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The Medical Specialist Group LLP

Appointment of two Consultant Anaesthetists

September 2019

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SECTION 1: Introduction

We are looking to appoint two additional consultant anaesthetists to help provide anaesthetic services to the population of Guernsey (approx. 65,000). The successful candidates will join 9 existing consultants working in a high-quality consultant delivered service.

The Medical Specialist Group (MSG) Limited Liability Partnership is contracted to provide a wide range of emergency and elective medical services for the Bailiwick of Guernsey, in partnership with the Health and Social Services Committee (HSC) of the States of Guernsey. It aims to serve and care for the community through the provision of the highest standard of clinical care at all times. The service is currently provided by 50 consultants with a range of professional interests. There are no junior doctors in Guernsey and therefore consultants provide the complete range of inpatient and outpatient care. Tertiary care services are supplied by a variety of Hospitals on the UK Mainland, mainly Southampton University Hospital, usually through contracted services. Medical indemnity is provided by the MDDUS through the MSG.

The Medical Specialist Group is based at Alexandra House and Mill House where most managerial, 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). For more information please visit our website www.msg.gg

These two additional posts will increase the department from 9 to 11 whole time equivalent consultants. The posts are created to facilitate an increase in elective orthopaedic capacity and daytime emergency anaesthetic provision, but it is envisaged the new postholders will work flexibly across a range of anaesthetic sessions and while experience across a wide range of anaesthetic practice is essential, an interest in various subspecialties including ICU, paediatric anaesthesia or obstetric anaesthesia could be accommodated by the department for the correct candidate.

The post holder will be expected to be on the GMC Specialist Register for Anaesthesia.

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

SECTION 2: JOB DESCRIPTION – General Details

Title:	Consultant Anaesthetist (two posts)
Location:	Alexandra House and the Princess Elizabeth Hospital Guernsey
New or Replacement Post:	Full Time additional new posts
Prime responsibility:	Provision of Consultant delivered elective and emergency anaesthetic and intensive care.
Accountable to:	Medical Director HSC – Dr Peter Rabey / The Medical Specialist Group LLP Management Board
Reports to:	Chairman of Anaesthesia
Key tasks:	<ul style="list-style-type: none"> i. Maintenance of the highest clinical standards. ii. Work a flexible duty rota covering a wide range of anaesthetic sessions and pre-operative assessment clinics. Intensive Care sessions may be allocated to the appropriate candidate. iii. To participate in the first on call and second on call Anaesthetic rota providing out of hours care for anaesthesia, intensive care and pain medicine. It may occasionally be necessary to accompany patients during transfer to tertiary hospitals in the UK by air ambulance. iv. Active participation in both Departmental and MSG matters concerning Clinical Governance and Audit. v. Responsibility for ensuring active participation in continuing professional development (CPD), Appraisal and Revalidation vi. To be willing to work flexibly to help fully utilise available resources for the benefits of patients.

SECTION 3: Duties of the Post

3.1 Duties & Responsibilities of the Post

- i. To provide clinical care relating to anaesthesia, intensive care and pain management to patients referred to secondary care services in Guernsey.
- ii. To participate in the development of the department and hospital protocols and guidelines.
- iii. To develop and maintain collaborative relationships with colleagues in other specialties and participate in regular clinical meetings and other professional activities.
- iv. To develop and maintain good communications with general practitioners and Appropriate external agencies.
- v. To demonstrate a firm involvement in clinical governance, risk management Clinical audit – this will include the development and maintenance of appropriate systems and practices to ensure continued safe clinical practice.
- vi. To ensure that practice is up to date; this will necessitate the consultant taking responsibility for their clinical professional development and participating in the Medical Specialist Group's performance, annual appraisal and revalidation system.
- vii. To share responsibility for data protection, and to maintain good practice in the handling of confidential information.
- viii. To be accountable for improving and complying with infection control practices
- ix. Cover for Consultant colleagues annual leave and other authorised absence, Including care of patients
- x. Participation in medical audit and the MSG's Clinical Governance process
- xi. Managerial, including budgetary, responsibilities where appropriate, with Adequate SPA time available
- xii. Compliance with all MSG/HSC Policies

SECTION 4: Management & Organisation Structure

4.1 Management and organisational structure of MSG LLP

The senior office holders consist of the Chairman, Clinical Governance Lead and Lead Finance Partner who together with the four Directorate Chairs, the CEO, the Company Secretary and the Deputy CEO/IT lead form the Management Board.

The four Directorates are Adult Medicine (12 consultants), Anaesthetics (9 Consultants with 2 posts to be recruited in 2019), Surgery (15 Consultants) and Women and Child Health (12 Consultants).

The MSG employs clinical & support staff (88.74FTE) including senior management, surgical assistants, nurses, audiologists and administration staff supporting the directorate structure as well as in finance, IT, corporate and clinical governance, HR, facilities, medical records, reception and typing.

The income for the MSG comes primarily from the healthcare contract with the States (79%). The remaining balance is private earnings.

4.2 The Anaesthetic Directorate

This post will be in the Anaesthetic Directorate. 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.

The main Anaesthetic department and support services are currently located at Alexandra House. The department is supported by managerial and secretarial staff. Out Patient services are provided at Alexandra House, and all inpatient and anaesthetic Services are at the nearby Princess Elizabeth Hospital.

Consultant Anaesthetists

Dr Graham Beck	Anaesthesia and Intensive Care. Directorate Chair
Dr David McColl	Anaesthesia and Intensive Care, ICU lead
Dr Gary Yarwood	Anaesthesia and Intensive Care, MSG Chair
Dr Nola Van Heerden	Anaesthesia and Intensive Care
Dr Yaroslav Stefak	Anaesthesia and Chronic Pain
Dr Nick Sheppard	Anaesthesia and Chronic Pain
Dr Hillary Holland	Anaesthesia (part time)
Dr Richard Evans	Anaesthesia (part time)
Dr Anthea Pinder	Anaesthesia (part time), Directorate Deputy Chair
Dr Jim Chandler	Anaesthesia, MSG Clinical Governance Lead
10 th post	This post (locum currently in post)
11 th post	This post

4.3 Anaesthetics services

The department provides anaesthetic sessions to a wide range of surgical specialties as detailed below. The Princess Elizabeth Hospital has 4 theatres in the main theatre suite, plus one dedicated day patient theatre and an endoscopy theatre adjacent to the day patient ward. In addition, anaesthetic services are occasionally provided in X-ray and Emergency department which are appropriately equipped.

Surgical staffing consists of:

- (a) General Surgery – there are 4 Consultant General Surgeons with interests in vascular, breast, gastrointestinal and laparoscopic surgery. There is one Consultant Urologist who also provides the general Paediatric surgery service.
- (b) Orthopaedic Surgery – 4 Consultant Orthopaedic Surgeons provide a wide range of general orthopaedic and trauma care.
- (c) ENT Surgery – 2 Consultant Surgeons providing a wide range of ENT procedures.
- (d) Ophthalmic Surgery – 4 Consultant Ophthalmologists. Most of their lists are local lists but with ophthalmologists performing the blocks. There are general anaesthetic lists from time to time.
- (e) Gynaecology and Obstetrics – 7 Surgeons cover the Gynaecology and Obstetric Workload. The Anaesthetic Department provides an obstetric epidural service where appropriate.

- (f) Dental Surgery – local dental practitioners regularly operate under general anaesthesia or sedation within the Hospital's Day Patient Unit. There is a School Dental Clinic which also performs work under general anaesthesia in the Day Patient Unit. A mainland maxillofacial surgeon visits regularly to undertake more complex procedures.
- (g) Endoscopy – an anaesthetic service is provided to support high risk procedures and ERCP.

4.4 Intensive Care Services

The 7 bedded Intensive Care Unit is managed by the Anaesthetic Department. Three of the beds are nominally High Dependency beds which can be used by either surgical or medical patients. The medical HDU patients remain under the care of the Physicians. One of the Anaesthetists with an interest in Intensive Care provides rostered ICU cover on weekdays, with cover provided during the on-call period by the first on-call Anaesthetist. Currently the ICU consultant provided emergency anaesthetic and obstetric Anaesthetic cover during the day. It is planned that a second anaesthetist will be on duty for emergencies each morning once the 11 posts are filled to provide enhanced emergency anaesthetic provision. It is envisaged the emergency anaesthetist will work closely with the duty ICU anaesthetist to ensure the best care for urgent and emergency patients.

4.5 Chronic Pain Services

Two members of the department provide chronic pain services. Out patient clinics and procedural lists in the day patient theatre or radiology suite are provided. The pain service also has a full-time pain nurse (second pain nurse being recruited), an Extended Scope Physiotherapist and a psychologist.

4.6 Pre-operative assessment

Each Anaesthetist has allocated sessions every week to undertake pre-anaesthetic assessment clinics which are held in Alexandra House. There are several well equipped consulting rooms with computer services and full secretarial and nursing staff support. Alexandra House is well appointed to provide a light, airy and relaxed environment in which to work.

4.7 Support services

The department is supported by managerial and secretarial support staff.

SECTION 5: Job Plan

5.1 Job Plan

Guernsey lies out with 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 14-15. The remuneration reflects the substantial workload, particularly that undertaken out-of-hours.

The duty rota is prepared 6 weeks in advance, and the sessions covered by each anaesthetist will be different every week. The timetable below is an example and not a regular weekly schedule.

Each consultant will provide a 1 in 11 (plus prospective cover) '1st on call' cover on a non-resident basis. During this period, they are responsible for all aspects of the anaesthetic and ICU service (including obstetric emergencies and epidurals). The weekday on call period starts at 1800 and ends at 0800 the next morning. The 1st on call anaesthetist has no work allocated the day after being on call. There is a second on call rota (again 1 in 11) from 1800 to 0800 who provide additional cover if the first on call is too busy to respond to a new emergency or has to take a patient on an off island transfer. The second on call rota is less onerous and the anaesthetist is allocated clinical duties the next day.

There are two anaesthetists on duty each weekend, again with one first on call and one second on call. Duty periods are 0800 Saturday to 0800 Sunday and 0800 Sunday to 0800 Monday. In general, one anaesthetist does 1st on call Friday, 2nd on call Saturday and 1st on call Sunday, with a colleague doing 2nd on call Friday, 1st on call Saturday and 2nd on call Sunday.

MONDAY	0800-0900 0900-1245 1330-1800	Department Meeting Theatre list – Orthopaedics Theatre list – General Surgery
TUESDAY	0900-1230 1330-1800 1800-0800	Pre op Clinic SPA 1 st on Call
WEDNESDAY	No Clinical Duties after night 1 st on call	
THURSDAY	0800-1245 1400-1730	Theatre list – Gynaecology Pre op Clinic
FRIDAY	0800-0900 0900-1300 1330-1800	ICU MDT ward round Emergency anaesthetist Theatre list – ENT

Weekends 2:11 on call

In weeks where the anaesthetist has no first on call duties, there will be one half day allocated 'off duty'.

Current anaesthetic job plans show a working week in excess of 14 PA per week (this includes 1.5 PA per week for SPA.) The job plan includes both contract and private patient work (which receives additional remuneration). Modelling of the new working pattern with 11 consultants indicates the new posts will reduce the working intensity to 13.7 PA approximately each week including 1.5 SPA per anaesthetist.

A job plan review will take place between the appointee and the Departmental 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. Unlike the NHS the Job Plan is not linked to remuneration. 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 Royal College of Anaesthetists. 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.

The anaesthetic department has a weekly meeting from 0800-0900 on Monday, which includes academic presentations, meeting feedback and journal club presentations. In addition there is a monthly academic half day which all hospital specialists are expected to attend. These protected academic sessions, plus the weekly allocated SPA session, provide a minimum of 1.5 PA for Supporting Professional Activities each week.

SECTION 6: Clinical Governance

6.1 Clinical Governance Requirements

Everyone is 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 single Clinical Governance Committee. A local appraiser process has been in place for many years using an electronic appraisal portfolio, and recently regular off island appraisal has been introduced.

We comply with the General Medical Council revalidation requirements. There is an Annual appraisal following a format approved by the GMC, and a Responsible Officer (Dr Peter Rabey – Medical Director) has been appointed by the States of Guernsey to Oversee revalidation.

The MSG has employees with roles to assist the appraisal process. HSC employs a Medical Director and Director of Clinical Governance together with Clinical Audit and Healthcare Information Staff. There is good IT support within the MSG.

SECTION 7: General Conditions of Appointment

7.1 General Conditions of Appointment

The appointee will be employed by the Medical Specialist Group LLP under the terms of a consultant Anaesthetist. 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 funded 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 Anaesthesia 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 8: General Information / New Secondary Healthcare Contract

8.1 General Information & the 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 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 treatment under their own private insurance schemes. The MSG works in close partnership with HSC and services are reviewed from time to time. 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 8 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, Haematological 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 9: Person Specification

Attributes	Essential	Desirable	How Tested
Qualifications	<ul style="list-style-type: none"> • Entry on Anaesthetic Specialist Register • CCT (or entry expected Within 6 months of interview) • CEST or • European Community rights • FRCA or equivalent • Eligible to reside and work in the UK 	<ul style="list-style-type: none"> • ALS Provider 	<ul style="list-style-type: none"> • Certification & certification check
Clinical Experience	<ul style="list-style-type: none"> • Wide experience in anaesthesia, intensive care obstetric anaesthetic practice • Ability to take full and independent responsibility for clinical care of patients 	<ul style="list-style-type: none"> • At least 1 year experience at consultant level • Expertise to develop a sub-specialty in Intensive Care, or other branches of anaesthetic practice relevant to local services 	<ul style="list-style-type: none"> • CV • Interview • References • CCT check
Management & Administrative Experience	<ul style="list-style-type: none"> • Ability to organise and manage outpatient clinics and administration • Experience of audit and management • Ability and willingness to work within the contracted performance framework • Ability to advise on the development of a specialist service and its efficient and smooth running • Commitment to administrative and managerial responsibility 		<ul style="list-style-type: none"> • CV and interview
Personal Skills / Attributes	<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 • References

SECTION 10: Application Details

Further enquiries can be made to Dr Graham Beck, Consultant in Anaesthesia and Intensive Care, Directorate Chair – email grahamb@msg.gg

Applications must be accompanied by a professional CV and sent to Emma-Jayne Sarahs, Human Resources Manager, Medical Specialist Group, Alexandra House, Les Frieteaux, St Martin, Guernsey, GY1 3EX.

Informal visits are encouraged, and arrangements can be made by telephoning Emma-Jayne Sarahs on 01481 238 565 or by email to emmajs@msg.gg or by emailing Dr Graham Beck.

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