

UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST

**CLINICAL MANAGEMENT GROUP
ITAPS**

LEICESTER HOSPITALS

Job Title:	SPECIALTY DOCTOR IN ANAESTHESIA, INTENSIVE CARE MEDICINE and OBSTETRIC ANAESTHESIA
Band:	SD /ST3+
Base:	You may be required to work in other designated locations of the Trust as well as your primary base. In particular, flexibility is required across the three main hospital sites (Leicester Royal Infirmary, Leicester General Hospital and Glenfield Hospital). If your initial location is one of these sites excess travel reimbursement would not apply for a permanent or temporary change of base.
Reports to:	Head of Service Clinical Director of Anaesthesia, Critical Care & Pain Management
Accountable to:	CMG Clinical Director and Medical Director

Find out more about working with us:

<https://www.leicestershospitals.nhs.uk/aboutus/work-for-us/>

BACKGROUND

University Hospitals of Leicester is a large tertiary and regional centre for a number of surgical & medical specialities.

We are entering a particularly exciting time for Leicester's Hospitals; we have been given £450m by the Government to provide a host of new facilities and reconfigure services between our three main sites. Flagship projects include a new Children's Hospital, a new Maternity Hospital, a new Treatment Centre and two new Intensive Care Units. Equally importantly, we are going "paperless", with a £12m investment in our NerveCentre computer system to help our team deliver world class care.

As part of the reconfiguration and development of the services several clinical areas have been identified as benefiting from being supported by a experienced cohort of speciality doctors to deliver day to day care under direct support and supervision of a specialised consultant body.

Leicester General Hospital (LGH)

Surgical specialties undertaken at Leicester General Hospital include urology, gynaecology, hepatobiliary, colorectal, orthopaedic, obstetrics and pain.

ITAPS runs a number of High-Risk Anaesthetic Clinics at all three sites and a nationally-accredited Cardio- Pulmonary Testing Service.

UHL is fully recognised for advanced training in a number of anaesthetic subspecialties and by the Faculty of Intensive Care Medicine for all levels of training: stages 1, 2 & 3. Both units are recognised for FICE training and accreditation with a number of accredited mentors.

Following on from service reconfigurations within the trust, there will be a realignment of clinical duties with less emphasis at the LGH on intensive care services but with increased opportunities for the specialist grades to contribute to emergency and elective theatre activity at the LGH.

With a high number of subspecialties represented at UHL, interested candidates may choose to undertake a project in their area of interest. PQIP, ACSA and the redesign of the preoperative assessment service also provide ample opportunities for Quality Improvement within ITAPS and UHL, making this post incredibly desirable for those who wish to expand their experience in the field and to develop their portfolios.

Leicester Royal Infirmary (LRI)

The Department of Anaesthesia provides support to the following: Colorectal Surgery, Upper GI Surgery, Plastics, Maxillofacial, ENT, Paediatric Surgery, Ophthalmology, Orthopaedics & Trauma, Gynaecology and Obstetrics Anaesthesia services.

The Adult Intensive Care Unit (AICU) at the Leicester Royal Infirmary is a fully equipped 21 bed unit admitting around 1200 patients per year. Most specialities are represented, including upper and lower GIT, vascular surgery, trauma, general acute medical, gastroenterology, neurology, stroke, haematology-oncology, and obstetrics. The AICU has one of the highest patient occupancies in the country and works closely with the Emergency Department and 70 bedded Medical Admissions Unit both being some of the busiest units in the country.

The intensive care units has a dedicated consultant responsible for speciality doctor education and clinical supervision along with an ICM training programme director. Many of the consultants are FICE educators and opportunities are available for FICE training.

Within the department there is office space, managerial and secretarial support and a number of Seminar rooms. Anaesthetists have a strong input into undergraduate and postgraduate training.

Glenfield Hospital (GH)

The Glenfield Hospital, as one of England's newer teaching hospitals, is a 500 bedded centre of medical excellence for clinical services, teaching and research. As one of the three teaching hospitals in Leicester, it serves and is served by the University of Leicester Medical School and pays particular attention to the Undergraduate teaching of medical students.

The Glenfield Hospital has, year on year, increased the number of patients treated, introduced service developments and expanded the range of treatments available. We have also gained an excellent reputation for the quality of services we provide as recognised by the results in the Quality Health Patients' Satisfaction Survey as well as achieving full accreditation by the Health Quality Service (formally known as the King's Fund).

Glenfield Hospital provides a comprehensive range of clinical services. Many of these complement each other, enabling patients to obtain all the care they need within the hospital. The following medical services are provided: Anaesthetics & Critical Care, Breast Screening & Breast Surgery, Cardiology, Cardiac Surgery, General Surgery, Integrated Medicine, Medicine for the Elderly, and Rehabilitation, Orthodontics, Radiology, Restorative Dentistry, Respiratory Medicine and Thoracic Surgery.

ABOUT THIS POST

This is an exciting opportunity for doctors wishing to gain further experience in Anaesthesia, Obstetric anaesthesia and Intensive Care Medicine. The successful candidate will join a dynamic and enthusiastic team supporting the clinical services within UHL and will be expected and supported to contribute to research and audit within the department.

PRINCIPAL ELEMENTS OF THE POST WILL BE:

- To participate in the first on call resident rotas for obstetric anaesthesia and ITU
- To participate in the provision of elective and emergency theatre lists.
- To undertake pre and post op visits.
- To undertake supporting professional activities which might include; Audit, continuing professional development, teaching, appraisal, job planning, and research.
- The post holder will be expected to work flexibly as the service demands require.
- To fulfil clinical governance requirements.
- To undertake mandatory training.

APPOINTMENT

A doctor appointed to this post shall have full registration with the General Medical Council and have completed at least four years' full-time postgraduate training (or its equivalent gained on a part-time or flexible basis) at least two of which will be as a trainee in anaesthesia, or shall have equivalent experience and competencies.

The appointment will be whole time. If the appointed candidate is unable for personal reasons to work whole time, they will still 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 colleagues.

This appointment complies with the terms and conditions of the Speciality Doctor Contract 2021.

BASE

It is anticipated that the post will require rotation for fixed time periods between the Leicester General Hospital and the Intensive Care Unit at the Leicester Royal Infirmary. And Glenfield Hospital.

Staff

Current overview for Staffing Levels	LRI	LGH	GH
Consultants Anaesthetist	67	33	44

Cross Site Staffing Levels	Current overview for Anaesthetics
SD's	30
Fellow's / MTI's	24
Associates Specialist	9
Specialist Grade	9

MAIN DUTY AND RESPONSIBILITIES

Provision of a safe and efficient anaesthetic and critical care service.

This job incorporates resident on call within a designated specialty doctor rota. Depending on skills and experience the post holder may be required to participate on other appropriate resident rotas.

The daytime work will include delivery suite and ITU duties and elective and emergency theatres lists. Depending on experience and service requirements the postholder will work on either accompanied lists with a consultant or have sole responsibility for a list.

A standard 10pa contract will include 9 pa's DCC and 1pa of SPA in accordance with the speciality doctor's contract 2021.

On Appointment the successful candidate would be offered an 11.5pa per week contract including 10pa direct clinical care (DCC) and 1.5 pa of SPA time.

This job may be suitable for an individual who wishes to gain experience and re-enter training or who wishes to gain experience and training with a view to applying for Certificate of Eligibility for Specialist Registration. For doctors allocated to the CESR programme Educational supervision support will be identified.

PROGRAMMED ACTIVITIES

SAMPLE WORK PROGRAMME

	10 PA	12PA
Theatres (DCC)/ITU/Labour ward	5.0	5.2
On call (Out of Hours)	4.0	4.8
SPA for job planning/meeting requirements for appraisal and validation	1.0	1.0
Audit or Research Focussed SpA CME		0.5
TOTAL PROGRAMMED ACTIVITIES	10.0	11.5

This work programme will be subject to negotiation after appointment and dependent on the individual's qualifications. The department is willing to adjust the individual sessions to accommodate the interests of the successful applicant.

From time to time, it may be necessary to alter, by mutual consent, the work programme according to the requirements of the service as administered by the Clinical Director or Head of Service.

OTHER DUTIES

The successful candidate may be required to undertake managerial duties associated with the care of their patients and the running of their Clinical Department. There will also be an opportunity to contribute to departmental clinical teaching.

MAIN CONDITIONS OF SERVICE

MAINTAINING MEDICAL EXCELLENCE

The University Hospitals of Leicester NHS Trust is committed to providing safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report quickly and confidentially, concerns about the conduct, performance or health

of medical colleagues. All medical staff, practising in the Trust, should ensure that they are familiar with the procedure.

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SALARY

The salary scale is at present ranging from £50,373 to £78, 759 per annum (depending on experience) in accordance with current nationally agreed salary scales.

ANNUAL LEAVE

1. Doctors upon first appointment to the speciality doctor grade and who are not included in paragraph 2 below shall be entitled to annual leave at the rate of five weeks and two days a year.
2. Doctors who have completed a minimum of two years' service in the specialty doctor grade and/or in equivalent grades or who had an entitlement to six weeks' annual leave a year or more in their immediately previous appointments shall be entitled to annual leave at the rate of six weeks and two days a year.
3. Doctors who have completed a minimum of seven years' service in the specialty doctor grade and/or in equivalent grades shall receive an additional day of annual leave and shall be entitled to annual leave at the rate of six weeks and three days a year.

STUDY LEAVE

A maximum of 30 days study leave with pay and expenses can be taken over a three year period, or ten days each year.

NOTICE PERIOD

The employment is subject to three months' notice on either side, subject to the provisions of schedule 18 of the Terms and Conditions of Service for Specialty Doctors (England) 2021

All employees are subject to the requirements of the Health & Safety at Work Act and prevailing Acts since. It is the post-holders responsibility to ensure they are familiar with all

UHL Health and Safety related policies that apply to their workplace or work –practice. The post holder is required to ensure that as an employee, his or her work methods do not endanger other people or themselves.

All employees are subject to the requirements of the current Data Protection legislation and must maintain strict confidentiality in respect of patient's and staff's records.

All employees must comply with the Trust's Equal Opportunities Policy and in line with the Equality Act 2010, must not discriminate on grounds of age, disability, gender reassignment, race, religion or belief, marriage or civil partnership, pregnancy or maternity, sexual orientation or sex. Other grounds on which they should not treat others unfavourably include trade union membership (or non-membership) or political affiliation, or any other grounds which cannot be shown to be justifiable.

This job description is not to be taken as an exhaustive list of duties and it may be reviewed in the light of changed service needs and development. Any changes will be fully discussed with the post holder. The post holder will be required to carry out the duties appropriate to the grade and scope of the post.

In order to ensure the Trust's ability to respond to changes in the needs of the service, after appropriate consultation and discussion with you (including consideration of personal circumstances current skills, abilities and career development) the Trust may make a change to your location, duties and responsibilities that are deemed reasonable in the circumstances.

Your normal place of work will be as discussed at interview and will be confirmed in Section 1 of your contract but you may be required to work in other locations of the Trust. In particular, flexibility is required across the three main Hospital sites (Leicester Royal Infirmary, Leicester General Hospital, Glenfield Hospital). If your initial location is based at one of these sites, excess travel reimbursement will not apply for a permanent/temporary change to base.

Health Clearance for Healthcare Workers ('Occupational Health checks')

1. It is recommended that all new healthcare workers have checks for tuberculosis (TB) disease/immunity and are offered hepatitis B immunisation (with post-immunisation testing of response) and blood tests for evidence of infection with hepatitis C and HIV [1]. Being free of infectious tuberculosis is mandatory. Checks for immunity to measles, mumps, rubella and varicella (chicken pox) will also be made and vaccination offered if immunity is not detected.

These standard health clearance checks will be completed on appointment. Managers should inform new workers that they must contact the OH department so the necessary arrangements can be made. Even if the new worker has had similar checks recently elsewhere, or has worked in UHL before, they will still need to attend for a review, unless these were undertaken at UHL as part of a current rotational medical appointment.

2. For healthcare workers who will perform exposure-prone procedures (EPPs), work in a renal unit*, or likely to practice in an exposure prone environment, additional health clearance must be undertaken. Additional health clearance includes testing or demonstration of satisfactory test results for:

- HIV
- Hepatitis B
- Hepatitis C

The exact standards that must be met are described in detail in the Public Health England document: Integrated guidance on health clearance of healthcare workers and the management of healthcare workers infected with blood borne viruses (hepatitis B, hepatitis C and HIV) October 2017, or revisions thereof.

*Workers in renal units only need to demonstrate satisfactory results for Hepatitis B.

These additional checks should be completed before confirmation of an appointment to an applicable post, as the healthcare worker will be ineligible if they do not meet the required criteria. Those who refuse to have the required tests will not be given clearance to start work.

All tests will be arranged in confidence through the Occupational Health department. All costs for testing will be borne by the employing organisation.

[1] Health clearance for tuberculosis, hepatitis B, hepatitis C and HIV: New healthcare workers. DoH 2007.

DISCLOSURE AND BARRING SERVICE (DBS)

If this post requires a standard/enhanced disclosure by the DBS, it is regulated by statute. Failure to disclose details if you are currently / or in the future the subject of police investigation / proceedings which could result in a conviction, caution, bind over order or charges is a disciplinary matter, and may result in dismissal.

The cost of undertaking a DBS disclosure at the required level and associated processing costs will be met by the individual.

To expedite the process the Trust will meet the initial costs of the disclosure which will be deducted from the individuals' salary over a three month period commencing on their first months payment.

INFECTION CONTROL

Registered Healthcare Professionals

All healthcare professionals on a professional register are personally accountable for their standards of practice which must include compliance with the Trust's infection prevention and control policies and guidelines. In addition all registered practitioners are expected to challenge non-compliance when observed to protect patients and promote patient safety. Local clinical leaders have a responsibility to maintain an organisational culture of vigilance through their role in supervising other staff.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

The post holder is responsible for safeguarding the interests of children and adults who they come into contact with during their work. To fulfil these duties post holders are required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating a safeguarding practice and to report and act on concerns that they may have.

RESIDENCE

Accommodation may be available and enquires should be made to the relevant hospital.

REMOVAL EXPENSES

You should not commit yourself to any expenditure in connection with relocation before first obtaining advice and approval from the medical staffing department at the relevant hospital, otherwise you may incur costs which you will be unable to reclaim.

GMC REGISTRATION

The appointee is required to maintain full registration with the General Medical Council, with a Licence to Practise. Maintenance of the Licence to Practise throughout the course of employment is essential and will require the doctor to identify and collaborate with the Designated Body with which they have a Prescribed Connection for the purposes of revalidation. If a doctor has a Prescribed Connection with UHL, the doctor must comply with UHL's processes for medical revalidation and must ensure that an annual appraisal takes place that is compliant with the standards required by the GMC.

Statement On The Recruitment Of Ex-Offenders

As an organisation using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, the University Hospitals of Leicester NHS Trust complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

The University Hospitals of Leicester NHS Trust is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview and appointment based on their skills, qualifications and experience.

A Disclosure is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, job adverts and job descriptions will contain a statement that a Disclosure will be requested in the event of the individual being offered the position.

Where a Disclosure is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. At conditional offer stage, we ask applicants to complete a declaration form. This is only seen by those who need to see it as part of the recruitment process.

Unless the nature of the position allows the University Hospitals of Leicester NHS Trust to ask questions about your entire criminal record we only ask about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment. We will discuss any matter revealed in a Disclosure with the person seeking the position should a situation arise where we are required to withdrawal conditional offer of employment. We have a specialist team who is available on hand to provide support and guidance on these matters.

There is a DBS Code of Practice details of which are available at: <https://smex12-5-en-ctp.trendmicro.com:443/wis/clicktime/v1/query?url=https%3a%2f%2fwww.gov.uk%2fgovernment%2fpublications%2fdb%2dcode%2dof%2dpractice&umid=639ad9ac-9fbb-48c8-a1a4-9c3399c95ddc&auth=4b3e8984ae6d49f00c0caccd5db3f99bac9850df-85c2d197ac1abb4de0db15e30833bac36f8699d6>

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.

Carrying out exposure prone invasive procedures accepts that regular checks on Hepatitis 'B' markers may need to be carried out by the Occupational Health Service appointed by the University Hospitals of Leicester NHS Trust.

The tests can be arranged, if the candidate agrees, in confidence through a local Consultant Microbiologist or the Occupational Health Physician. All costs for testing will be borne by the University Hospitals of Leicester NHS Trust.

INFORMAL ENQUIRES

Contact:

Dr Pascal.boddy (Pascal.boddy@uhl-tr.nhs.uk)

GENERAL

This job description indicates the main functions and responsibilities of the post. It is not intended to be a complete list. You may be required to undertake other duties from time to time as we may reasonably require.

You will be required to maintain compliance with all statutory and mandatory training requirements. i.e. sickness absence, appraisal, training, cross-site responsibilities etc.

The link to the Trust's policies and procedures is:

<https://secure.library.leicestershospitals.nhs.uk/PAGL/SitePages/Home.aspx>

Person Specification

Post: Specialty Doctor in Anaesthesia, Obstetric Anaesthesia and Intensive Care Medicine
Band: SD

Criteria	Essential	Desirable	Stage Measured at A – application I – Interview T – Test
Commitment to Trust Values and Behaviours	Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours		A, I
Training & Qualifications	<ul style="list-style-type: none"> • Full GMC Registration • Primary FRCA or equivalent • Completion of Foundation training • ALS provider • 4 years full-time postgraduate training (or its equivalent gained on a part-time or flexible basis) at least 2 of which will be as a trainee in anaesthesia and should include at least 3 months of intensive care medicine training and Obstetric anaesthesia training. 	<ul style="list-style-type: none"> • UK Resuscitation Council ALS Course. • Final FRCA or equivalent • FICM Basic Level ICM competency or equivalent • Peer review publications. • Plan for further research 	A, I

	<ul style="list-style-type: none"> • Basic level training certificate or equivalent • RCOA basic level obstetric competency certificate or equivalent • To be able to work at an appropriate level but with recourse to senior advice when necessary. Documented competencies in general adult anaesthesia and the key areas of basic specialist practice 		
Teaching	<ul style="list-style-type: none"> • Evidence of teaching at an undergraduate or post graduate level and related professionals 	<ul style="list-style-type: none"> • Higher qualifications in Medical Education 	A,I
Communication and relationship skills	<ul style="list-style-type: none"> • Demonstrable skills in written and spoken English that is adequate to enable effective communication with patients and colleagues. • Clarity of communication and organisation. • To be empathic and sensitive; capacity to take 	<ul style="list-style-type: none"> • Evidence of out of work interests. 	A,I

	others perspectives and treat others with understanding.		
Motivation	<ul style="list-style-type: none"> • Personal integrity and reliability. • Willingness to learn new skills • Evidence of professional team working. 	<ul style="list-style-type: none"> • Commitment to further develop the post and the service provided. 	A,I
Research and Audit	<ul style="list-style-type: none"> • Evidence of adequate CME if appropriate • Understanding of Audit principles Evidence of personal experience of audit. 	<ul style="list-style-type: none"> • Presentation skills. • Evidence of good teaching practice • Training/qualification in teaching 	A,I
Management	<ul style="list-style-type: none"> • Understanding of the NHS, its strategy and current issues 	<ul style="list-style-type: none"> • Basic management training 	A,I
Equality, Diversity and Inclusion	<ul style="list-style-type: none"> • Demonstrable skills in written and spoken English that is adequate to enable effective communication with patients and colleagues. • Clarity of communication and 	<ul style="list-style-type: none"> • Evidence of out of work interests. 	A,I

	<p>organisation.</p> <ul style="list-style-type: none"> To be empathic and sensitive; capacity to take others perspectives and treat others with understanding. 		
Other requirements specific to the role	This post requires an enhanced disclosure by enhanced disclosure criminal records certificates		