

Application and Recruitment Pack

Position: Consultant General Anaesthetist



**#Proud
of the
Paget**

Welcome from Chief Executive *Jo Segasby*



Dear candidate,

I am delighted that you are interested in joining our Trust, and are taking the time to read this information pack. James Paget University Hospitals NHS Foundation Trust is a rapidly growing Trust with a very bright future, and we take pride in finding the right 'Paget's People' to help deliver the best care for our patients on the east coast of Norfolk.

Our Trust has become a valued and much-loved local institution, serving the communities of Great Yarmouth and Waveney since it fully opened in 1982. Today, we employ over 4000 members of staff, working closely with our hospital partners to deliver innovative and compassionate care.

The James Paget is known internationally for its excellence in research and training, and for the clinical experience, we offer to our trainee doctors and healthcare staff. We cherish our role as a provider of education, working closely with local and international universities Higher Education institutions, and we are committed to 'growing our own' – investing in employing and training people from our community to develop and flourish in a variety of clinical and non-clinical careers.

We are a diverse, welcoming hospital, and are committed to offering flexible working arrangements to help develop the skills and experience of our teams. Our hospital is working collaboratively with health and care partners across Norfolk and Waveney to drive innovation, including implementation of Electronic Patient Records across the three hospitals locally.

Our Trust is also on the path towards developing a new hospital over the coming years, working closely with the Department of Health and Care to deliver a modern, innovative health and care campus on our current site as part of the national New Hospital Programme.

We are looking for people that embody our values of caring for our patients, each other and ourselves, underpinned by our Trust behaviours:

Courtesy and respect
Attentively kind and helpful
Responsive communication
Effective and professional

We welcome your interest, and look forward to receiving your application!

Yours sincerely,

Jo Segasby, Chief Executive

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SECTION 1		PERSON SPECIFICATION					
Job Title	Consultant in General Anaesthesia						
Directorate:	Division of Surgery and Women's & Children's Services						
Reports to:	Assistant Medical Director of the Division of Surgery and Women's & Children's Services						
Criteria	Essential/ Desirable Criteria	Assessment Method					
		A	I	T	R		
Education and Qualifications							
MBBS or Basic Medical Degree	E		✓				
FRCA or equivalent	E		✓				
On the UK (GMC) Specialist Register or being within 6 months of completion of UK Anaesthetic training or being on or eligible for the UK (GMC) Specialist Register at the date of interview.	E		✓				
Full GMC registration	E		✓				
Post graduate Qualification in education		D	✓				
Experience & Knowledge							
Clinical training and experience equivalent to that required to gain UK CCT in Anaesthesia	E		✓				
Relevant experience of NHS Anaesthesia practice	E		✓	✓			
Ability to provide consultant cover to Emergency anaesthesia and Obstetric anaesthesia including on call	E		✓	✓		✓	
Interest in pre-assessment/peri-operative anaesthesia	E		✓	✓			
Interest in Obstetric Anaesthesia	E		✓	✓			
Interest in u/s guided vascular access and nerve blocks		D	✓	✓			
Knowledge of the latest RCoA Training Curriculum and thereby ability for training and teaching anaesthetic trainees to the standard required by the RCoA. Enthusiasm to teach medical students and health care professionals.	E		✓	✓			
Experience as Consultant in the UK		D	✓	✓			
Academic Achievements							
An understanding of the principles of research	E		✓	✓			
Knowledge of using evidence base medicine to support decision making	E			✓		✓	
Participation in a Quality improvement project	E		✓	✓			
Key Skills							
Capable of organizing and prioritising work effectively	E		✓	✓		✓	
Motivation and ability to plan and develop the service	E		✓	✓		✓	
Willingness to participate in clinical governance	E			✓			
Leadership qualities	E		✓	✓		✓	
Energy and enthusiasm and an ability to work under pressure	E		✓	✓		✓	
Conscientious and highly motivated with the ability to communicate clearly with colleagues and staff	E			✓		✓	
Able to form part of a team and recognise the importance of team working	E			✓		✓	
An interest in developing and reinforcing interdepartmental relations	E			✓			
Other							
Awareness and respect for colleagues, patients and relatives' dignity, privacy, integrity, cultural and religious beliefs	E			✓		✓	
Good previous attendance record	E					✓	
Ability to travel to meet the requirements of the post	E		✓				
Physically fit for post. Completion of Trust's Occupational Health assessment. Full immunisation status including Hep B & Hep C status	E	Dec Health form					
Satisfactory Criminal Records Bureau Disclosure and/or Certificate of Good Conduct (Police Check) from country of residence	E	Police/DfES/DoH					
Eligibility to work in the UK	E	Immigration clearance					

Assessment Criteria A= Application, I= Interview, T= Test, R= References

SECTION 2 JOB DESCRIPTION

Title	Consultant in Anaesthetics
Location	Based at James Paget University Hospital
New or Replacement Post	Replacement Post
Accountable to	Clinical Lead Anaesthesia
Principle Job Purpose	To provide in conjunction with colleagues Anaesthetic services for the Trust.
Main Duties	<ol style="list-style-type: none"> 1. Share with consultant colleagues the general Anaesthetic work load including participation in general anaesthetic on call including maternity cover on call 2. Provide a flexible anaesthetic service to a variety of a surgical specialties 3. Provide with the other Consultants a system of mutual out-of-hours cover and cover for annual, study and professional leave. 4. Give a consultation and advisory service to medical colleagues in other specialities in the Trust. 5. Liaise with medical staff in other specialities and participate in the regular clinical meetings and other post-graduate activities of the hospital. 6. Take part in the Royal College of Anaesthetists continuing medical education programme. The Trust will provide study leave expenses in line with national terms and conditions of service. 7. Play a full part in the teaching and Quality improvement activities of the department. 8. Develop and promote an interest in research in anaesthesia 9. Participate in the rolling process of clinical governance 10. Contribute to management of the service

	<p>11. Comply with the outline Consultant work programme (under provisions of Circular HC90/16) and the weekly timetable of fixed commitments (i.e. Regular scheduled NHS activities in accordance with paragraph 30B of the TCS).</p> <p>12. Deploy unallocated, flexible professional time on liaison, emergency work, travel, continuing clinical responsibility, teaching, research, medical audit, inter-disciplinary meetings and continuing professional development.</p>
<p>Other Responsibilities</p>	<p>Subject to the provisions of the Terms and Conditions of Service to observe the Trust'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 the Trust.</p> <p>To observe local and national employment and personnel policies and procedures, and to comply with Regional and Trust Health and Safety policies.</p> <p>To assume responsibility for and facilitate contact from members of staff with delegated duties for personally accountable patient care.</p> <p>To adhere to the departments' annual, professional and study leave policy, minimum of 6 weeks notice.</p> <p>To provide Sickness cover – short term needs as required.</p>

The Post

The post holder will be responsible to the Clinical Lead, Anaesthesia.

The successful candidate will:

- Provide a flexible anaesthetic service to a variety of surgical specialties e.g. General surgery, colo-rectal surgery, orthopaedic, trauma, gynae, urology, ENT, dental, emergency surgery. Regular lists in a variety of surgical specialties will be accommodated in the job plan with an opportunity to develop a special area of interest. There may be an opportunity to participate in daytime Obstetric sessions.
- Be supported for their Continual Professional Development, within the Trust as well as externally by providing study leave and funding.
- Be expected to actively participate in the Clinical governance within the department and the Trust.
- Participate in the departmental Quality Improvement programmes under the direction of the Clinical Lead
- Be expected to fulfil criteria for Clinical supervision and encouraged for Educational supervision to participate in training and teaching of post-graduate and undergraduate trainees
- Be encouraged to show leadership qualities to develop services

Consultant Schedule

- Consultant contract of 10 PA will be offered with the possibility to extend by 1-2 PA.
- SPA of 1.5 PA on commencement of contract and will be offered to work flexibly during the week. Additional SPA time will be based on mutual agreement
- The successful candidate will participate in a flexible 1:10 to 1:12 on call rota providing generalist anaesthetic theatre and maternity cover.
- There is an allowance for pre and post op assessments. The appointed consultant would be expected to participate if required with pre assessment clinics and contribute to MyPreOp assessments and Triaging
- Generalist anaesthetists are expected to anaesthetise children down to age of 3 yrs.
- Following a night on-call, any session commitments may be rescheduled by mutual agreement to suit the individual and the department.
- When lists are cancelled the anaesthetist will be flexibly redeployed.

On-call

The Consultant rota is divided into general on-call and critical care (ICU) on-call.

Consultant General	1:10 -1:12
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Consultant ICU	1:8
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Junior rota

Theatre Junior Rota	1:7
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Obstetric/Pain Junior Rota	1:7
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ICU Junior Rota	1: 9
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The Consultant on-call for general anaesthesia currently varies between a 1:10 to 1:12 rota, depending on overall numbers. The on call is non-resident however you must be within 10 miles or 30 minutes - drive of the hospital. The rota covers all the days from Monday to Sunday. On call currently commences in the evening from 1830 until 0730 on weekdays. At weekend the on call is 24 hours from 0830 to the next morning.

On call duties include general emergency surgery/ trauma duties including consultant cover for Obstetrics. The on-call team consists of Consultant Generalist on call, supported by middle grade anaesthetist and theatre junior anaesthetist (up to 2200 hrs). There is a separate ICU Consultant rota supported by ICU junior doctor.

The on-call anaesthetists function as a team to ensure good quality of patient care and maximise training opportunities.

Arrangements to work sessional commitments post on call are planned prospectively by mutual agreement.

The post holder will be expected to take part in the provision of cover for absent colleagues as per hospital guidelines.

Job Plan

Job plan is an electronic document.

A formal job plan will be agreed between the appointee/ clinical lead and their Assistant Medical Director, on behalf of the Medical Director, three months after the commencement date of the appointee. The job plan for the first three months will be based on a provisional timetable.

The job plan will then be reviewed annually. The Job Plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It should provide a clear schedule of commitments, both internal and external. In addition, it should include personal objectives, including details of their link to wider service objectives and details of the support required by the consultant to fulfil the job plan and the objectives.

Indicative Time-table

The following provides scheduling details of the fixed clinical activity and clinically related activity components of the job plan which occur at regular times in the week. Agreement should be reached between the appointee/ Clinical Lead and Divisional Director with regard to the scheduling of all other activities, including the Supporting Professional Activities.

A) An example of a 10 PA Contract

1:10 on call	1.7 PA
SPA	1.5 PA
Direct clinical care	6.8 PA
Total	10 PA

The on-call rota can vary from 1:10 to 1:12 with adjustments accordingly for on call PA allowance.

6.8 PA for DCC would equate to 4 theatre list (1.4 -1.5 PA) and one pre-assessment session (1 PA).

Currently theatre times are Anaesthetic start (post WHO check) at 0800 and 1330 hours with list duration of 4.5 hrs.

The emergency theatres (NCPOD and Maternity) cover is from 0700-1900.

Sample Timetable 10 PA Contract

1:10 On call	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Emergency Theatre (1.5 PA)	Orthopaedics (1.4PA)	Pre-assessment (1 PA)	Emergency Theatre (1.5 PA)	
PM		SPA (1.5 PA)			General surgery (1.4 PA)

Teaching, Training and Education

We pride ourselves with providing a high-quality training for our junior and senior trainees in the East of England Anaesthetic rotation. We support our Clinical Fellows, MTI Fellows, and Specialty Doctors for their Continuous Professional Development to aid career progression. Trainees rotate in the training modules. Regular, fortnightly FRCA teaching is held in the Post-graduate centre. Consultants take active interest in Clinical and Educational Supervision.

ATP (Anaesthetic Tea & Post) Room

ATP room is a large multi-purpose room within the department with integral IT facilities and a projector. This space is used for teaching, meetings and social gatherings. Internal post can be collected here. Facility for making hot drinks as well as a microwave and fridge is stationed in this area. This is an air-conditioned room with a reclining chair and can be used for resting, out of hours.

Administrative support

The Consultants have shared offices, with individual computers. Offices are situated close to the Theatre/ICU Complex. Administrative support is provided by Anaesthetic secretariat.

The Department of Anaesthesia

The Department is an integral part of the Division of Surgery and Women's & Children's Services. Whose responsibilities cover the provision of Anaesthetic Services, High Dependency and Intensive Care, Pain Relief, Pre-assessment and Community Dentals as well as the running of Operating Theatres & Recovery. In addition, the hospital has an extra contractual Hyperbaric Chamber. (An opportunity to be part of the hyperbaric service could be considered by mutual arrangement).

Anaesthetic Services

The operating lists cover the normal range of activity expected for a District General Hospital. More than 14,000 operations are performed each year with approximately 80% are day cases. Theatres, Recovery, and an 8 bedded Intensive Care Unit and 4 bedded High Dependency Unit and the Anaesthetic Department lie in close proximity.

The Main Theatre suite has seven operating theatres and separate maternity and eye theatre.

Day Care Unit, (DCU), constitutes 3 state of the art full laminar flow theatres, and dedicated staff and patient facilities. This multi-million-pound development is designed to enhance patient flow and improve efficiency.

Currently ten theatres (1-7, A-C) provide for elective lists and trauma. Theatre 4, is normally the designated 24hr NCEPOD theatre for emergency and out of hours work and supports the Maternity Theatre situated within the Central Delivery Suite. A satellite theatre 9 provides General and Local anaesthetic cover for eye lists. Facilities exist for Community Dentals in the Waveney suite.

New Elective Orthopaedic Hub is under construction in the premises. This will house 2 operating theatres, 4 recovery bays and 8 day care pods. All elective inpatient and day case surgery will move here. The Hub is expected to be functional in later 2024.

All theatres have been equipped with computer terminals and the patient pathway can be entered and tracked electronically. The Trust has a paper lite electronic patient record with paper inpatient notes which complements the main electronic notes.

ICU/HDU

This is a state of the art combined 12 bedded ICU/HDU, fully computerised and equipped with flexibility to change ratio of ICU/HDU patients and admitting well over 400 patients per year.

7 Consultant Anaesthetists and 3 ICU physician cover the unit with a separate on-call rota. It is a general ICU with 88% emergency admissions including paediatrics.

At trainee level we have Specialist Registrars from medicine department rotating as well as our own anaesthetic and ACCS trainees.

The Nursing staff are highly trained and experienced. We have one of the best Critical Care Outreach Service. At night we have Clinical Support Practitioners, again highly skilled. Hospital at Night has been up and running for many years in the hospital but this does not impact on Critical Care or indeed anaesthesia in anything other than a positive way.

We have facilities and equipment to provide a full range of ICU services. We already enjoy a fully computerized data collection system enabling us to be a paper free unit.

Complex paediatric cases will be retrieved by North Thames CATS but we liaise closely with the PICU at Addenbrookes in Cambridge. Burns are transferred to Broomfield in Chelmsford and spinal injuries to Sheffield.

As a unit we have been very successful in supporting organ donation.

Obstetric Anaesthetic Services

There are about 2000 deliveries per year and a 24-hour epidural anaesthetic service in operation, using patient controlled epidural and remifentanyl analgesia pumps. There are three separate elective C-Section lists per week. We provide an Obstetric Anaesthetic Consultant based service in the day time, Monday to Friday, in accordance with national guidelines. All Generalist Consultants are expected to provide cover for the middle tier anaesthetist resident on call whose priority is to the Maternity Unit. We have an Obstetric Pre-assessment Clinic for “high risk” patients.

The Department encourages paired consultant working for these groups of patients to maintain and/or refresh skills where appropriate.

Pre-assessment

There is a pre-assessment clinic with highly trained nursing staff. We provide 5 Consultant sessions in Pre-assessment and 5 Consultant sessions for High risk Anaesthetic clinic per week. We have recently introduced electronic pre-assessment with ‘MyPreOp’.

Day Cases

The new DCU, constitutes 3 state of the art full laminar flow theatres, and dedicated staff and patient facilities. This multi-million-pound development is designed to enhance patient flow and improve efficiency.

Acute Surgery

There is a dedicated NCEPOD theatre with access to advanced point of care ultrasound machines to facilitate vascular access and regional anaesthesia where indicated. There is excellent anaesthetic assistance and an ODP training programme, which takes 4 trainees per year.

Children

There is a designated group of Anaesthetists who work with small children and babies. There are separate paediatric lists in general surgery, dental, ophthalmology and orthopaedics. ENT lists have a high proportion of children. Consultants are expected to maintain necessary skills.

Monitoring / Equipment

Mindray monitors with portable modules are used in all theatres. All theatres have Drager Fabius Anaesthetic machines however we are in the process of replacing all Anaesthetic machines with new ones. Main theatres, DCU, Obstetrics, and ICU have individual CMAC videolaryngoscopes. Flexible videolaryngoscope is available on the Difficult Airway Trolley. Each Theatre is equipped with a stack of three Arcomed TCI infusion pumps. The Theatre complex is equipped with Sonosite and GE ultrasound machines for vascular access and Regional anaesthesia. We have two THRIVE machines for high flow nasal oxygen and two cell salvage machines.

Recovery Area

The recovery area for main theatres consists of 6 adult and 2 paediatric beds, well equipped and adjacent to theatres and opposite the ICU/HDU. DCU recovery is 4 bedded. Patients are also recovered in areas close to the Maternity Theatre, Central Treatment Suite (dentals) and the MRI/CT Scanning Suite and Theatre 9

Pain Management Service

There is a dedicated team of a Consultant Anaesthetists, 1 Specialty Doctor, 3 Clinical Nurse Specialists, Physiotherapists and Occupational Therapist. They provide an integrated service for acute and chronic pain in the hospital and the community.

Patient controlled analgesia is well established with some 40 pumps in operation, there is also an epidural pain service. The service undertakes an active role in the education of doctors and healthcare professionals. Research activities comprise study into novel analgesics and participation in multi-centre drug trials.

Central Venous Access Service

Time slots are provided in theatres to establish central venous access. A small group also supplies a Hickman line service.

Regional Anaesthetic Group (RAG)

Anaesthetists with this special interest are involved in the further development of this area of anaesthetic practice. New participants are most welcome.

Anaesthesia for MRI

A paediatric general anaesthetic service operates on a fortnightly basis. Adult lists take place by arrangement.

The Hyperbaric Chamber takes ventilated patients and is covered by a separate rota. The East of England Hyperbaric unit attached to the James Paget University Hospital has a multi-place chamber installed. Applicants with an interest in Hyperbaric Medicine or Diving Medicine, will have the opportunity to be trained.

STAFFING – ANAESTHETIC DEPARTMENT

Consultants

At present, the existing consultants have the following special interests. We are keen to accommodate interests of successful candidates, where possible.

Dr Karl Blenk	ICU/HDU, Clinical Lead Organ Donation.
Dr Patrick Blossfeldt	Consultant in Pain Medicine
Dr Pieter Bothma	ICU/HDU, Director of Hyperbaric Medicine
Dr Dan Broad	Generalist, Paediatrics Lead, Vascular access
Dr Rajesh Dumpala	Generalist, Obstetric Anaesthesia Lead, Trauma Lead
Dr Hala Eid	Generalist, Day Care Lead
Dr Arnth Engel	Generalist, Regional Anaesthesia Lead
Dr Sudha Garg	Generalist, Pre-assessment Lead, Staffing/ Deputy Lead
Dr J Garvey	ICU/HDU, Tutor for ICM, Physician
Dr Mike Gay	Generalist, Drugs and Therapeutics, Pre-Assessment Deputy Lead
Dr L Induruwage	Generalist, College Tutor, Obstetrics, Emergency Theatre Lead
Dr Michal Karlikowski	ICU/HDU, Surgical Mortality Review, Hyperbaric Medicine
Dr I Ladd	Generalist, Obstetrics
Dr R Laurinaitis	ICU/HDU
Dr Edward Lams	ICU Lead, Paediatrics, Equipment Lead ICU
Dr Inga Misane	ICU/HDU, Echocardiography
Dr Saurabh Mehrotra	Generalist, Regional Anaesthesia
Dr Veena Naik	Generalist, Clinical Lead
Dr Pushpa Nathan	Governance Lead, Difficult Airway Lead, Paediatrics,
Dr Saravanel Sagadai	Generalist, Obstetrics, UEA
Dr Josip Stosic	ICU-HDU, Physician
Dr Beata Szoka	Generalist, Obstetrics
Dr Darell Tupper-Carey	ICU/ HDU
Dr Michael Whitear	Generalist, Paediatrics

Specialty Doctors

Dr A Mandal
Dr K Chava
Dr R Pandian
Dr P Richardson
Dr D Chandrasiri
Dr N Mani
Dr U Khan
Dr V Waugh
Dr J Osborne

Trainees

8 Core and ACCS Anaesthetic trainees, East of England school
2 Specialist Trainees, East of England school
7 Clinical Fellows
3 MTI trainees
3 ACCS (Emergency Medicine)
Medical/Respiratory Registrar on ICU Rotation

Secretaries

There are 4 experienced secretaries working within the department responsible to the Anaesthetic Administration Manager.

SECTION 4

THE TRUST AND LOCAL AREA

The Trust provides comprehensive acute care for the population of Great Yarmouth, Lowestoft and the South Waveney area and for many visitors to the area. This acute care provided from the James Paget University Hospital site at Gorleston is supported by other community services at the Newberry Centre, Kirkley Rise North Lowestoft, and outreach clinics. The Trust serves a population of approximately 230,000, with 500 beds, 3,370 members of staff, both full and part time and a budget of £129 million per annum. We are a University Hospital with a medical school; training the next generation of health professionals and developing research.

The James Paget University Hospital is a high performing hospital with a history of strong performance both financially and in terms of achieving national and local targets. There is a close working relationship between staff and management with a strong culture of team working which contributes to a friendly working environment. The Trust has successfully undertaken several national pilots.

The Hospital has a strong reputation for Education and Training and this has been furthered by the close working relationship with the UEA Medical School. The hospital contributes approximately a third of secondary care teaching. With the hospital's new University Hospital status there is now a growing emphasis on establishing a research culture within the Trust.

The Hospital is based in the coastal town of Gorleston between the resorts of Great Yarmouth and Lowestoft. Other coastal resorts such as Southwold, Caister and Hemsby also lie within the Trust's catchment area along with several Broadland villages/towns such as Beccles, Acle and Oulton Broad. The historic city of Norwich is a short journey away. The North Norfolk coast and Southern Suffolk coast are also within easy reach.

There is a good supply of high-quality housing at reasonable prices from barn conversions and historic houses to architect designed modern builds. There is a good choice of locations from rural and village to coastal and town. There are many high-quality state and private schools from Nursery through to 6th form colleges and the UEA. There are a variety of local industries including agriculture, leisure and tourism including sailing, offshore industries, insurance and catering.

For further information on the Trust please see separate documents named 'Information for Medical Staff' and "JPUH – Working for Us"

SECTION 5 EDUCATION AND FURTHER INFORMATION

University of East Anglia (UEA) Medical School

This is a joint venture involving the UEA, Norfolk & Norwich University Hospital and James Paget University Hospital NHS Foundation Trust (JPUH), Norfolk Mental Health and General Practitioners in Norfolk and Suffolk. The first intake of students in Autumn 2002. The James Paget consultants are involved in the development and delivery of the Curriculum and Teaching Programme, with approximately 30% of all secondary care teaching being based at JPUH. In addition, a significant proportion of the lectures / seminars / teaching sessions / assessments at the UEA for Medical Students are also delivered by employees of the Trust. The medical school emphasises the importance of innovative teaching methods especially problem-based learning in the education of under-graduates. The appointee will have the opportunity to apply for specific teaching roles in the delivery and development of the undergraduate curriculum and to become a Recognised Teacher in the Medical School. Honorary UEA appointments are awarded to consultants making a significant contribution to MB/BS teaching.

Research

The hospital is part of a Research Consortium in association with the Norfolk & Norwich University Hospital and the University of East Anglia. These links are being enhanced to facilitate collaborative projects and ideas. As a University Hospital there is a drive to increase research activity. Collaborative partners include The School of Health, University of East Anglia, which has particular expertise in epidemiology and Health economics. A number of consultants in the James Paget University Hospitals NHS Foundation Trust hold honorary Senior Lecturer appointments at the University of East Anglia.

Participation in research is actively encouraged and supported and we are particularly interested in recruiting clinicians with experience of applying for research grants. The JPUH has a Research Support Group which will give practical advice.

Postgraduate Medical Education

Post Graduate Education is based within the Education and Training Centre at the JPUH. There is also a good medical reference library within the Trust which has recently been relocated to newly refurbished facilities at the Burrage Centre which is located on the hospital site.

The centre provides a wide and varied programme to support continuing education with the local consultants and visiting specialists participating. There is a GP vocational training scheme and an active teaching programme for junior staff in which most consultants participate. A major expansion of teaching facilities has recently taken place. Consultants from the trust play an active regional role in training trainers.

The teaching programme within the Trust includes:

- Weekly curriculum teaching/clinical presentations for Junior Doctors
- Weekly ½ day protected teaching for FY1s and FY2s
- Weekly ½ day protected teaching for GPSTs
- Weekly Grand Round
- Journal Club meetings
- CMT MRCP Tuition

Regular MDT/teleconferencing meetings take place linking to regional hospitals

Clinical Divisions have their own education and audit programmes.

The Trust expects all Consultant medical Staff to comply with the current guidelines from their professional bodies, GMC, Royal Colleges etc. concerning education and revalidation. Emphasis is placed on training senior staff in teaching and training skills. All new consultants are expected to have attended or be willing to attend a teaching course. Those intending to develop an interest in Medical Education will be encouraged to obtain a qualification in this field. The Trust recognises that training in adult learning is an important part of undertaking undergraduate training as a partner in the joint venture medical school at UEA.

The appointee will have the opportunity to be involved in the professional supervision and training of junior medical staff and will be invited to become an Educational Supervisor for Foundation Trainees.

Education and Training Centre

This purpose-built centre provides a wide range of state-of-the-art teaching facilities and most rooms have built-in modern audio-visual presentation facilities. There are seminar rooms and consultation and examination rooms both in this building and at the Burrage Centre, a spacious entrance area, a coffee lounge along with wet and dry skills rooms and an IT training room. The centre provides teaching and training facilities for a wide range of staff including Medical Students and BLS/ ILS/ ALS/ ALERT courses.

Study Leave

Study Leave will be obtainable within the limits of the Terms and Conditions of Service of Hospital Medical and Dental Staff (England & Wales) as amended, subject to the Regional Postgraduate Medical Educational Policy. This year the CME Budget provided £1100 per Consultant for the financial year 2021-22

Audit

Audit is considered to be an important item within the Trust agenda. The requirement is overseen by the Clinical Audit and Effectiveness Committee.

Personal Facilities

The appointee will be provided with shared secretarial support and office accommodation at the James Paget University Hospitals NHS Foundation Trust. There are computer-based projects in progress to use IT to improve clinical communications. He/she will have a desktop & laptop computer linked to the hospital intranet, internet connection and e-mail. Ample car parking is available on site.

Personal Development for Consultants

All new consultant recruits are given the opportunity to review their personal development with an independent management consultant and agree a personal development plan. Although this is very much owned and driven by the individual, the Trust will provide financial support for personal development activities. Each year all consultants are required to undergo an appraisal with either their Divisional Director or another consultant selected from a list of appraisers to discuss their development and in anticipation of revalidation. The Trust has recognised the time commitment that this requires and that clinical work may have to be delayed to ensure appraisal takes place.

Clinical Governance

The Trust has introduced Clinical Governance under the joint leadership of the Medical and Nurse Directors. It has been at the forefront of the introduction of Risk Management. Recent appointments of Senior Staff to support Clinical Governance emphasise the Trust's commitment and it is expected that all Medical Staff will participate.

Improving Working Lives Flexible Career Scheme

The scheme has been developed to give all doctors, both junior and senior levels, the opportunity to work flexibly e.g. part-time working and career breaks. Further details of this scheme are available from the Medical Staffing Department.

Disclosure & Barring Service Forms

All successful applicants will be required to complete and return a Disclosure & Barring Service Form.

If you have not been resident in the UK you will be required to produce a “Certificate of Good Standing” or “Police Check” from an authorised Police Authority from the country of your last residence.

Safeguarding Children

All employees have a duty for safeguarding and promoting the welfare of children. Staff must be aware of the Trust’s procedure for raising concerns about the welfare of anyone with whom they have contact.

Staff must also ensure they receive the appropriate level of safeguarding children training depending on their role in the Trust.

Infection Control

Staff working in a clinical environment must ensure that they understand and follow the infection control policies, procedures and best practice applicable within the Trust. In order to do so they must;

- Observe all infection control policies and practices relevant to the post
- Act as a role model to others regarding infection control best practice
- Ensure that they keep up to date and attend all relevant training relating to infection control issues applicable to their post
- Ensure that patients, visitors and contractors are aware of and follow infection control best practice (where applicable).
- Report non-compliance or concerns regarding infection control issue/best practice to their line manager.

This post is offered under the terms and conditions of service of the new contract.

Confidentiality

All employees are required to ensure the confidentiality of all patients, staff and other sensitive, including commercially and financially sensitive, information that is made available to them as part of their duties.

This post is offered under the terms and conditions of service of the new contract.

Our vision and priorities

Our vision is to be an innovative organisation delivering compassionate and safe patient care through a well-led and motivated workforce.

Our clinical strategic direction continues to be the provision of local acute, elective and other services. We are committed to providing high quality, safe, reliable, personal and responsive care. Work is in progress to extend the current working week ensuring our patients have access to appropriate services seven days a week. We will continue to deliver a range of both core and more specialised acute services.

The Trust is working much more closely with other providers to improve and develop clinical services for patients. We are working in partnership to develop new ways of delivering high quality care to the local population and we recognise that, with our partners in the Norfolk and Waveney planning footprint, the Sustainability and Transformation Plan (STP) is crucial in improving health and social care over the next five years with a growing population. The vision for the STP is to provide high quality services that support more people to live independently at home, especially older people and those with long-term conditions, like heart disease, breathing problems, diabetes or dementia.

Our values and behaviours

Proud of the Paget

BUILDING A HEALTHIER FUTURE TOGETHER

OUR PRIORITIES & AMBITIONS

- CARING FOR OUR PATIENTS**
 1. Deliver the best and safest care for our patients
 2. Continuously improve patient experience
 3. Reduce health inequalities, ensuring equitable access for all
 4. Empower patient choice and personal responsibility for health
- COLLABORATING WITH OUR PARTNERS**
 1. Collaborate to achieve seamless patient pathways both at place and system level
 2. Embrace our role as an anchor institution, working together for the best outcomes
 3. Be an effective partner to achieve both our ambitions and our partner's ambitions
- SUPPORTING OUR PEOPLE**
 1. Promote an inclusive, fair and safe workplace
 2. Develop compassionate and effective leadership
 3. Attract, engage, develop and deploy our staff to deliver the best care for our patients
 4. Promote well-being opportunities to keep our staff healthy and well
- ENHANCING OUR PERFORMANCE**
 1. Make the best use of our physical and financial resources
 2. Lead the way towards achieving Net Zero Carbon
 3. Future-proof our service for the people we serve
 4. Improve services through digital transformation, research and new models of care

OUR VALUES
COLLABORATION
ACCOUNTABILITY
RESPECT
EMPOWERMENT
SUPPORT

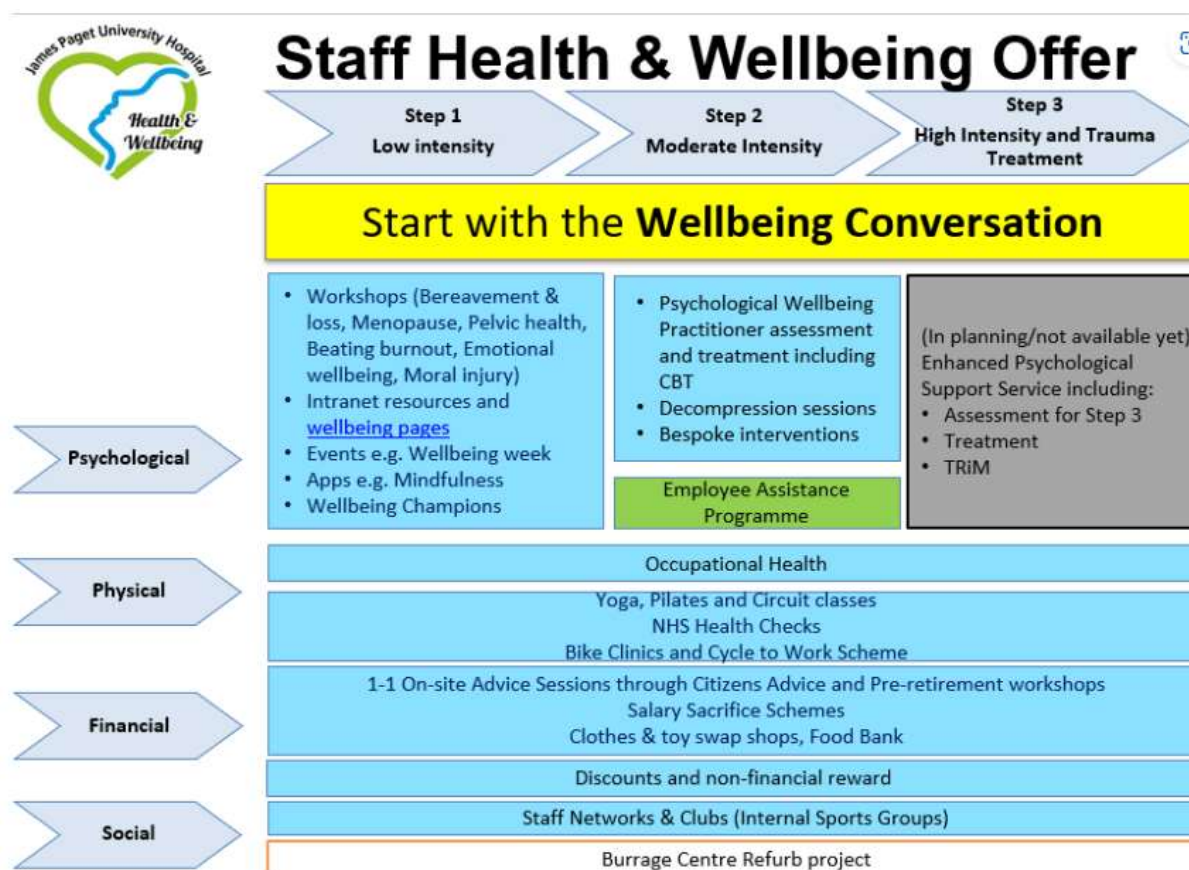
We're Proud of the Paget.
We hope you will be too.
Scan here to read our full strategy.

www.jpaget.nhs.uk [James Paget University Hospital](#) [@JamesPagetNHS](#) [James Paget Hospital](#) [James Paget University Hospitals NHS Foundation Trust](#)

Workforce wellbeing at JPUH

We have robust departmental and divisional support systems for wellbeing, for example - following a serious incident, the clinical lead or a nominated mentor would provide personal one to one support or refer to GP/ Occupational Health

We provide local occupational health support where you can make a self-referral, you can self-refer to ask for advice on your current condition and adaptations you may need outside work. Your manager can also make a management referral and should make a referral to explore options for phased return, reasonable adjustments (software/hardware, working patterns etc.) and to ask for advice and guidance on how to make the workplace more accessible to you.



General Conditions of Appointment

The appointee will enjoy terms based on the nationally agreed Terms and Conditions of Service for Consultants (England) 2003.

The appointee will be expected to cover for colleagues' absence from duty on the basis of mutually agreed arrangements with the Department and with the Employing Trust. This is arranged by mutual agreement of consultant colleagues and approval of the Divisional Director, in accordance with standard Trust and NHS regulations. It is essential that six weeks notice is given to allow for proper planning and prevent cancellations of patients' appointments/surgery. This includes all forms of leave.

All appointments are subject to satisfactory Occupational Health Clearance being obtained.

The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions which for other purposes are "spent" under the provision of the Act, and in the event of employing any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the Order applies.

With the Terms of DHSS Circular (HC) (88) – Protection of Children – applicants are required when applying for this post to disclose any record of convictions, bind-over orders or cautions. The Trust is committed to carefully screening all applicants who will work with children and you will be expected to undertake a 'disclosure' check.

GENERAL CONDITIONS OF EMPLOYMENT

Salary:	As per pay circular and pay scale T&Cs for consultants
Pension:	NHS contributory scheme.
Life insurance:	Covered within NHS superannuation scheme.
Holidays:	As per terms and conditions of service schedule 18, paragraph 1.
Notice period:	3 months.
Relocation package:	Comprehensive package. Please note relocation expenses are considered to be a taxable benefit by Inland Revenue and you are liable to pay any tax that is due. The claim should only be used for appropriate expenses i.e. stamp duty, removal firm fees, solicitor, storage.

Modern onsite single accommodation may be available, if required. However, if married accommodation is required you will need to seek this yourself in the private sector

- Terms:** Post is subject to Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales)
- Location:** Must be prepared to reside within 10 miles by road from the James Paget University Hospitals NHS Foundation Trust, unless specific approval is given by the Trust to your residing at a greater distance. The post holder is based at the James Paget Hospital but may be required to undertake duties at other sites within the locality.
- Medical:** Required to complete Trust's Confidential Occupational Health Services medical questionnaire and undergo medical examination, if necessary. The post holder will be required to be immunised against Hepatitis B.
- Rehabilitation of Offenders:** Exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 (exemptions) Order 1975.
- Equal Opportunities:** James Paget University Hospitals NHS Foundation Trust is committed to the promotion thereof, on the basis of opportunity and advancement correlating with ability, qualification and fitness for work.
- Expenses:** Reimbursed interview travel and subsistence expenses limited to two preliminary site visits (where appropriate from the point of entry to the U.K.)
- Registration:** Required to have and maintain full registration with a licence to practice and be on the GMC Specialist Register. To comply with requirements for revalidation and C.M.E as laid down by the General Medical Council, colleges and similar bodies. Required to conform to GMC guidelines for good medical practice. Membership of a Medical Insurance Society is strongly recommended.

SECTION 7 APPLICATION INFORMATION

To apply for this role with the James Paget University Hospitals NHS Foundation Trust please access the NHS Jobs website at www.jobs.nhs.uk. If you have any queries regarding applying online please contact the Medical Staffing Team.

Visits:

A hospital and departmental visit is strongly recommended.

Applicants who require further information about the posts are invited to contact:

Dr Veena Naik
Clinical Lead, Anaesthetics
Email: veena.naik@jpaget.nhs.uk

Or

Dr Sudha Garg
Workforce/ Deputy Lead, Anaesthetics
Email: sudha.garg@jpaget.nhs.uk

Telephone contact: 01493 452476 (Anaesthetic Manager)

Shortlisted Applicants who wish to visit the hospital and key authorities are invited to contact:

Ms Shanelle Coady, Medical Staffing
Email: shanelle.coady@jpaget.nhs.uk

Telephone: 01493 453667

For further information about the Trust please log onto our website www.jpaget.nhs.uk.

All roles within the Trust require staff to demonstrate our core values in the care they provide to patients. All members of staff should consider these behaviours an essential part of their job role:



Please note that the James Paget University Hospitals NHS Foundation Trust operates a no smoking policy