

The Medical Specialist Group LLP

Appointment of a Consultant General and Colorectal Surgeon



August 2018

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SECTION 1: Introduction

The Secondary Healthcare Service in Guernsey is very different from the NHS on the UK mainland. The Medical Specialist Group LLP (MSG) is a limited liability partnership that is contracted to provide a wide range of secondary healthcare services on island. This service is consultant led and provided through a cohort of 46 consultants. There are no junior doctors in Guernsey and therefore consultants provide the complete range of inpatient and outpatient care along with operative surgery. It is a requirement that each consultant is on the GMC Specialist Register. Medical indemnity is provided by the MDDUS through the MSG.

The MSG currently occupies two buildings, Alexandra House & Mill House that is within less than a 5 minute walk from the Princess Elizabeth Hospital (PEH). The majority of outpatient clinics are held at Alexandra House and Mill House. The PEH is a 144 bedded hospital with 4 main operating theatres, 1 of which is a dedicated Orthopaedic theatre. The PEH is managed by the Committee for Health and Social Care (HSC) with a fully integrated patient IT system (TRAK). There are provisions at the PEH for Spiral CT and MRI with the option of sending images directly to many UK Hospitals when dealing with complex patients. Guernsey also has a contract with a medical evacuation company for dealing with emergency transfers off island.

Guernsey is a pleasant and safe island in which to bring up a family, with good schools in both the public and private sectors with plentiful leisure attractions and facilities. The post attracts a long term essential employee housing licence with established residency after 8 years. House prices in Guernsey are comparable with the South-East of England. The Bailiwick of Guernsey is Crown dependent with the States of Guernsey ('States') as the main governing body for all matters, except foreign policy and defense. Guernsey has good transport links to the UK mainland and France

SECTION 2: JOB DESCRIPTION – General Details

Title:	Consultant General and Colorectal Surgeon
Location:	Alexandra House and the Princess Elizabeth Hospital Guernsey
New or Replacement Post:	Full Time Replacement
Prime responsibility:	Provision of Elective and Emergency General and Colorectal Surgery service for the Bailiwick of Guernsey
Accountable to:	Medical Director HSC – Dr Peter Rabey / The Medical Specialist Group LLP Management Board
Reports to:	Chairman of Surgery
Key tasks:	<p>Maintenance of the highest clinical standards in the management and delivery of General and Colorectal Surgery.</p> <p>Provision of a comprehensive Emergency Surgical Service</p> <p>To share with colleagues, responsibility for the day-to-day management of the General and Colorectal Surgery Patients</p> <p>Active participation in both Departmental and MSG matters concerning Clinical Governance and Audit.</p> <p>Responsibility for ensuring active participation in continuing professional development (CPD), Appraisal and Revalidation.</p> <p>To be willing to work flexibly to help fully utilise resources available to General and Colorectal Surgery.</p>

SECTION 3: Person Specification

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW TESTED
Qualifications	<ul style="list-style-type: none">) FRCS or equivalent) Full GMC registration and on the GMC Specialist Register or within 6mths of obtaining this) Eligible to reside and work in the UK 	ATLS Provider MD or equivalent	Certification and CV
Clinical Experience	<ul style="list-style-type: none">) Experience in performing upper and lower GI endoscopy, cholecystectomy, hernia repair, appendicectomy, and abdominal trauma.) Training and experience in General and Colorectal Surgery obtained through a recognised training programme.) Evidence of training may be required for new procedures the appointee will undertake in this role. 	<ul style="list-style-type: none">) At least 1 year experience at consultant level) Experience in laparoscopic colorectal surgery obtained through a recognised training programme.) JAG accredited for colonoscopy and gastroscopy) Experience with complex incisional hernia repairs 	CV and interview
Management and Administrative Experience	<ul style="list-style-type: none">) Ability to advise on efficient and productive running of a colorectal service) Ability to organise and manage outpatient clinics, theatre lists and administration) Experience of audit) Ability and willingness to work within the New Contract performance framework and targets 		CV and interview



Personal Skills / Attributes) Ability to work independently) Good interpersonal skills and team working) Caring attitude to patients) Ability to communicate effectively with patients, relatives, colleagues, nurses and other agencies) Commitment to Continuing Professional Development and the requirements of Clinical Governance and Audit) Willingness to undertake additional professional and managerial responsibilities	Above average IT skills	Interview
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SECTION 4: Duties of the Post

4.1 Duties & Responsibilities of the Post

- i. Provision and sharing of a General & Colorectal Service in conjunction with the General & Laparoscopic GI/Colorectal Surgeon
- ii. Responsibility for the continuing care and treatment of patients when on call & personal performance of clinical duties as agreed in your job plan
- iii. Provision of an out of hours General Surgical service with Consultant colleagues
- iv. Cover for Consultant colleagues annual leave and other authorised absence, including care of patients
- v. Participation in medical audit and the MSG's Clinical Governance process
- vi. Managerial, including budgetary, responsibilities where appropriate
- vii. Compliance with all MSG / HSC Policies

4.2 Job Plan

A job plan review will take place between the appointee and the Surgical Chairman within 6-12 months of the commencement date of the post. The job plan will be a prospective agreement setting out the consultant's duties and responsibilities. It will cover all aspects of the consultant's professional practice including clinical work and managerial responsibilities. It will include personal objectives, including details of any off-island links and the support required by the consultant to fulfil the job plan. The MSG fully supports the requirements for continuing professional development (CPD) as laid down by the GMC and the Surgical Colleges. The MSG has adequate provisions for an annual appraisal with a trained appraiser and supports consultants through the revalidation process. Within the new contract there is a single governance framework between MSG and HSC with the Medical Director at HSC also being the Responsible Officer who makes the recommendations for revalidation in Guernsey. The MSG has a mentoring policy in place to enable new consultants to settle into working in Guernsey. A mentor will be allocated to the new appointee.

4.3 Timetable

The following provides the scheduling details of the clinical activity components of the job plan. It is expected that the appointee will work flexibly as part of the General Surgical team to meet activity demands across all areas of the service.

Day	Time	Work	Category	PAs
Monday	0800 – 0900	GI MDT	DCC	0.25
	0900 – 1300	Clinic	DCC	1.0
	1300 - 1700	SPA	SPA	1.0
Tuesday	0800 – 1300	Clinic	DCC	1.25
	1300 – 1700	½ Day		
Wednesday	0830 – 1230	Theatre	DCC	1.0
	1300 – 1700	Endoscopy	DCC	1.0
Thursday	0800 – 1300	Ward Rounds	DCC	1.25
	1300 – 1700	Endoscopy	DCC	1.0
Friday	0800 – 1300	Theatre	DCC	1.25
	1300 – 1700	SPA	SPA	1.0
Out of Hours	1:4 prospective cover		DCC	2.0
TOTAL				12.00

Weekly job plan colorectal / general surgeon

Notes:

10 PAs + 2 additional PAs

Occasional extra theatre list Friday 13.30 – 18.00

On Call every Thursday

1:4 weekends with prospective cover

Cover for Colleague on Wednesday (9 weeks per year)

SECTION 5: The Department of General Surgery

5.1 The General Surgery Department

Based at the Medical Specialist Group LLP premises (Alexandra House and Mill House) and the Princess Elizabeth Hospital, the Department provides a full range of inpatient elective & emergency operating services, outpatient clinics & day case surgery sessions. The surgical workload is currently managed between 4 General surgeons and 1 Urologist. The General Surgeons have sub-specialty interest in Vascular, Breast, Laparoscopic GI/Colorectal and Colorectal Surgery. The General Surgeons provide a service for common Paediatric emergencies.

Inpatient beds are situated mainly on 2 wards - (Brock & Victoria). Victoria Wing offers facilities for private patients and in addition there are private operations performed via the 18 bed Day Patient Unit. The Colorectal Surgeon works closely with the General & Laparoscopic GI/Colorectal Surgeon providing MDT team working and care for the GI patients. There are approximately 50 colonic resections done per annum in Guernsey. Enhanced recovery protocols for colorectal patients were established just over 5 years ago.

The on-call is 1:4 with prospective cover and this is done on a 'buddy system' with two surgeons providing cross-cover for each other so as to make annual leave and study leave entitlements manageable. The General Surgeons also provide emergency Urological cover during the week and weekends on a rota basis. The Department has access to 2 main operating theatres and offers a full range of laparoscopic and open procedures. There is a day case theatre for minor procedures and the endoscopy unit is situated on the Day Patient Unit.

Assistance in main theatres is provided by trained Surgical Assistants employed by the MSG. Links with the Colorectal Surgical Unit at University Southampton Hospital is encouraged to maintain a hub and spoke arrangement for the management of complex patients. The colorectal post is further supported by 2 part time Colorectal Nurse Specialists who are able to provide a range of inpatient, outpatient and community services. The current Colorectal Surgeon provides a service for Paediatric endoscopy. There is a 7 bedded ICU/HDU that is fully managed by the Anaesthetic Department with some Anaesthetists having an interest in Intensive Care. Support for post operative care is provided by 2 Pain Consultants and a Specialist Pain Nurse Consultant. There is also a full time highly trained Pathologist to complement the team with running of the MDT and Cancer Services meetings.

Other specialties in the Surgical Department include:

ENT (2)

Ophthalmology (4)

Trauma & Orthopaedics(4)

5.2 Surgical Department Consultants:

Mr Sadeo Kairsingh	Consultant General / Vascular Surgeon (Departmental Chair)
Mr Michael Van den Bossche	Consultant General & Laparoscopic GI/Colorectal Surgeon
Miss Carol Makin*	Consultant General / Colorectal Surgeon (Job Share)
Mr Robert Kiff *	Consultant General / Colorectal Surgeon (Job Share)
Mr Thomas Fysh	Consultant General / Breast & Oncoplastic Surgeon
Mr Owen Cole	Consultant Urological Surgeon
Mr David Beaumont	Consultant ENT Surgeon
Mr Richard Vowles	Consultant ENT Surgeon
Miss Suzie Dorey	Consultant Ophthalmic Surgeon
Mr Michael Blundell	Consultant Ophthalmic Surgeon
Miss Sujata Rao	Consultant Ophthalmic Surgeon
Mr Nicolas Watson	Consultant Ophthalmic Surgeon
Mr Christopher Joslin	Consultant Orthopaedic Surgeon
Mr Mark Webber	Consultant Orthopaedic Surgeon
Mr Benjamin Bradley	Consultant Orthopaedic Surgeon
Mr Richard Hopcroft	Consultant Orthopaedic Surgeon

5.3 Administration

There are no dedicated offices specifically for Consultants, however there are a number of rooms with IT provision that can be used for daily administration. Within the Surgical Directorate there is a team of secretaries and typists available to the appointee at Alexandra House. The MSG boasts a comprehensive IT service with secure email, wifi and remote access to patient data via mobile devices. The MSG is compliant with Data Protection Laws.

5.4 Visits

Visiting should be arranged through the Surgical Directorate Quality Manager Sonja Austin 01481 238565 extension 2253 or email to:

Mr Sadeo Kairsingh (Departmental Chair)
Consultant General / Vascular Surgeon
The Medical Specialist Group
Email: sadeok@msg.gg

Mr Michael Van den Bossche
Consultant General & Laparoscopic GI /
Colorectal Surgeon
The Medical Specialist Group
Email: michaelvdb@msg.gg

Mr Thomas Fysh
Consultant General / Breast &
Oncoplastic Surgeon
The Medical Specialist Group
Email: thomasf@msg.gg



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PO Box 113, Alexandra House, Les Frieteaux,
St Martins, Guernsey, GY1 3EX

T 01481 238565

F 01481 237782

E info@msg.gg

www.msg.gg

SECTION 6: General Conditions of Appointment

6.1 General Conditions of Appointment

The appointee will be employed by the Medical Specialist Group LLP under the terms of a Consultant Surgeon. Within the rules of the LLP, Consultants may be asked to join the Partnership at a stage that is favourable to both parties.

Consultants benefit from 35 days Annual Leave and 10 days Study Leave per annum. The appointee will be expected to cover for Colleagues' absence from duty on the basis of mutually agreed arrangements within the Department. This is arranged by agreement of Consultant Colleagues and approval of the Chairman of Surgery, in accordance with the Medical Specialist Group LLP regulations. It is required that 6 weeks notice be given to allow for proper scheduling and to prevent cancellation of patients' appointments/surgery. This includes all forms of leave with the exception of sick and compassionate leave.

The Medical Specialist Group LLP requires the appointee to have and maintain full registration with the GMC, to be on the specialist register and to fulfil the duties & responsibilities of a doctor as set down by the GMC. CPD activities are reimbursed up to a limit as defined by MSG policy.

All appointments are subject to satisfactory Occupational Health & and Enhanced DBS check with Barred List (Child and Adult Workforce) being obtained. Applicants are not entitled therefore to withhold information about convictions and in the event of employing, any failure to disclose such convictions could result in dismissal or disciplinary action by the MSG LLP. Any information given will be completely confidential and will be considered in relation to an application.

SECTION 7: General Information / New Secondary Healthcare Contract

The Medical Specialist Group LLP (MSG) is a limited liability partnership established on the 1st January 2018 as a conversion from the Medical Specialist Group that previously functioned as a General Partnership for more than 25 years in Guernsey.

The MSG commenced a new contract with the States of Guernsey on the 1st January 2018 for the continued provision of secondary healthcare to the population of the Bailiwick of Guernsey. The Bailiwick of Guernsey has a population of approximately 65,500, which includes 2000 in Alderney, 100 in Herm and 500 in Sark. The MSG is contracted to provide services for the Bailiwick of Guernsey with the exception of Sark whereby patients are covered for treatment under their own private insurance schemes. The MSG works in close partnership with HSC and from time to time there is commissioned external reviews of the service. Patients are seen at the MSG premises and the PEH. Outpatient activity takes place mainly on MSG premises and inpatient activity occurs at the PEH. Private patient facilities are offered on Victoria Ward at the PEH and at MSG premises.

The Emergency Department at the PEH is fully staffed with 3 Consultant Emergency Doctors and 10 Associate Specialists. The Emergency Department is run by HSC whereby patients are seen, investigated, treated and referred to the appropriate specialist in secondary care. There are 3 main GP practices on Guernsey and 1 on Alderney. GPs will refer patients to secondary care either electively or as an emergency. Secondary care services under MSG are Consultant provided in General Surgery, Urology, Orthopaedics, ENT, Ophthalmology, Adult Medicine, Anaesthetics, Paediatrics, and Obstetrics & Gynaecology.

Other secondary healthcare services are provided directly by HSC such as Radiology, Psychiatry, Public Health and Pathology. There is scope for interventional radiology procedures on island.

Specialties such as Haematology, Hematological Oncology, Rheumatology, Microbiology and Dialysis are provided by visiting specialists from UK centres that have a contract with HSC. There are also inpatient facilities at the Mignot Hospital on Alderney managed by GPs'.

SECTION 8: Application Details

Application Process

Job share applicants are welcomed. If appointed, modification of the job content will be discussed on a personal basis.

Applications are to be submitted in the form of a covering letter and CV providing the names of three (3) referees to :

Miss Emma-Jayne Sarahs
HR Manager
The Medical Specialist Group LLP
PO Box 113
Les Frieteaux
St Martins
Guernsey
GY1 3EX

Online applications to: recruit@msg.gg

To find out more about the Medical Specialist Group LLP visit: www.msg.gg

To find out more about Guernsey visit: www.visitguernsey.com