at time of induction should ask for an interim review date to be scheduled. The agreed job plan will include all the consultant’s professional duties and commitments, including agreed Supporting Professional Activities.    Thereafter Job Planning will be carried out annually as part of the Boards Job Planning process.

**Private Practice:** If the post-holder wishes to undertake any private practice, they are obliged to inform their employer at the time of appointment of their intentions to do so. This should be submitted in writing to the Clinical Director. The conduct of private practice will be in accordance with the Consultant Contract (Scotland) Terms and Conditions.

The post-holder shall be free to undertake private practice without approval provided such work is undertaken outside the time agreed in the job plan for programmed activities. (Refer Section 6 of the New Consultant Contract)

**Proposed Weekly Programme POST 1 UHA**

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| **Work Timetable** | | **Direct Clinical Care (hours)** | | | | |  | **Supporting Professional Activities (hours)** | | | | | |
|  | Description | On-  Call | Theatre | OPC | Admin | Ward  Work | **Total** | Teaching | Audit | CPD | Research | Other | **Total** |
| Mon am | Orthopaedics DSU |  | 4.25 |  |  |  | **4.25** |  |  |  |  |  |  |
| Mon pm | Orthopaedics DSU |  | 4.25 |  |  |  | **4.25** |  |  |  |  |  |  |
| Tues am |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Tues pm |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Wed am | General surgery DSU |  | 4.25 |  |  |  | **4.25** |  |  |  |  |  |  |
| Wed pm | General surgery DSU |  | 4.25 |  |  |  | **4.25** |  |  |  |  |  |  |
| Thurs am | SPA |  |  |  |  |  |  |  |  |  |  | 4 | **4** |
| Thurs pm |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Fri am | Emergency theatre 3:4 /  Flex 1:4 |  | 4.1 |  |  |  | **4.1** |  |  |  |  |  |  |
| Fri pm | Emergency theatre 3:4 /  Flex 1:4 |  | 4.1 |  |  |  | **4.1** |  |  |  |  |  |  |
| Variable Between 08:30 – 21:00 | SPA |  |  |  |  |  |  |  |  | 4 |  |  | **4** |
| Out of Hours on Call | UHA |  | 6.8 |  |  |  | **6.8** |  |  |  |  |  |  |
| **TOTALS** |  |  |  |  |  |  | **32** |  |  |  |  |  | **8** |

**Proposed Weekly Programme POST 2 UHC**

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Work Timetable** | | **Direct Clinical Care (hours)** | | | | |  | **Supporting Professional Activities (hours)** | | | | | |
|  | Description | On-  Call | Theatre | OPC | Admin | Ward  Work | **Total** | Teaching | Audit | CPD | Research | Other | **Total** |
| Mon am | Breast Surgery Theatre 10 |  | 4.5 |  |  |  | **4.5** |  |  |  |  |  |  |
| Mon pm | Breast Surgery Theatre 10 |  | 4.5 |  |  |  | **4.5** |  |  |  |  |  |  |
| Tues am | Trauma Theatre 7 |  | 5 |  |  |  | **5** |  |  |  |  |  |  |
| Tues pm | Trauma Theatre 7 |  | 5 |  |  |  | **5** |  |  |  |  |  |  |
| Wed am | General Surgery 1:2  Flex 1:2 |  | 2.25 |  |  |  | **2.25** |  |  |  |  |  |  |
| Wed pm | General Surgery 1:2  Flex 1:2 |  | 2.25 |  |  |  | **2.25** |  |  |  |  |  |  |
| Thurs am | SPA |  |  |  |  |  |  |  |  | 4 |  |  | **4** |
| Thurs pm | SPA |  |  |  |  |  |  | 1 | 2 |  |  | 1 | **4** |
| Fri am | Maternity 1:2 |  | 2.25 |  |  |  | **2.25** |  |  |  |  |  |  |
| Fri pm | Maternity 1:2 |  | 2.25 |  |  |  | **2.25** |  |  |  |  |  |  |
| Variable Between 08:30 – 21:00 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Out of Hours on Call | UHC | 4 |  |  |  |  | **4** |  |  |  |  |  |  |
| **TOTAL** |  |  |  |  |  |  | **32** |  |  |  |  |  | **8** |



The post holders will be accountable to the Clinical Director, who will agree the job plan.

They will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management.  Subject to the provisions of the Terms and Conditions of Service, he/she is expected to observe NHS Ayrshire and Arran’s agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of NHS Ayrshire & Arran.

In particular, where they formally manage employees of the organisation, the post holder will be expected to follow the Local and National Employment and Personnel Policies and Procedures.

They will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of patients to be able to make contact with the post holder when necessary.

The post holder is required to comply with NHS Ayrshire and Arran’s Health and Safety Policies.

They will be responsible for the training and supervision of Junior Medical Staff who work with the post holder and will be expected to devote time to this activity on a regular basis.  In addition, they will be expected to ensure that Junior Staff have access to advice and counselling.  If appropriate, the post holder will be named in the Contracts of Doctors in training grades as the person responsible for overseeing their training, and as the initial source of advice to such Doctors on their career.

**Resources**

The staff resources of the Directorate are listed elsewhere.  The post holder will have access to such general administrative support as is required for the discharge of their duties and responsibilities.

This will include the provision of adequate secretarial and clerical support and the availability of accommodation, equipment etc.

The post holder will receive support from such other professional staff as are employed within the organisation and are deployed to their area of patient care.

**Duties and Responsibilities**

The main duties and responsibilities of the post include:

* Continuing responsibility for the care of patients in his/her care and for the proper functioning of the department.
* Administrative duties associated with the care of his/her patients.
* Responsibility for continuing care of patients as scheduled in job plan / programmed activities.
* Provision of cover for consultant colleagues during periods of annual and study leave.
* Professional supervision and management of Junior Medical Staff.
* Responsibilities for carrying out teaching, accreditation and examination duties as required, and for contributing to undergraduate andpostgraduate medical education. The post holder will be expected to comply with College recommendations on Continuing Medical Education.
* The post holder will be required to comply with NHS Ayrshire and Arran’s Policies on Clinical Governance.
* The successful applicant will be encouraged to participate in research and to develop a subspecialty interest, subject to resources and local priorities.
* Requirements to participate in medical audit and in continuing medical education.
* Managerial, including budgetary, responsibilities (where appropriate).

**Annual Appraisal & Job Planning**

You shall also be required to participate in annual appraisal.  Job planning is linked closely with, but is separate to, the agreed appraisal scheme for consultants.   The job plan review will take into account the outcome of the appraisal discussion and reflect the agreed personal development plan.



The Terms and Conditions of Service are those determined by the Terms and Conditions of the New Consultant Grade (Scotland) as amended from time to time. The distance that a consultant can reside from the principal base hospital, where travel time is seen as more important than mileage, is subject to the agreement of the Executive Medical Director, but it is usually anticipated that a journey that takes no more than 30 minutes for any emergency situation would be acceptable.



Applicants wishing further information about the post are invited to contact Dr M Watson, Clinical Director for Anaesthesia, Tel 01563 827172 (Secretary) or 01563 521133 (Switchboard), email martin.watson@aapct.scot.nhs.uk, with whom visiting arrangements can also be made.

You may also wish to contact either of the Deputy Clinical Directors, Dr Joellene Mitchell 01292 610555 (switchboard), or Dr Chris Johnstone 01563 521133 (switchboard).

Cameron Sharkey, General Manager for Surgical Services is also happy to be a point of contact and can be contacted as follows: Cameron.sharkey@aapct.scot.nhs.uk / 01563 827361



**Post of: Consultant in Anaesthesia**

**Location: NHS Ayrshire and Arran**

**Qualifications:**

|  |  |  |
| --- | --- | --- |
| **Requirements** | **Essential** | **Desirable** |
| GMC    Post-graduate qualifications | Full GMC Registration with a current Licence to Practice  Fellowship of the Royal College of Anaesthetists or Equivalent |  |
| Specialist Register | Inclusion on the GMC Specialist Register for Anaesthesia    Certificate of Completion of Training (CCT)/CESR or Evidence of Higher Speciality Training leading to CCT in Anaesthesia  OR  Be within 6 months of confirmed entry to the Specialist Register for Anaesthesia from the date of interview. |  |

**Skills/Knowledge/Competence**

|  |  |  |
| --- | --- | --- |
| **Requirements** | **Essential** | **Desirable** |
| **General Experience:**    Expertise in Anaesthesia for Adults and Children | Knowledge & skills relevant to the management of Anaesthesia for Adults and Children.    Knowledge of and skills relevant to the management of elective and emergency anaesthesia for adults.  Knowledge of and skills relevant to the management of elective and emergency anaesthesia for children  Ability to communicate effectively with all levels of staff and patients.  Ability to work efficiently and timeously.  IT literacy. |  |
| **Team Working** | Effective Team Player |  |
| **Development** | Evidence of audit and involvement in clinical improvement activities within anaesthesia or critical care. |  |
| **Teaching & Training** | Experience in teaching | Proven ability to deliver high quality teaching.  Interest in and knowledge of advances in medical education and training. |
| **Research & Publications** |  | Evidence of publications in a Peer-reviewed Journal. |
| **Clinical Audit** | Evidence of previous audit activity relating to Anaesthesia | Peer reviewed  publications and presentations |
| **Management and Administration** | Commitment to effective departmental management and the organisation and management of a multidisciplinary team. | Proven ability to lead a clinical team.  Proven management experience.  Understanding of resource management and quality assurance.  Proven organisational skills. |
| **Personal and Interpersonal Skills** | Effective communicator and negotiator.  Demonstrate effective team leadership.  A willingness to develop special interests which conform to the needs of NHS Ayrshire and Arran.  Ability to operate on a variety of different levels  The ability to work flexibly and constructively with a team of colleagues. | Knowledge of recent changes in the NHS in Scotland  A willingness to accept flexibility to meet the changing needs of the NHS in Scotland |