##### JOB DESCRIPTION

## LOCUM CONSULTANT GENERAL SURGEON

**1. INTRODUCTION**

Applications are invited for a Locum Consultant General Surgeon to be based at University Hospital Ayr (UHA). The successful applicant will play an equal role in both the emergency and elective commitments of the Department. Sub-specialty interest to compliment the department is welcomed.

This post will support the general surgery within NHS Ayrshire and Arran (NHSAA).

The successful candidate will contribute to the on call on a 1:8 basis.

UHA is a 343-bedded general hospital located to the south east of Ayr town. UHA also provides several area-wide services for NHSAA including Urology. UHA is also the Centre for Bariatric Surgery within NHSAA.

This post will be based at UHA however the successful candidate may undertake some clinical sessions on the University Hospital Crosshouse Hospital site or deliver outpatient clinics at East Ayrshire Community Hospital.

Both acute hospitals are easily accessed by road, with the recently upgraded M77 providing rapid access to Glasgow (30 minutes from UHC, 45 minutes from UHA). Rail services also link both Kilmarnock and Ayr to Glasgow and other surrounding towns, and Prestwick Airport lies midway between both hospitals, approximately a 15 minute drive to each. Both UHC and UHA provide free car parking facilities.

**General Surgical**

The successful applicant will join a team of 9 General Surgeons based at University Hospital Ayr. A full range of procedures are carried out including advanced laparoscopic surgery and bariatric surgery.

Multidisciplinary Team Structure

Area-wide multidisciplinary teams for colorectal, upper GI and breast cancer meet weekly with telelinking between Ayrshire’s 2 acute hospitals and the Beatson Oncology Centre in Glasgow. Teams are supported by clinical oncologists, medical oncologists, specialist nurses, palliative care specialists, MDT coordinators and dedicated audit staff. NHSAA’s Cancer MDTs participate in the West of Scotland Managed Clinical Networks for Cancer. The Surgical Directorate provides breast and bowel screening services for NHSAA and NHS Dumfries and Galloway.

# Nurse Specialist Services

The organisation has nurse specialists in cancer care, stoma therapy and endoscopy. In addition there are Advanced Nurse Practitioners who are Ward based and we have a Nurse Practitioner who undertakes minor surgery. NHSAA has a trained Theatre Practitioner who can act as First Assistant in theatre.

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| 1. FACILITIES, RESOURCES AND ACTIVITY |

* 1. **Facilities**

**THEATRE/ENDOSCOPY FACILITIES**

The theatre facilities at UHA are equipped to a high level and further development of theatre facilities is due to take place over the next few years. There are designated emergency sessions within the theatre complex every day.

UHA is equipped with state of the art laparoscopic/ endoscopic 4K theatre with educational package linked to the education suite and the lecture hall.

NHSAA continues to invest in the purchase of up to date theatre equipment and has a well-established programme for the ongoing replacement of existing equipment.

The endoscopy suite provide diagnostic and therapeutic endoscopy including two ERCP lists per week.

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| --- | --- |
| **No. of Facilities** | **UHA** |
| Main Theatres | 6 |
| Integrated 4k theatre | 1 |
| Interventional Theatres | 1 |
| Day Surgery Theatres | 3 |
| DSU Treatment Room | 2 (diagnostic rooms) |
| Endoscopy Procedure Rooms | 4 |

BEDS

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

| **Surgical Specialty** | **UHA** |
| --- | --- |
| General Surgery | 24 |
| Combined Medical/ Surgical High Dependency Unit | 8 |
| Orthopaedic (elective) | 22 |
| Urology | 23 |

# IMAGING

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

University Hospital Ayr provides a complex interventional radiology service for NHSAA.

# EMERGENCY DEPARTMENT

# UHA provides an Emergency Department with care led by consultants in Emergency Medicine.

# COMBINED ASSESSMENT UNIT

# All GP referred medical, general surgical and urological patients are received through the Combined Assessment Unit (CAU). The CAU also accepts referrals patients via the ED. The CAU is a modern, purpose built unit with 29 inpatient single rooms, ambulatory care bays, same day emergency care (SDEC) bays and treatment rooms.

# EDUCATION CENTRES

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

**MEDICAL PHOTOGRPAHY**

The Medical Illustrations Department can provide a full service at both hospitals for clinical photography, preparation of slides and posters.

**2.2 Medical Staff Resources**

**CONSULTANT SURGEON**

|  |  |
| --- | --- |
| Subspecialty Interest | Based at UHA |
| Colorectal Surgery | Mr S Alishahi  Mr R Muir (Site CD)  Mr T Kallachil |
| UGI & Bariatrics | Mr M Salman (Locum)  Mr A Hussain |
| General / Breast Surgery | Mr S Bhattachayra |
| General Surgery | Mr LJ Fon  Mr M Farah (Locum)  Locum  Locum (this post) |

**SUPPORTING MEDICAL STAFF**

|  |  |
| --- | --- |
| Staff Grade / Specialty Doctor | 6 |
| Specialty Trainees | 2 |
| Clinical Development and Teaching Fellows | 3 |
| Foundation Year 1 and 2 Trainees | 9 |

**3. FUTURE PLANS FOR THE DIRECTORATE**

There have been a number of developments in the general surgical department.

* NHSAA has reconfigured its Trauma & Orthopaedic service with independent services on the UHC and UHA sites merging to one unit with all emergency work being undertaken in UHC. General Surgical services in NHSAA are currently planned, managed and delivered on a ‘two site, one service’ basis and there is an ambition to further this in order to improve service efficiency and the quality of care. Endoscopy services are fully comprehensive and cover all diagnostic and therapeutic techniques currently available. The Unit at UHA has four Nurse Endoscopists who support medical staff in delivering the endoscopy service.
* UHA has been one of the main referral centres in Scotland for Bariatric Surgery and a recent consultant appointment will re-establish this service. Using defined criteria, a multi-disciplinary group meets on a monthly basis to triage referrals and discuss the future configuration of the service.

**4. PROPOSED WEEKLY PROGRAMME (SEE OVER)**

This programme is based upon a core job plan of 10 programmed activities however opportunities may exist for Extra Programmed Activities to be undertaken subject to service requirements and in accordance with national terms and conditions of service.

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | **Direct Clinical Care (hours)** | | |  |  | **Supporting Professional Activities (hours)** | | |  |  |  |
|  | Description | Theatre | OPC | Admin | Ward  Work | **Total** | Teaching | Audit | CPD | Research | Other | **Total** |
| Mon a.m. | Ward Work / Admin |  |  | 2 | 2 | **4** |  |  |  |  |  |  |
| Mon p.m. | Ward / Admin |  |  | 2 | 2 | **4** |  |  |  |  |  |  |
| Tues a.m. | Endoscopy | 4 |  |  |  | **4** |  |  |  |  |  |  |
| Tues p.m. |  |  |  |  |  |  |  |  |  |  |  |  |
| Wed a.m. | Theatre | 4 |  |  |  | **4** |  |  |  |  |  |  |
| Wed p.m. | Theatre | 4 |  |  | ` | **4** |  |  |  |  |  |  |
| Thurs a.m. | SPA |  |  |  |  |  |  | 1 | 2 |  | 1 | **4** |
| Thurs p.m. | Endoscopy | 4 |  |  |  | **4** |  |  |  |  |  |  |
| Fri a.m. | Clinic |  | 4 |  |  | **4** |  |  |  |  |  |  |
| Fri p.m. | Clinic |  | 4 |  |  | **4** |  |  |  |  |  |  |
| **TOTALS** |  | 16 | 8 | 4 | 4 | **32** |  | 1 | 2 |  | 1 | **4** |
| **On Call** |  |  |  |  |  | **4** |  |  |  |  |  |  |
| **Total Hours** |  |  |  |  |  | **36** |  |  |  |  |  | **4** |

**The above job plan is a typical working week. All teams have been delivering sessions more flexible following remobilisation after the pausing of working during the pandemic. The actual days of delivery of each session may therefore change.**

**4.1 Proposed Weekly Programme**

The core proposed weekly programme is shown at Section 4. Activities with current fixed time commitments will be carried out as detailed in the work programme.

This timetable will be reviewed three months following appointment and should therefore be regarded as an interim programme.

The programme may be adjusted with appropriate recognition for Extra Programmed Activities depending on the needs of the department. Any change to the programme would be by mutual agreement between the postholder and Clinical Director.

**4.2 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.

**On call arrangements**: On Call is on a 1:8 basis.

**Supporting Professional Activities**: The agreed job plan will include all of the consultant’s professional duties and commitments, including agreed supporting professional activities (SPA). It will be requested that SPA is delivered at the normal place of work, unless there are mutual advantages to it being performed elsewhere. The exact timing and location of SPA, and flexibility around these, will be agreed during the 1:1 and included in the prospective job plan.

**Research:** The unit is active in Research and publications, it is also supported by a Research and Development Committee. The appointee will be encouraged to develop research interests.

**Teaching**: The postholder will be responsible for the training and supervision of post-graduates and under-graduates and will be expected as part of their SPA allocation to devote time to this activity on a regular basis. In addition he/she will be expected to ensure that Junior Staff and medical students receive adequate support and advice and may act as a contact as the person responsible for overseeing their training and as an initial source of advice.

**5. THE POST : LOCUM CONSULTANT GENERAL SURGEON**

The postholder will be responsible for the provision of inpatient, daycase and outpatient surgical care. Specific to the subspecialty interest the postholder will also be expected to :

 work with colleagues to further develop services across Ayrshire.

 support West of Scotland Managed Clinical Network activity regionally.

 provide training and support to Foundation Doctors and Specialist Trainees.

 support multidisciplinary team delivery of care.

The postholder will be accountable to the Clinical Director for General Surgery who will agree the Job Plan.

He/she 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 the Organisation’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 he/she formally manages employees NHS Ayrshire and Arran, the postholder will be expected to follow the Local and National Employment and Personnel Policies and Procedures.

He/she 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 postholder when necessary.

The postholder is required to comply with the Organisational Health and Safety Policies.

He/she will be responsible for the training and supervision of Junior Medical Staff who work with the postholder and will be expected to devote time to this activity on a regular basis. In addition, he/she will be expected to ensure that Junior Staff have access to advice and counselling. If appropriate, the postholder 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.

**5.1 Resources**

The staff resources of the Directorate are listed elsewhere. The postholder will have access to such general administrative support as is required for the discharge of his/her duties and responsibilities.

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

The postholder will receive support from such other professional staff as are employed within the Division and are deployed to his/her area of patient care.

**5.2 Duties and Responsibilities**

The main duties and responsibilities of the post include:

* Responsibility for day case, inpatient and outpatient care at the University Hospital Ayr.
* 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 postholder will be expected to comply with College recommendations on Continuing Medical Education.
* The postholder will be required to comply with Organisation’s Policies on Clinical Governance.
* The successful applicant will be encouraged to participate in research and to develop a subspecialty interest to complement the department, subject to resources and local priorities.
* Requirements to participate in medical audit and in continuing medical education.
* The successful applicant will participate in the Managed Clinical Network as appropriate within Ayrshire and Arran and other hospitals in the West of Scotland.
* Managerial, including budgetary, responsibilities (where appropriate).

5.3 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.

**6. 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 Medical Director.

**7. FURTHER INFORMATION AND VISITING**

Applicants wishing further information about the post are invited to contact :

Mr Robbie Muir, Site Clinical Director, Robbie.Muir@aapct.scot.nhs.uk, Tel: 01292 617031.

Potential candidates may also wish to contact Cameron Sharkey, Divisional General Manager – Surgical Services, Tel: 01292 616899**, Cameron.Sharkey@aapct.scot.nhs.uk**

**PERSONAL SPECIFICATION** 

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**POST OF** : LOCUM CONSULTANT GENERAL SURGEON

**LOCATION** : UNIVERSITY HOSPITAL AYR

## Qualifications / Skills / Knowledge / Competence:

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| --- | --- | --- |
| **Requirements** | **Essential** | **Desirable** |
| GMC **Post-graduate qualifications** | Full GMC Registration with current Licence to PracticeMRCS | * Fellowship of the Royal College of Surgeon or Equivalent |
| **Specialist Register** |  | * Inclusion on the GMC Specialist Register |
| **General Experience** | * Specialist training in the diagnosis and management of patients presenting to the general surgical department. * Experience of working at, or near, consultant level in the NHS or a similar healthcare system * Knowledge of and skill relevant to the management of patients using both open and basic laparoscopic techniques. * Ability to communicate effectively with all levels of staff and patients * Ability to work efficiently and timeously * IT literacy | * Recent experience in working in the NHS * Endoscopy skills |
| **Team Working** | * Effective Team Player * Ability to work flexibly |  |
| **Development** | * Evidence of relevant Continuing Professional Development  Ability to provide a complete employment history  * Evidence of satisfactory career progression |  |
| **Teaching & Training** | * Proven ability to deliver high quality teaching |  |
| **Research & Publications** | * Shown interest in ongoing audits or research |  |
| **Clinical Audit** | * Evidence of participation in audit |  |
| **Management and Administration** | * Proven organisational skills * All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following: | * Understanding of resource management and quality assurance. |
| **Personal and Interpersonal Skills** | * Effective communicator * A willingness to develop special interests which conform to the needs of NHS Ayrshire and Arran * Ability to function at different levels * Open and non-confrontational | * Knowledge of recent changes in the NHS in Scotland and current challenges facing the service. |