



The Medical Specialist Group LLP

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Job description

Consultant in Medical Oncology

Guernsey

March 2018

Employer:	The Medical Specialist Group LLP
Location of Current Outpatient Clinics:	Alexandra House and Princess Elizabeth Hospital
Location of Hospital:	Princess Elizabeth Hospital
Managerial accountability:	Through Management Board to the Partnership

Consultant Medical Oncologist

1. Introduction

The Medical Specialist Group (MSG) is a Limited Liability Partnership (LLP) which provides emergency and elective specialist medical services for the Bailiwick of Guernsey, within the secondary health care framework, in a contractual partnership with the Committee for Health and Social Care (HSC) of the States of Guernsey. The service is currently provided by 48 consultants with a range of professional interests.

It aims to serve and care for the community through the provision of the highest standard of clinical care at all times. It achieves this through a high quality, consultant-only service that is personalised and constantly evolving.

The Medical Specialist Group is currently based at Alexandra House and Mill House where most managerial, nursing and other support staff are based. Both buildings have dedicated outpatient facilities and are situated approximately 400 metres from the island's main hospital, The Princess Elizabeth Hospital (PEH). The Oncology Department (Bulstrode Oncology Unit) is a purpose-designed department within the new clinical block on the main hospital site. For more information please visit our website www.msg.gg

2. Brief Description of the Post

This is a new Consultant post developed due to the increasing workload within the cancer service. The introduction of new and increasingly complex treatments across all tumour sites and increasing patient numbers necessitate the appointment of a third Medical Oncologist to complement and work closely with the two Medical Oncologists already in post. Desirable site-specific interests for the new post include urological and gynaecological cancers but other interests would be considered.

It is planned that a further post will be developed during 2018 to have input into Haematological disease, both malignant and non-malignant.

The Medical Oncologists work closely with colleagues in University Hospital Southampton NHS Foundation Trust and also have links with other Centres such as London hospitals. A visiting Lymphoma Medical Oncologist from Southampton provides a local lymphoma service. The two Medical Oncologists in post have formal clinical links with Southampton, travelling monthly to attend MDT's and other clinical work. The new appointee would be strongly encouraged to develop a similar off-island link.

The post holder will be expected to be entered on the GMC Specialist Register in Medical Oncology, or be eligible for CCT within 6 months of interview.

3. Duties of the post

- a) To provide an excellent and comprehensive patient centred service for all eligible cancers, delivered in line with waiting times and in line with improving outcomes of specific cancers guidance issued by NICE and other national bodies.
- b) To provide expert guidance and aid in the diagnosis of cancer and where appropriate take over the care of patients.
- c) To provide expertise in the management of cancer through multidisciplinary teams by developing and maintaining collaborative relationships with medical colleagues in other specialties and participating in regular clinical meetings and other professional activities.
- d) To help to ensure the safe and effective administration of chemotherapy, immunotherapy, endocrine and other therapies and appropriate patient monitoring.
- e) To provide care for Oncology patients in both inpatient and outpatient settings and to participate fully in the Oncology on-call duty rota.
- f) To ensure that practice is up to date; this will necessitate the consultant taking responsibility for their Continuing Professional Development and participating in the Medical Specialist Group's performance, annual appraisal and revalidation system which is

supervised by the GMC with whom the MSG has a special arrangement.

- g) To share responsibility for data protection arising out of the use of computers, and to maintain good practice in the handling of confidential information.
- h) To be accountable for improving and complying with infection control practices.
- i) To provide care that promotes optimal functioning and quality of life for each individual patient.
- j) To ensure that all aspects of service are delivered safely and conform to national standards and published guidelines, monitored by regular audit.
- k) To provide timely high quality information that is accurate for patients, families and carers.
- l) Commitment to continual service improvement.
- m) Involvement of service users and all relevant partners who provide shared care in service development and review.

4. Management and Organisational Structure

4.1 Management Structure

This post would be part of the Department of Adult Medicine, which is part of the Adult Medicine Directorate. The current directorate chair is Dr Dean Patterson.

As with all the disciplines in the Medical Specialist Group, this is a totally Consultant based department working without the support of either trainees or sub-consultant grades.

Consultant Physicians

Dr J Briggs	Geriatric Medicine (Orthogeriatrics and Bone health)
Dr W Anees	Respiratory Medicine and current lead for Cardiorespiratory Services

Dr D Patterson	Cardiology
Dr Zulfiqar Ali	Cardiology
Dr H Duncan	Gastroenterology
Dr G Oswald	Diabetes and Endocrinology (retiring 2019)
Dr I Mohammed	Renal Medicine
Dr S Evans	Geriatric Medicine (Stroke Disease and Syncope)
Dr A Matthew	Geriatric Medicine (Movement Disorders & Community)
Dr Zulfiqar Ali	Cardiology
Dr P Gomes	Medical Oncology (Breast, Lung, Urological, Malignant Haematology, carcinoma of unknown primary)
Dr Y Manikyam	Medical Oncology (Upper and Lower GI, Melanoma, Gynae, Head and Neck, CNS, Sarcoma)

4.2 The Directorate of Adult Medicine

The main Adult Medicine Department and support services are located at Alexandra House. The department is supported by managerial and secretarial staff. The departments of Cardiology and Oncology are wholly based within the PEH.

Inpatients/Acute General Medicine

The Department has approximately 2,400 admissions per year, most of which are non-elective. The weekday daytime acute medical rota is shared between the Physicians; the Oncologists are excluded from this role as they run a separate 1:3 on call rota. The service is Consultant only, with a first on-call commitment without junior staff. There are nurse practitioners working during the night, who would normally be expected to review any deteriorating

patients on the ward before deciding whether the Duty Physician or Oncologist should be called or not; and who should organise blood tests and insert iv cannulae and certify the expected deaths of patients.

Presently, most unplanned admissions are assessed by the Duty Physician or Oncologist in the Emergency Department (ED) following referral from the emergency doctor or Primary Care. Overnight, provided the patient does not need to go to ICU, if the ED doctors are not too concerned, they will admit the patient to the ward for you and you can review them in the morning. As regards oncology, acutely unwell patients can sometimes be managed within the Oncology Day Unit and later discharged or admitted as appropriate.

The Princess Elizabeth Hospital has an excellent 7 bed Intensive Care/High Dependency Unit. The one acute medical ward has 23 beds in total and of these 50% are single rooms with private bathroom facilities, the remainder being 4 bedded bays with 2 bathrooms each. There is no separate inpatient oncology facility, oncology patients are managed on the medical ward. The Older Persons/Rehabilitation Ward has 26 beds. There is a private ward, all single rooms, which also accepts overflow medical or oncology patients if needed.

If there are concerns about a patient that is beyond your level of expertise or you simply want advice, we have the ability to speak to a registrar or consultant in Southampton or Heartlands Hospital as well as contacting one of your local colleagues.

Outpatients

Oncology outpatient clinics are held in the Bulstrode Oncology Unit at the PEH. Currently the two consultants between them hold up to 7 clinics weekly and the visiting lymphoma oncologist holds clinics 2 days per month.

There are approximately 2,500 outpatients seen annually of whom around 250 are new patients.

Bulstrode Oncology Unit

The Bulstrode Oncology Unit is a purpose-designed modern facility where patients attend for treatment. Most aspects of oncology patient management are carried out within the unit, including blood tests, injections and infusions, chemotherapy, immunotherapy, blood and platelet transfusions, and bisphosphonate infusions. Practical procedures including bone marrow biopsies and PICC line insertions are carried out in the Unit by the Consultant Oncologists with the assistance of the Oncology Nursing staff.

The experienced nursing staff carry out pre-treatment assessments under the supervision of the consultant oncologists. Pre-chemotherapy discussions and patient education are held within the unit.

Based within the Oncology Unit there are 4.5 (later in 2018 to be 5.5) Oncology Clinical Nurse Specialists.

Support services

There are 5 whole time equivalent (WTE) Palliative Care Clinical Nurse Specialists in addition to a full time social worker, also based within the Bulstrode Oncology Unit. There is access to dietetics, clinical psychology, physiotherapy and occupational therapy. In addition, there are specialist nurses in Breast Care, Respiratory Care, Stoma Care and Uro-Oncology. There is also an established acute and chronic pain service with the involvement of two Consultant Anaesthetists, a psychologist and Consultant Nurse Specialist.

A Palliative Care Consultant from Southampton provides a visiting service (two days per month) and a 24 hour palliative care consultant telephone advice service is available. The Guernsey Society for Cancer Relief (a local charity) also have a presence in the department and provide volunteers to help with drinks and meals together with additional funding for patients' travels, subsistence and many other areas of support. There are a number of other local cancer related charities which provide considerable support and information for patients, families and carers.

The local hospice is a modern purpose-built unit situated approximately 1 mile from the hospital, has seven in-patient beds and runs an active day hospice service. The hospice team work closely with the oncologists and with the palliative care and oncology clinical nurse specialists. In addition to the cancer site-specific multi-disciplinary team (MDT) meetings, there is a weekly Oncology/Palliative Care MDT.

Multi-Disciplinary Teams

Gastro-intestinal (upper and lower GI, pancreas, biliary)

Lung and mesothelioma

Head and Neck

Urological

Breast

Gynae

Skin cancers

Oncology and Palliative Care

Sample Weekly Timetable

Guernsey lies outwith the NHS and this post is overtly different to a typical NHS post in that there are no specified numbers of programmed activities (PAs) but is thought to be the equivalent of 12-13. The remuneration reflects the workload, particularly that undertaken out-of-hours, the lack of junior doctors and for the flexibility that is necessary. Below is an estimate of equivalence, with regard to direct patient contact (DPC) and supporting professional activity (SPA):

DPC Excluding the first on-call out-of-hours commitments detailed above, there are 8.5 PAs per week.

SPA Weekly, there is one formal PA and a further one taken flexibly on demand.

The Consultant is free to use their time flexibly within the limitations of the requirements of the contract between HSC and MSG, but is expected to put the needs of patients first. Private outpatients can be accommodated within the working week, either in a dedicated clinic or seen within contract clinics or adhoc according to consultant availability and patient wishes.

Off Island attachments, the monthly Academic half day and weekly GIM radiology meetings are considered as SPA activities. Time is also allocated for audit and appraisal.

An indicative timetable is given below, this may vary depending on the site-specific interests of the new appointee.

	AM	12.30-13.30	PM
Monday	Ward Round Outpatient Clinic	Lunch	Half Day
Tuesday	Ward Round/ Procedures Clinical Admin	Lunch	Outpatient Clinic
Wednesday	Physicians Business Meeting/ Urology MDT Ward Round	Lunch	SPA
Thursday	Ward Round/ Clinical Admin	Lunch Gynae MDT	Outpatient Clinic
Friday	Ward round Oncology/palliative Care MDT	X-ray meeting	Clinical Admin

(SPA = Supporting Professional Activity)

5. Clinical Governance

All consultants are expected to participate in all aspects of clinical governance. A Mentor will be offered to the appointee at the time of their appointment.

Both MSG and HSC are committed to the clinical governance process and have a combined Clinical Governance Committee. A local appraiser process has been in place for many years using a Validation Support Team compliant electronic appraisal and recently off-island appraisal has been introduced for some specialties, including Oncology.

We comply with the General Medical Council revalidation requirements. There is annual appraisal following a format approved by the GMC, and a Responsible Officer (Dr Peter Rabey, who is also Medical Director) with support from Clinical Audit and Healthcare Information staff.

The MSG has employees with roles to assist the appraisal process. The MSG has a governance lead, currently Miss Carol Makin, Consultant General Surgeon. There is good IT support within the MSG.

There is a quota of 10 days study leave per year (to include mandatory training) with all UK expenses paid. Under the contract with the States of Guernsey MSG consultants are encouraged to develop formal visiting links with a unit in an NHS Trust or other approved institution in order to maintain standards and skills within their specialty. Proposals for such links are judged by the combined Clinical Governance Committee. Any time away on these links is separate from the annual study leave allocation.

In the Institute of Health and Social Care Studies at PEH, there is a multi-disciplinary library with full computer facilities and staffed by a full-time librarian.

'Academic ½ Days' are held monthly (12 per year) on a rolling timetable. These are divided into an initial session where the Department of Adult Medicine has an educational or audit meeting and a later session primarily dedicated for the

presentation of clinical audit projects. A morbidity and mortality meeting is included. There are also fortnightly lunchtime clinical meetings aimed principally at the primary care doctors with lectures usually given by local or visiting consultants.

The post involves no formal teaching commitments but there are opportunities to teach elective medical students, GPs and nursing and other staff. Intra-departmental teaching occurs at the Academic ½ Days, as detailed above.

6. Contact and Application Details

Further enquiries can be made to Dr Peter Gomes, Consultant Medical Oncologist, email peterg@msg.gg or telephone 01481 239949 or Dr Yogesh Manikyam, Consultant Medical Oncologist, email yogeshm@msg.gg or telephone 01481 239962.

Applications must be accompanied by a professional CV and sent to recruit@msg.gg or alternatively to Emma-Jayne Sarahs, HR Manager, Medical Specialist Group, Alexandra House, Les Frieteaux, St Martin, Guernsey GY1 3EX.

Informal visits are encouraged and arrangements can be made by telephoning 01481 238565 or by email to recruit@msg.gg, alternatively by emailing Dr Peter Gomes or Dr Yogesh Manikyam

Consultant Medical Oncologist – Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications	<ul style="list-style-type: none">)] Entry on GMC Specialist Register (or entry expected within 6 months). MRCP Diploma or overseas equivalent)] Clinical trials experience 	<ul style="list-style-type: none">)] Success in Intercollegiate Specialty Examination.)] Higher degree (MD or PhD) 	<ul style="list-style-type: none">)] CV)] Certificate check)] Royal College Assessor
Clinical Experience, Knowledge & Skills	<ul style="list-style-type: none">)] Clinical training and experience equivalent to that required for gaining UK CCT in Oncology)] Ability to offer expert clinical opinion on range of problems both emergency and elective within the specialty of oncology)] Ability to take full and independent responsibility for clinical care of patients 	<ul style="list-style-type: none">)] Expertise to develop a sub-specialty interest 	<ul style="list-style-type: none">)] CV)] Interview)] References)] CCT check
Management and Administrative Experience	<ul style="list-style-type: none">)] Ability to advise on efficient and smooth running of specialist service)] Ability to organise and manage out-patient priorities, ward work, practical procedures and clinical trial work)] Commitment to administrative and managerial responsibility 	<ul style="list-style-type: none">)] Experience of audit management 	<ul style="list-style-type: none">)] CV)] Interview)] References
Teaching Experience	<ul style="list-style-type: none">)] Ability to teach clinical skills to nursing, technical staff and medical students 		<ul style="list-style-type: none">)] CV)] Interview)] References
Research Experience	<ul style="list-style-type: none">)] Ability to apply research outcomes to clinical and specific oncological problems 	<ul style="list-style-type: none">)] Publications in refereed journals 	<ul style="list-style-type: none">)] CV)] Interview)] References
Personal Attributes	<ul style="list-style-type: none">)] Honesty and reliability)] Ability to work in a small community)] Ability to be flexible and adaptable to change)] Caring attitude to patients)] Able to communicate effectively (written & oral skills), with patients, relatives, GPs, nurses, staff & other agencies)] Ability to demonstrate good multidisciplinary team working 		<ul style="list-style-type: none">)] CV)] Interview)] References
Motivation & expectations	<ul style="list-style-type: none">)] Commitment to Continuing Medical Education)] Commitment to effective audit)] Commitment to good governance 	<ul style="list-style-type: none">)] Willingness to undertake additional responsibilities.)] Commitment to developing the partnership 	<ul style="list-style-type: none">)] CV)] Interview)] Reerences

