

Consultant in Anaesthesia



A WORD FROM OUR CLINICAL DIRECTOR ANAESTHESIA



Thank you for your interest in joining our team at NHS Ayrshire & Arran.

Our ambition is to attract the most talented people to join us, so they can help to ensure everything we do is high quality and aligned to our values of being trusted, enabling and progressive.

We have a dedicated and passionate team, and we are currently working through an exciting period of change and development that will bring opportunities for us and for the improved wellbeing of those in Ayrshire and Arran.

The attached application pack will provide you with all the relevant information and supporting materials needed to complete your application.

We are looking for forward thinking, dynamic individuals to join us and help embrace this change. If you have the skills and experience for this role, we would be delighted to receive notice of your interest.

After reading this application pack, if you would like to discuss any aspects of the role further, please do not hesitate to contact me at chris.johnstone@aapct.scot.nhs.uk

I look forward to receiving your application.

Best regards



**DR CHRIS JOHNSTONE FRCA
CONSULTANT ANAESTHETIST
CLINICAL DIRECTOR
ANAESTHESIA NHS AYRSHIRE &
ARRAN.**



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Introduction to specialty

Applications are invited from enthusiastic and forward thinking anaesthetists for 1 post as a Consultant Anaesthetist based at the University Hospital Ayr (UHA) and University Hospital Crosshouse (UHC) within NHS Ayrshire and Arran (NHSAA).

The successful applicants will be joining the Department of Anaesthesia at UHA and UHC, which currently comprises 40 Consultants, 15 SAS doctors and 25 Trainee Anaesthetists. The post holders will have the opportunity to develop sub-specialty interests to complement the existing expertise and interests of the department.

University Hospital Ayr

The post 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. Surgical specialties on site here include orthopaedics, general surgery, urology, interventional radiology and ophthalmology, delivered in a suite with 9 theatres. A focus on elective orthopaedic surgery is being developed on the site, with expertise and innovative practice being used to drive improved quality and efficiency.

UHA has an 8 bedded level 2 facility supported in hours, Monday to Friday by Consultant Intensivists. Base specialties will retain responsibility for the care of their patients in this unit during the out of hours period with anaesthetic support for patients becoming critically unwell.

The non-resident on-call rota at UHA has a maximum frequency of 1:13 plus prospective cover. Following the critical care changes, there will be no ICU beds at UHA.

Following the critical care changes the post will involve participation on a 1:25 rota (plus prospective cover) for inter-hospital transfer of ICU patients as required.



The post is senior on-call, non-resident commitment, for which the successful applicants must be available on site within 40 minutes. A junior anaesthetist or specialty doctor is resident for theatres, and the level 2 critical care unit.

It is anticipated that the successful applicant will work daytime elective sessions on both sites, as per the indicative job plan. To allow for future service developments, appointees might be asked to work elective sessions at any of NHS Ayrshire and Arran's clinical sites at a later date, as agreed through the job-planning process.

Both UHC and UHA 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. The hospitals lie close to the stunning Ayrshire coastline, with many beaches and golf courses among other attractions.



Specialty Facilities, Resources and Activity

Facilities

Theatre Facilities

University Hospital Ayr (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 4 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.

University Hospital Crosshouse

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 15 bedded critical care unit (9 level 3 plus 6 surgical level 2 beds) located within the theatre complex. ICU beds will increase by 3 following planned changes to critical care delivery in NHSAA

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.

Facilities: Summary

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	4	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	23	58 (including 6 Level 2 and 4 Level 1 beds)
Orthopaedic	38	70
Ophthalmology	2	--
Urology	23	--
ENT / Maxillofacial Surgery	0	8
Plastic Surgery	0	--
Paediatrics (medical & surgical)	0	30
Oncology	0	12
High Dependency	8	16 across the hospital
ICU	--	12

Additionally University Hospital Crosshouse has 12 funded 23-hour stay beds for patients undergoing 23-hour surgery.

Critical Care in Ayrshire

Current critical care provision in NHSAA is for 12 level 3 and 6 surgical level 2 beds in a combined critical care unit at UHC led by consultants in Intensive Care Medicine (ICM).

An 8 bedded level 2 critical care is located at UHA with care shared between consultants in ICM (Mon-Fri, 9am – 5pm) and the patient's parent specialty consultant. The UHA anaesthetic team will provide a level of support for this unit and for patients becoming critically unwell elsewhere in the hospital.

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

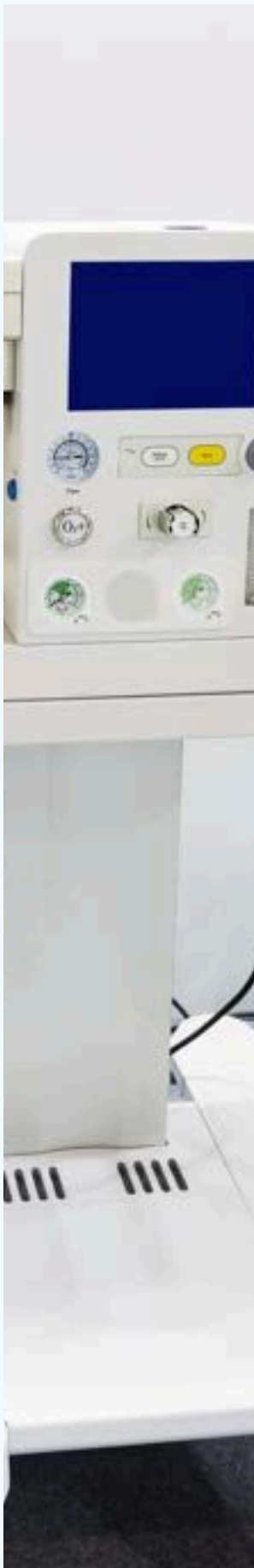
The Medical Illustrations Department can provide a full service at both hospitals for clinical photography, preparation of slides, PowerPoint etc, for lecture purposes.

Medical Staff Resources

Consultant Anaesthetists

UHA (on call rota)	UHC (General on call rota)	UHC (ICU rota)
<p>Dr N Alaouabda Dr S Bhatt (Deputy CD) Dr K Dick (Pain Management) Dr P Hamilton (College Tutor) Dr K Kerr Dr D McLaughlan (ADME) Dr J Mitchell Dr J Ramsey (ICM College Tutor) Dr G Scott (Rota Administrator) Dr K Walker Dr K Shahzad Dr J Todd</p>	<p>Dr I Anderson (Rota Administrator/ Deputy CD) Dr A Bielinska (trauma) Dr R Bonar Dr A Clark Dr A Clyde Dr J Collie (trauma) (ADME) Dr G Crawford Dr K Flatman Dr L Hunter Dr P Jacobs Dr R Junkin Dr C Johnstone (Clinical Director) (trauma) Dr E Kerr Dr L McGarrity (Associate Medical Director) Dr E Neale Dr H Neill (trauma) Dr C Pow Dr J Robertson Dr K W Tan (College Tutor) Dr M Watson (trauma) Dr G White Dr C Whymark (Pain Management) Dr J Wardlaw Dr S Meredith</p>	<p>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</p>

Future Plans for the Specialty



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 8 months 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, UHC 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 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.

Indicative Job Plan / Programme of Activities

Proposed Weekly Programme

The proposed weekly programmes are 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

Flexible sessions: Any flexible sessions in the job plan will usually be worked during the period of time between 08:30 – 17:00 Monday to Friday to allow us to flexibly cover elective theatres. Rarely staff may be asked to work flexible evening sessions till 9pm instead.

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.



On call arrangements:

The post will involve participation in a 1:3 theatre rota plus a 1:25 patient-transfer rota, both plus prospective cover, based in UHA.

Successful applicants for any post will usually be resident within 40 minutes of the respective hospital whilst on-call.

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. This post will commence with 2 SPA sessions. The second SPA session will be tied to specific responsibilities as agreed with the clinical manager.

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).

Indicative Job Plan

Work Timetable	Description	Direct Clinical Care		Supporting Professional Activity					Total Hours
		Pre Op	Theatre	Teaching	Audit	CPD	Research	Other	
Monday AM									
Monday PM									
Tuesday AM	SPA					4			4
Tuesday PM	SPA			1	1			2	4
Wednesday AM	General Surgery Th2 UHA		4.25	4.25					
Wednesday PM	General Surgery Th2 UHA		4.25	4.25					
Thursday AM	Urology Th1 UHA		4.25	4.25					
Thursday PM	Urology Th1 UHA		4.25	4.25					
Friday AM	Duty Th4/RAS Gyn 1:2 UHC		4.5	4.5					
Friday PM	Duty Th4/RAS Gyn 1:2 UHC		4.5	4.5					
Out of hours on call			6	6					
Totals				32					8



Post Details

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 and postgraduate 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).

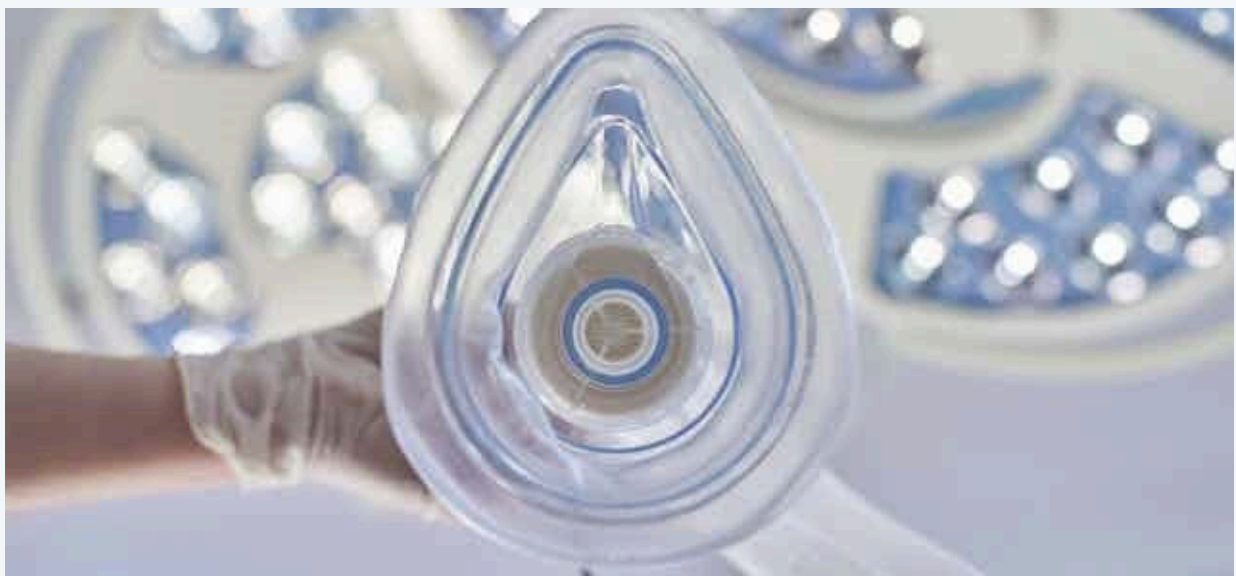


Annual Appraisal and Job Planning

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.

Terms and Conditions

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 Medical Director.





Further Information and Visiting

Applicants wishing further information about the post are invited to contact Dr Chris Johnstone, Clinical Director for Anaesthesia, Tel 01563 827172 (Secretary) or 01563 521133 (Switchboard), email chris.johnstone@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 Sunny Bhatt 01292 610555 (switchboard), or Dr Ian Anderson 01563 521133 (switchboard).

Cameron Sharkey, Divisional General Manager for Surgical Services is also happy to be a point of contact and can be contacted as follows: email:

Cameron.Sharkey@aapct.scot.nhs.uk

Telephone: 01292 616899.

Person Specification



	Essential	Desirable	How or where judged?
Qualifications	MChB or equivalent FRCA or equivalent	Higher research degree Evidence of mandatory training e.g. resuscitation, hand hygiene and fire training.	Application Application Application
Training/ Experience	Extensive training in Anaesthesia	Recent experience of working within the NHS provider. Specialist training in regional anaesthesia. European Society of Regional Anesthesia (ESRA) diploma	Application/Interview w Application/Interview w Application/Interview w
Skills/ Knowledge	Effective MDT working Excellent team working skills	Experience in ultrasound for regional anaesthesia IT skills including the use of clinical systems	Interview/Application n Interview
Teaching and Education	To provide clinical supervision of postgraduate training doctors Teaching undergraduates and other health professionals	Ability to become an educational supervisor "Training the trainers" qualification	Application /interview Application /interview

Person Specification

	Essential	Desirable	How or where judged?
Research and innovation	Previous and current active interest in research with evidence of publications	Peer-reviewed publications in recognised journals reflecting perioperative medicine Previous contributions to innovative service developments	Application /interview interview
Understanding of GMC requirements	Knowledge of "Good medical practice)	Knowledge of appraisal/ revalidation process Understanding of the GMC and its new roles	Interview Interview
Leadership/ Management	Demonstrate leadership potential	Previous management and Clinical Leadership roles	Interview/ Application

“Situated on the beautiful Clyde Coast, Ayrshire & Arran is a great place to live and work.”

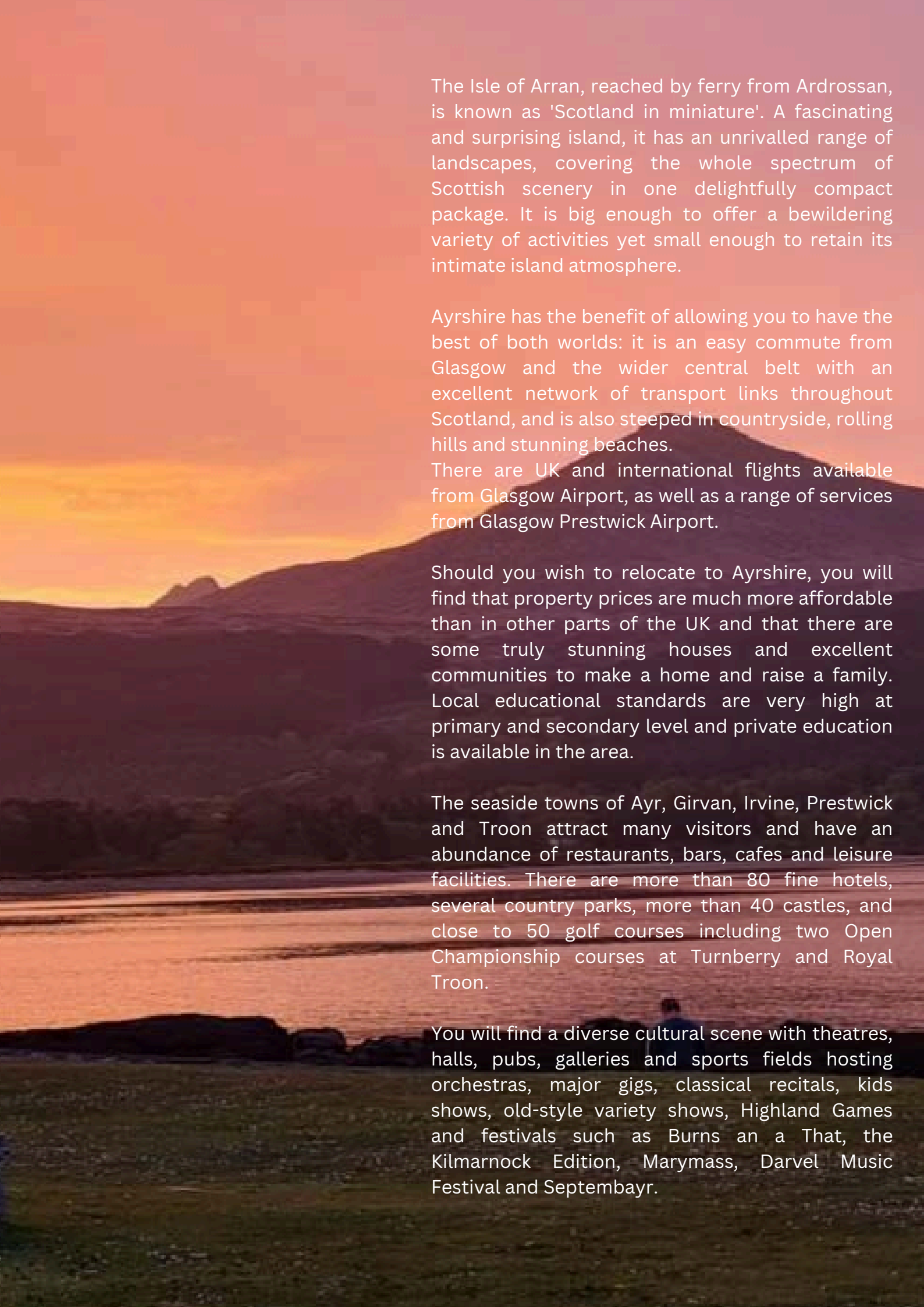
AYRSHIRE & ARRAN



Ayrshire & Arran is a mecca for all golfers with over forty quality courses, including three Open Championship courses. It is also home to some of the most prestigious heritage and visitor attractions that Scotland has to offer.

Ancient castles, beautiful country parks and gardens, bustling market towns and award-winning visitor attractions are all to hand and set in awe-inspiring scenery.

The spectacular granite mountains, ancient stone circles and the sheltered waters of the Firth of Clyde act as a magnet for walkers, cyclists, fishermen and sailing enthusiasts alike. It is also the birthplace of world-renowned poet Robert Burns, and there are plentiful reminders of the man and his world to explore here.



The Isle of Arran, reached by ferry from Ardrossan, is known as 'Scotland in miniature'. A fascinating and surprising island, it has an unrivalled range of landscapes, covering the whole spectrum of Scottish scenery in one delightfully compact package. It is big enough to offer a bewildering variety of activities yet small enough to retain its intimate island atmosphere.

Ayrshire has the benefit of allowing you to have the best of both worlds: it is an easy commute from Glasgow and the wider central belt with an excellent network of transport links throughout Scotland, and is also steeped in countryside, rolling hills and stunning beaches.

There are UK and international flights available from Glasgow Airport, as well as a range of services from Glasgow Prestwick Airport.

Should you wish to relocate to Ayrshire, you will find that property prices are much more affordable than in other parts of the UK and that there are some truly stunning houses and excellent communities to make a home and raise a family. Local educational standards are very high at primary and secondary level and private education is available in the area.

The seaside towns of Ayr, Girvan, Irvine, Prestwick and Troon attract many visitors and have an abundance of restaurants, bars, cafes and leisure facilities. There are more than 80 fine hotels, several country parks, more than 40 castles, and close to 50 golf courses including two Open Championship courses at Turnberry and Royal Troon.

You will find a diverse cultural scene with theatres, halls, pubs, galleries and sports fields hosting orchestras, major gigs, classical recitals, kids shows, old-style variety shows, Highland Games and festivals such as Burns an a That, the Kilmarnock Edition, Marymass, Darvel Music Festival and Septembayr.