NHS Fife

CONSULTANT ANAESTHETIST
Victoria Hospital, Kirkcaldy
Consultant in Anaesthesia
Victoria Hospital, Kirkcaldy
40 hours per week
£80,653 (GBP) to £107,170 (GBP) per annum
Tenure: Permanent

NHS Fife Hospitals and Anaesthetic Services

General Anaesthetic Services
The main theatre suite is situated in Phase 3 at Victoria Hospital, Kirkcaldy (VHK). Phase 3 was opened in 2012 and includes 11 modern operating theatres with Draeger anaesthetic equipment and monitoring. There are 2 further elective orthopaedic theatres in Phase 2 of VHK. Additional dedicated trauma lists are scheduled and consultant led on Saturday and Sunday mornings. Dental day case anaesthesia, including paediatric patients, has a separate complex at the VHK. The Queen Margaret Hospital (QMH) has a further 5 anaesthetic theatres catering for day case and '23 hour stay' surgery.

Colorectal and Upper GI surgery
A full range of colorectal surgery is performed in NHS Fife. Laparoscopic colorectal surgery is the norm, with an active Enhanced Recovery Programme. Upper GI surgery is largely performed laparoscopically. There are close links with the regional hepatobiliary centre in Edinburgh, where the bulk of oesophageal and complex hepatobiliary surgery is performed. Bariatric surgery will be introduced into NHS Fife in the near future, in collaboration with NHS Borders.

CEPOD and Trauma
There is a dedicated CEPOD theatre that is staffed 24 hours a day. Out of hours cover is provided by a team of Consultant Anaesthetist, supporting a middle tier of trainees and speciality doctors. The on-call frequency is presently 1 in 16. This rota also covers the Obstetric Unit out of hours. There is a dedicated trauma theatre that is staffed during normal working hours, 5 days a week. Additional weekend trauma sessions are covered by a separate team of anaesthetists.

Orthopaedic Surgery
Orthopaedic elective services are provided for joint replacement, revision and reconstructive work for all major joints including shoulders, hips and knees. We also have surgeons with a special interest in hand, foot and ankle surgery. There are ring-fenced inpatient beds for elective work together with two dedicated clean air elective theatres in their own complex. Elective short stay surgery is catered for at QMH. NHS Fife participates in a national programme that monitors performance and quality, while there is an active Enhanced Recovery Programme. The majority of lower limb work is conducted under regional anaesthesia and there is extensive use of regional techniques for upper limb work. Cell salvage is available and used for most major revision work and contributes to the low rate of blood transfusion in this group of patients. The use of patient controlled epidural analgesia (where
appropriate for revision or complex primary work) is supported with appropriately trained staff for inpatients on the elective orthopaedic unit.

Pain Services
Acute pain services are based in the VHK with a dedicated nurse specialist team with daily patient ward rounds. Facilities for epidural management, PCA, wound catheters and regional block are provided. Fife has Scotland's first fully integrated chronic pain management service and our model of care has been chosen as the Scottish service model. The service is largely non-interventional with the focus of care being on rehabilitation-based pain management. The service comprises two consultants with a full multi-disciplinary team of specialist nurse, physiotherapy, occupational therapy, psychology and pharmacy. There is a drive to manage more patients in Primary Care in a group functional restoration programme. Complex patients are managed in Secondary care. There are strong working links with the acute pain service. The pain management service is currently working towards MCN status.

Pre assessment
Within VHK, there is a dedicated "Pre-Assessment Suite" which provides pre-operative assessment for all general surgical, orthopaedic, urology, oral, maxillofacial, breast and vascular specialties. It has been operational for more than 10 years and has a throughput of approximately 5500 patients per annum. The service has evolved into a comprehensive nurse lead assessment service providing the patient with vital personal contact, pre-operative information, instruction and follow up tests. Nurse practitioners perform full physical examination including heart and lung assessment, ECG interpretation and prescribing where necessary. The pre-assessment staff have an excellent working relationship with the cardiology department providing the patient with immediate cardiology opinion when necessary.

Intensive Care
The new 10 bedded intensive care unit is based at the Victoria Hospital with around 450 admissions per annum. A single critical corridor contains all critical care beds, including MHDU and SHDU, in close proximity to the new theatre suite. The ICU has a separate consultant on call rota with 9 consultant Anaesthetists/Intensivists and its own dedicated trainee rota. The ICU consultants have a sessional commitment to SHDU.

Day Surgery Unit
Day surgery and 23 hour stay surgery are largely based in a stand-alone unit at QMH, although some day surgery is performed at VHK. Resident Medical Officers are in place at QMH allowing us to perform increasingly complex procedures. Most specialities have regular short stay operating lists at QMH. Further development of services is anticipated in the near future.

Obstetrics and Gynaecology
The Obstetric Unit in Fife is based at the Victoria Hospital and has in excess of 3500 deliveries per year. A separate Midwife Led Unit is adjacent to the Consultant Led Unit. The anaesthetic department provides a 24 hour service for elective and emergency surgery and labour analgesia. There is a dedicated theatre in the main theatre complex with easy access to Labour Ward. HDU and ITU facilities are
located nearby. We provide a monthly High Risk anaesthetic pre-assessment clinic. Staff are keenly involved in training and assist in running regular local PROMPT courses. We support anaesthetic trainees at all stages of their training.
In patient gynaecology services, including major gynaecology oncology surgery, are provided at the Victoria Hospital. Day case and some overnight stay procedures are carried out in the Day Surgery Unit at QMH.

**Paediatrics**
The anaesthetic department is responsible for the anaesthetic management of around 1800 children per year, of whom around 500 are less than 5yrs old. Children’s services are centralised at VHK although a small number of healthy adolescents are anaesthetised in QMH. We have recently undergone a successful and complimentary peer review visit of the paediatric anaesthetic service. Specialties covered include ENT, ophthalmology, out-patient dental, maxillofacial and orthopaedic surgery (including trauma orthopaedics). There is a regular day-case general surgical list undertaken by a visiting general surgeon from the Royal Hospital for Sick Children in Edinburgh. The paediatricians manage their own 3-bedded pHDU contained within the children’s ward, and also run an efficient paediatric ambulatory care unit. Access to play specialists is available within working hours.

**Specialty surgery**
Other surgical specialty provided include ophthalmology, urology, dental, maxillofacial, ENT, interventional radiology and vascular surgery. The Terms and Conditions of service are those determined by the Consultant Contract and the post is offered on a 10 programmed activity basis. Although the post is offered on a full-time basis, applicants wishing to work part-time would be considered.

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Applicants must have full GMC registration, a licence to practise and be eligible for inclusion in the GMC Specialist Register.

Those trained in the UK should have evidence of higher specialist training leading to a CCT in Anaesthetics or eligibility for specialist registration (CESR) or be within 6 months of confirmed entry from the date of interview.

For further information or to apply for this exciting role, please contact the NHS Scotland International Recruitment Service:

Telephone: +44141 278 2712
Email: scotland@nhs.net
Web: www.international.scot.nhs.uk
<table>
<thead>
<tr>
<th>Acronym</th>
<th>Description</th>
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<tbody>
<tr>
<td>AHP</td>
<td>Allied Health Profession</td>
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<tr>
<td>CAMHS</td>
<td>Child and Adolescent Mental Health Service</td>
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<td>CAPA</td>
<td>Choice and Partnership Approach</td>
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<td>CBT</td>
<td>Cognitive Behavioural Therapy</td>
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<td>CCT</td>
<td>Certificate of Completion of Training</td>
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<td>CESR</td>
<td>Certificate of Eligibility for Specialist Registration</td>
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<td>CPD</td>
<td>Continuing Professional Development</td>
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<td>DCC</td>
<td>Direct Clinical Care</td>
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<td>EEA</td>
<td>European Economic Area</td>
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<td>FBT</td>
<td>Family Based Treatment</td>
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<tr>
<td>GIRFEC</td>
<td>Getting it Right for Every Child</td>
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<td>GMC</td>
<td>General Medical Council</td>
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<td>HR</td>
<td>Human Resources</td>
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<td>HSCP</td>
<td>Health and Social Care Partnership</td>
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<td>LD</td>
<td>Learning Disabilities</td>
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<td>NHS</td>
<td>National Health Service</td>
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<td>OOH</td>
<td>Out of Hours</td>
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<tr>
<td>PA</td>
<td>Programmed Activity</td>
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<tr>
<td>PVG</td>
<td>Protection of Vulnerable Groups</td>
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<td>RMN</td>
<td>Registered Mental Nurse</td>
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<td>SCA</td>
<td>Scottish Centre for Autism</td>
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<td>SPA</td>
<td>Supporting Professional Activity</td>
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<td>UK</td>
<td>United Kingdom</td>
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<tr>
<td>WTE</td>
<td>Whole Time Equivalent</td>
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JOB DESCRIPTION

NHS Fife
Consultant Anaesthetist

Outline of the post

The advertised post of whole time Consultants are replacement posts to support 32 whole time and part time colleagues.

The posts will be based at Victoria Hospital, Kirkcaldy with duties at Queen Margaret Hospital, Dunfermline. The posts will consist of 10 Programmed Activities. A detailed job plan will be created with the successful candidates. This will include:

Programmed activities:  
- DCC 8.0
- SPA 2.0

Availability supplement: 3%

Staffing

- Dr Martin Clark
- Dr Kay Dell
- Dr John Donnelly
- Dr Lawrence Li
- Dr Kaush Muralidharan
- Dr Marcia McDougall – ICU Lead
- Dr Frank MacKay
- Dr Alisdair MacKenzie
- Dr Robert Thompson
- Dr Bob Savage
- Dr Simon Bolton – College Tutor
- Dr Lucy Hogg
- Dr Ben Slater
- Dr Jane Timperley
- Dr Neil Shaw
- Dr Jill Duguid
- Dr Chris Kerr
- Dr Moira Simmons
- Dr Katie Hunter
- Dr Jacek Swierczeski
- Dr Susan Russell

- Dr Andreas Rogowski
- Dr Gavin Simpson
- Dr Ross Simmons – Clinical lead
- Dr Lawrence Li
- Dr Arif Rahman
- Dr Gary Macmahon
- Dr Venkatamuniraju Bhaskar
- Dr Mike Macmahon
- Dr Dorota Swierczewska
- Associate Specialists
- Dr Grant Forrest
- Dr Alisdair MacKenzie
- Dr Robert Thompson
- Specialty Doctors
- Dr Simon Bolton – College Tutor
- Dr Lucy Hogg
- Dr Ben Slater
- Dr Jane Timperley
- Dr Neil Shaw
- Dr Jill Duguid
- Dr Chris Kerr
- Dr Moira Simmons
- Dr Katie Hunter
- Dr Jacek Swierczeski
- Dr Susan Russell
- College Tutor
- Dr Alistair Matthews
- Dr John McBrien
- Dr Helen Robb
- Dr John Sturrock
- Dr Moira Simmons
- Dr Katie Hunter
- Dr Susan Russell
- Physician Assistants
- Marc Haste
- Ruth Beattie
- Vicki Pemberton
- Anaesthetic Secretary
- Lynda Stewart
Duties and Responsibilities

The main duties and responsibilities for the post(s) include the following:

Clinical Duties
The successful applicant will work with colleagues to provide a service in Anaesthetics to NHS Fife Acute Services Division. The exact details of the job plan will be negotiated with the successful applicant. The department is presently reviewing anaesthetic sessions with the implementation of the CLW e-rota. Sessions are available in all major specialities. A degree of flexibility is expected to allow for efficient running of the department.

On-call duties will be at VHK and may include a resident component in the future. Our on-call services are presently being redesigned to meet the challenges of the changes to training. Although a number of consultants have resident duties in contracts, consultants have not yet had resident sessions included in job plans. In the meantime, the successful applicant will participate in the Obstetric/CEPOD on call rota. The rota presently has a frequency of 1:16 attracting an availability supplement of 3%.

Job Planning
The successful candidate’s job plan will be negotiated annually between the Consultant and the Clinical Lead for Anaesthetics.

Appraisal/Revalidation
The successful candidate will participate in the appraisal and revalidation processes. You will participate in an annual appraisal. You will be allocated to an appraiser on appointment. The successful candidate will also attend an annual Mandatory Training update. Dates will be circulated by the Medical Director’s Office.

Cover for Consultant Colleagues
You will be required to provide prospective cover for on-call duties during your periods of annual leave, study leave, paternity leave and parental leave. You are also required to provide emergency cover for Consultant colleagues during unplanned absences, such as sick leave. If such an absence is likely to prolonged, the department will seek Consultant locum cover.

Teaching
NHS Fife is a teaching hospital with links to the Universities of Edinburgh, Dundee and St Andrews. We are allocated trainees from the South East Scotland School of Anaesthesia.

Consultants are expected to participate fully in appropriate “in-theatre” training of trainees and medical students. If a formal educational role is expected, the consultant can expect that these activities will be recognised within their job plan.

Continuing Medical Education
The Board supports and will require the successful candidate to participate in continuing medical education (CME). You are entitled to 30 days paid study leave within any 3-year period, with expenses for the purposes of CME.
Research
Interest in research is welcomed and would be supported by Consultant colleagues. The Department has been involved in recent multi-centre trials.

Clinical Governance
NHS Fife’s Acute Services Division is committed to maintaining a high quality of services to patients, with particular regard to patient safety, by continual development of practice in the light of research evidence and by audit based against relevant standards. The department operates a monthly “In Service” training session. These sessions are a useful source of clinical updates, review of guidelines and presentations around morbidity and mortality. Relevant audit performed within the department is presented and compared to national standards. Attendance is expected at these sessions.

Provisional Job Plan

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<th>AM</th>
<th>PM</th>
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<tr>
<td><strong>Monday</strong></td>
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<tr>
<td>Operating Session, VHK/QMH (1DCC)</td>
<td>Operating Session, VHK/QMH (1DCC)</td>
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<td><strong>Tuesday</strong></td>
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<tr>
<td>Operating Session, VHK/QMH (1DCC)</td>
<td>Operating Session, VHK/QMH (1DCC)</td>
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<td><strong>Wednesday</strong></td>
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<td>VHK/QMH</td>
<td>VHK/QMH</td>
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<td><strong>Thursday</strong></td>
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<tr>
<td>Operating Session, VHK/QMH (1DCC)</td>
<td>Operating Session, VHK/QMH (1DCC)</td>
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<td><strong>Friday</strong></td>
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<td>SPA, VHK/QMH (1SPA)</td>
<td>SPA, VHK/QMH (1SPA)</td>
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*SPA – Supporting Professional Activities

Each session equates to a 5.0 hour Direct Clinical Care Session as defined by the new consultant contract which includes pre and postoperative care. We should be able to incorporate a speciality interest for a suitable candidate.

The successful candidate will provide resident on-call within NHS Fife at some point in the future. The exact timing, frequency and location will be negotiated with the successful applicant. Each night of resident on call will attract 5PAs of DCC that will replace day time duties.

The post is based on an average of 10 PA (40 hour) week, with a degree of flexibility expected. There are a total of 8 DCC sessions (including out of hours work) and 2 SPA sessions. On appointment, discussions will take place with the successful candidate regarding a mutually agreeable job plan so the above is an outline example only. The job plan will be subject to review once a year by you and the Clinical Lead for Theatres and Anaesthetics, as laid out in the terms & conditions of the new consultant contract.
# PERSON SPECIFICATION

**NHS Fife**  
**Consultant Anaesthetist**

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<th>Attributes</th>
<th>Essential</th>
<th>Desirable</th>
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| **Qualifications and training** | Fellowship of the Royal College of Anaesthetists (or equivalent)  
Full Registration with the [GMC](https://www.gmc-uk.org) and a licence to practice  
Completion of Higher Training in Anaesthetics and inclusion on the [GMC Specialist Register](https://www.gmc-uk.org) or within six months of CCT or CESR (Anaesthetics) at interview | Higher training in appropriate subspecialty |
| **Experience** | Wide experience of anaesthesia in subspecialties. Minimum of 6 years in training post or equivalent CESR. Ability to undertake the clinical work and supervisory medical work expected of a consultant in NHS practice in UK. |  |
| **Teaching** | Evidence of participation in formal and informal teaching. | Formal training in medical education |
| **Research** | Experience of research methodology with evidence of publications | Higher degree |
| **Audit** | Evidence of participation in audit activities and quality improvement implementation. | Qualification in improvement science |
| **Management** | Understanding of NHS management structures. Attendance on management course | Practical management experience or qualification |
| **Interest and Motivation** | Commitment to patient focussed care, effective and efficient use of resources, continuous professional development and life long learning. |  |
TERMS AND CONDITIONS OF SERVICE

NHS Fife

Consultant Anaesthetist

The post is covered by the Hospital Medical and Dental Staff and Doctors in Public Health and The Community Health Service (Scotland), Consultant Grade, Terms and Conditions of Service.

**Type of contract**
Permanent

**Grade and salary**
Consultant: £80,653 to £107,170 per annum (GBP)
New Entrants to the NHS will normally commence on the minimum point of the salary scale (dependent on qualifications and experience). Salary is paid monthly by Bank Credit Transfer.

**Hours of duty**
40 hours per week
(10 sessions per week)

**Superannuation**
New entrants to NHS Fife who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to “opt out” arrangements can be made to do this via: www.sppa.gov.uk

**Removal expenses**
Assistance with removal and associated expenses may be given and would be discussed and agreed prior to appointment.

**Expenses of candidates for appointment**
Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement shall not normally be made to employees who withdraw their application or refuse an offer of appointment.

**Smoking policy**
NHS Fife operates a No Smoking Policy in all premises and grounds.

**Disclosure Scotland**
This post is considered to be in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership.

**Confirmation of eligibility to work in the UK**
NHS Fife has a legal obligation to ensure that it's employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdom. Before any person
can commence employment within NHS GGC they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until the right to work in the UK has been verified. ALL applicants regardless of nationality must complete and return the Confirmation of Eligibility to Work in the UK Statement with their completed application form. You will be required provide appropriate documentation prior to any appointment being made.

**Rehabilitation of offenders act 1974**
The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Fife. Any information given will be completely confidential.

**Disabled applicants**
A disability or health problems does not preclude full consideration for the job and applications from people with disabilities are welcome. All information will be treated as confidential. NHS Fife guarantees to interview all applicants with disabilities who meet the minimum criteria for the post. You will note on our application form that we ask for relevant information with regard to your disability. This is simply to ensure that we can assist you, if you are called for interview, to have every opportunity to present your application in full. We may call you to discuss your needs in more detail if you are selected for interview.

**Equal opportunities**
The post holder will undertake their duties in strict accordance with NHS Fife’s Equality Diversity and Human Rights Policy.

**Notice**
The employment is subject to three months’ notice on either side, subject to appeal against dismissal.

**Medical negligence**
In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only the post holder’s Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme.