NHS Lothian

CONSULTANT ANAESTHETIST
(with interest in Transplant Anaesthesia)
Royal Infirmary of Edinburgh
**VACANCY**

Consultant in Anaesthesia (interest in Transplant)  
Royal Infirmary of Edinburgh  
40 hours per week  
£80,653 (GBP) to £107,170 (GBP) per annum (pro-rata)  
Tenure: Permanent

NHS Lothian is an integrated NHS Board in Scotland providing primary, community, mental health and hospital services. Mr Tim Davison is the Chief Executive and Dr Tracey Gillies is the Medical Director. Dr Brian Cook is the Medical Director for Acute Services and Dr Michael Gillies is the Associate Medical Director for Anaesthesia, Critical Care and Diagnostics.

The NHS Board determines strategy, allocates resources and provides governance across the health system. Services are delivered by Lothian University Hospitals Services (LUHS), the Royal Edinburgh Hospital and associated mental health services, 4-community health (and social care) partnerships (CH(C)Ps) in Edinburgh, West Lothian, East Lothian and Midlothian, and a Public Health directorate.

NHS Lothian provides services for the second largest residential population in Scotland – circa 850,000 people. We employ approximately 24,000 staff and are committed to improving all patient care and services and engaging staff in service planning and modernisation.

Edinburgh and the Lothians are on the eastern side of Scotland’s central belt in the heart of the country. Four main areas make up Edinburgh and the Lothians – Edinburgh, East, Mid and West Lothian.

Edinburgh and the Lothians are a place of exceptional beauty and contrast, from Edinburgh’s historic skyline to the scenic countryside and coastline that surround it. Edinburgh is famous for its castle, military tattoo, fringe and international festival.

Edinburgh and the Lothians are home to top-ranking state and private schools and world class universities and colleges. Edinburgh offers a rich diversity of parks and gardens to spend time relaxing with friends and family. Whether you want to buy or rent Lothian also offers a diversity of accommodation ranging from city centre based flats, waterfront living, Victorian or Georgian villas to more rural farm houses or coastal homes.

Local and wider transport networks are excellent. Glasgow is less than 50 minutes away by train. The Scottish Highlands are accessible in a few hours offering opportunities for skiing and walking. National and international transport links make it easy to keep in touch with friends and family. London is a short, one hour, flight away and flight connections with London, Amsterdam and Paris offer a variety of international flight opportunities.
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
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<thead>
<tr>
<th>Abbreviation</th>
<th>Full Form</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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<tr>
<td>CAPA</td>
<td>Choice and Partnership Approach</td>
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<tr>
<td>CBT</td>
<td>Cognitive Behavioural Therapy</td>
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<tr>
<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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<tr>
<td>CPD</td>
<td>Continuing Professional Development</td>
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<tr>
<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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<tr>
<td>HR</td>
<td>Human Resources</td>
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<tr>
<td>HSCP</td>
<td>Health and Social Care Partnership</td>
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<tr>
<td>LD</td>
<td>Learning Disabilities</td>
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<tr>
<td>NHS</td>
<td>National Health Service</td>
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<tr>
<td>OOH</td>
<td>Out of Hours</td>
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<tr>
<td>PA</td>
<td>Programmed Activity</td>
</tr>
<tr>
<td>PVG</td>
<td>Protection of Vulnerable Groups</td>
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<tr>
<td>RMN</td>
<td>Registered Mental Nurse</td>
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<tr>
<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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<tr>
<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 Lothian

Consultant in Anaesthesia (interest in Transplant)
Royal Infirmary of Edinburgh

The Post

This post(s) has arisen as part of an expansion in Transplant Anaesthesia to meet current clinical service requirements.

The successful candidate(s) will join an established team delivering peri-operative patient care for patients in Liver, Kidney and Pancreas Transplant programmes based in The Royal Infirmary of Edinburgh. The out of hours commitment will be for Transplantation with elective theatre sessions available within Lothian.

Previous experience in anaesthesia for transplantation is desirable but consideration will be given to candidates who have a demonstrated interest in the peri-operative management of complex patients presenting for major surgery.

A flexible approach to work, excellent communication skills and a willingness to work within a team are fundamental to this post. Areas of particular clinical or academic interest will be encouraged where possible.

The post sits within the directorate of critical care.

This is an exposure prone post.

Departmental and Directorate Information

Facilities

Operating Theatres
There are 25 operating theatres at the Royal Infirmary of Edinburgh. There is 1 dedicated Transplant theatre 24/7 with the availability of a 2nd theatre within daytime hours if clinically required. The transplant anaesthetic team work closely with theatre operations management, surgeons, MDT and critical care to minimising delays and patient cancellations due to Transplant activity. In addition 2 days per week this anaesthetic group provide additional sessions for a dedicated laparoscopic theatre. The post holder has the opportunity to work closely with the department of Anaesthesia and Critical Care in Lothian.

Critical Care
Critical Care in Lothian is undergoing a major re-provision programme with the expectation of an expanded facility on the RIE site commissioned by July 2019.
Royal Infirmary of Edinburgh
A combined total of 40 beds with mixed level 2/3 will be available. Critical care forms part of an established peri-operative pathway for both elective and emergency surgical patients.

RIE is the regional referral centre for liver failure and liver transplantation. It offers a full range of organ support. There are approximately 1100 admissions per year. There is a separate Cardiothoracic surgical ICU and HDU.

Ward 215 Royal Infirmary of Edinburgh
Ward 215 is a 12 bedded Level 2 combined Renal and Transplant HDU. This area is staffed by the respective parent teams and provides early post operative care for Transplant patients.

Ward 58 Western General Hospital
Ward 58 provides surgical Level 1-2 HDU facilities on the Western site.

ICU St Johns Hospital
A 4 bedded mixed level 2-3 Unit, includes postoperative maxillofacial and plastics work and regional burns unit.

Ward 20 Western General Hospital
Critical Care is provided to oncology, medical and lower GI patients

Medical Staff

Dr Michael Gillies is the Associate Medical Director for Theatres, Anaesthetics and Critical Care.
Dr Kallirroi Kefala is Clinical Director for the Directorate of Critical Care in NHS Lothian.

The following consultants in Transplant anaesthesia form part of the Critical Care Directorate:
Dr Craig Beattie (Transplant Anaesthesia)
Dr Mort Kelleher (Transplant Anaesthesia)
Dr Rory Mayes (Transplant Anaesthesia)
Dr Euan Thomson (Transplant Anaesthesia)
Dr Helen Usher (Transplant Anaesthesia)
Dr David Cameron (Critical Care and Transplant Anaesthesia)
Dr Alistair Lee (Critical Care and Transplant Anaesthesia)
Dr Oliver Robinson (Critical Care and Transplant Anaesthesia)
Dr P Docherty (Military and Transplant Anaesthesia)

The current critical care consultant establishment at the Royal Infirmary of Edinburgh is:
Dr Kenneth Baillie (Critical Care)
Dr Monika Beatty (Critical Care)
Dr Brian Cook (Medical Director, Acute Services)
Dr Mark Dunn (Critical Care)
Dr Alistair Gibson (Critical Care and Anaesthesia)
Dr Michael Gillies (Associate Divisional Medical Director, Critical Care)
Dr Stuart Gillon (Critical Care)
Dr David Griffiths (Critical Care and Anaesthesia)
Dr Alasdair Hay (Critical Care)
Dr Kallirroi Kefala (Clinical Director, Critical Care and Respiratory Medicine)
Dr Dean Kerslake (Critical Care and Emergency Medicine)
Dr Nazir Lone (Critical Care)
Dr Gregor McNeill (Professional Lead, Critical Care, RIE)
Dr Grant Price (Critical Care and Anaesthesia)
Dr David Ray (Critical Care and Anaesthesia)
Dr Jen Service (Critical Care and Anaesthesia)
Dr David Semple (Critical Care and Anaesthesia)
Professor Tim Walsh (Research Lead, Critical Care)
Dr Elizabeth Wilson (Critical Care and Anaesthesia)
Dr Neil Young (Critical Care and Anaesthesia)

The current critical care consultant establishment at the Western General Hospital is:
Dr Anthony Bateman (Critical Care)
Dr Ross Paterson (Unit Professional Lead, Critical Care)
Dr Rosie Macfadyen (Critical Care and Anaesthesia)
Dr Stuart McLellan (Critical Care and Anaesthesia)
Dr Murray Blackstock (Critical Care and Anaesthesia)
Dr Charles Wallis (Critical Care and Anaesthesia)
Dr Jonathan Rhodes (Critical Care and Anaesthesia)
Dr Alastair Morgan (Critical Care and Anaesthesia)

The current critical care consultant establishment at St John’s Hospital is:
Dr Murray Geddes (Professional Lead)

Dr Samantha Moultrie
Dr Grant Price
Dr Patrick Armstrong
Dr Craig Walker

Main Duties and Responsibilities

Clinical
This successful post holder will have an active role in providing anaesthesia for Transplant and Elective surgery.

Transplant programmes include Liver, SPK, SIK, Renal and Live donor programmes in Liver and Kidney. Summary activity data of procedures for 2018/19 demonstrate 108 Liver, 135 kidneys, 14 SPK and 3 SIK. One of the main challenges is to provide consistent assessment to potential transplant recipients eg 174 liver transplant assessments with 96 patients added to the list in 2018/19. Outcomes from Transplantation are continuously reviewed at a National level including an annual performance meeting.

Job planning reflects the out of hours commitment to deliver the Royal Infirmary of Edinburgh transplant based programmes.
Elective theatre sessions are available within Lothian. In particular major intra-abdominal procedures from but not restricted to Hepato-biliary, Upper GI, Endocrine, Bariatric, Laparoscopic surgery and support for Liver radiological services.

The Department of Transplant Anaesthesia falls under the Critical Care Directorate and maintains strong links with the Anaesthetic Department. The group is involved in FRCA preparation teaching and anaesthetic training.

The Royal Infirmary has one of the largest and busiest Critical Care department in Scotland and one of the busiest in the UK with over 2500 admissions per annum. The workload is mixed, reflecting the acute nature of the hospital. The hospital is the regional trauma centre, houses the Scottish Liver Transplant Unit, Pancreatic Transplant and Regional Renal Transplant Unit and is the Scottish centre for thoraco-abdominal aortic aneurysm repair and the adult scoliosis and spinal deformity service. Re-provision of neurology services will occur in 2019 including Neuro-critical care. The Critical Care Directorate works closely with all of these specialities, particularly the transplant and acute liver failure services.

Out of Hours Commitments
- This is currently under review and aims to transition to a frequency of approximately 1 in 10 weekdays and 1 in 5 weekends (2 Consultant Anaesthetists at weekends)

Location
- This post is based at the Royal Infirmary of Edinburgh

Provide high quality care to patients
- Maintain GMC specialist registration and hold a licence to practice
- Develop and maintain the competencies required to carry out the duties of the post
- Ensure patients are involved in decisions about their care and respond to their views

Research, Teaching and Training
- Where possible to collaborate with academic and clinical colleagues to enhance NHS Lothian’s research portfolio, at all times meeting the full requirements of Research Governance
- To provide high quality teaching to medical undergraduates and members of other health care professions as required by the Clinical Director
- To act as educational supervisor and appraiser as delegated by the clinical Director to ensure external accreditation of training posts with an appropriate allocation of SPA time for these roles

Medical Staff Management
- To work with colleagues to ensure junior doctors’ hours are compliant in line with EWTD and New Deal
- To ensure that adequate systems and procedures are in place to control and monitor leave for junior medical staff and to ensure that there is appropriate cover within the clinical areas, including on-call commitments
• To participate in the recruitment of junior medical staff as and when required
• To participate in team objective setting as part of the annual job planning process

Governance
• Participate in clinical audit, incident reporting and analysis and to ensure resulting actions are implemented
• Ensure clinical guidelines and protocols are adhered to by doctors in training and updated on a regular basis
• Keep fully informed about best practice in the specialty areas and ensure implications for practice changes are discussed with the Clinical Director
• Role model good practice for infection control to all members of the multidisciplinary team

Strategy and Business Planning
• To participate in the clinical and non-clinical objective setting process for the directorate

Leadership and Team Working
• To demonstrate excellent leadership skills with regard to individual performance, clinical teams and NHS Lothian and when participating in national or local initiatives
• To work collaboratively with all members of the team
• To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties
• Adhere to NHS Lothian and departmental guidelines on leave including reporting absence
• Adhere to NHS Lothian values
**Indicative Job plan timetable**

The following job plan is indicative only and based on an annualised job plan for an appointee undertaking clinical sessions in Transplant Anaesthesia.

**Programmed activities**
The post is offered on a full time basis (40 hours) of 10 programmed activities under the new consultant contract. Annualised hours are calculated as follows and a sample timetable is shown below.

**Annualised hours calculation**

**8 DCC**
- Direct clinical care sessions include elective theatre activity , recognised out of hours work, peri-operative patient assessment and attending relevant multi-disciplinary meetings including M&M

**2 SPA**
- Contribute to ongoing audit activity, support of teaching and training in anaesthesia and critical care.

All members of the department work in a co-operative and cohesive fashion, with a flexible working ethos. The job plan timetable is given below, but flexibility for internal cover of colleagues is expected.

<table>
<thead>
<tr>
<th>Time</th>
<th>Type of work</th>
<th>PA DCC</th>
<th>PA SPA</th>
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<tbody>
<tr>
<td>Monday</td>
<td>8am-6pm</td>
<td>2.5</td>
<td></td>
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<tr>
<td>Tuesday</td>
<td>1pm-5pm</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Wednesday</td>
<td>8am-6pm</td>
<td>1.25</td>
<td></td>
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<tr>
<td>Thursday</td>
<td>9am-5pm</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Friday</td>
<td>8am-9am, 1pm-4pm</td>
<td>M&amp;M MDT</td>
<td>1</td>
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<tr>
<td>Saturday</td>
<td>10am-1pm</td>
<td>Tx Ward Round associated with on call frequency</td>
<td></td>
</tr>
<tr>
<td>Sunday</td>
<td>10am-1pm</td>
<td>Tx Ward round Associated with on call frequency</td>
<td></td>
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<tr>
<td>OOH</td>
<td></td>
<td></td>
<td>2.39</td>
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# PERSON SPECIFICATION

NHS Lothian

Consultant in Anaesthesia (interest in Transplant)
Royal Infirmary of Edinburgh

<table>
<thead>
<tr>
<th>Attributes</th>
<th>Essential</th>
<th>Desirable</th>
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<tr>
<td><strong>Qualifications</strong></td>
<td>Fellowship of the Royal College of Anaesthetists (or equivalent)</td>
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<td>Full Registration with the GMC and a licence to practice</td>
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<td>Completion of Higher Training in Anaesthetics and inclusion on the GMC Specialist Register or within six months of CCT or CESR (Anaesthetics) at interview</td>
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<tr>
<td><strong>Experience</strong></td>
<td>Experience in anaesthesia for Liver and kidney /pancreas transplantation.</td>
<td>Overseas experience. Other experience relevant to needs of the department e.g. Liver ICU, Echocardiography Management of Fulminant Hepatic Failure.</td>
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<td></td>
<td>Wide experience in anaesthesia for Hepato-biliary &amp; Upper GI surgery.</td>
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<tr>
<td><strong>Ability</strong></td>
<td>Ability to take full responsibility for independent management of elective patients.</td>
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<tr>
<td><strong>Academic Achievements</strong></td>
<td>Commitment to research, publications and presentations</td>
<td>Evidence of previous research and publication. Higher Degree e.g. MSc/MD/PhD</td>
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<tr>
<td><strong>Teaching and Audit</strong></td>
<td>Committed to formal and informal teaching and training of SpRs, junior doctors and medical students. Participation in audit projects</td>
<td>Previous experience of teaching and designing and effecting audit programmes. Development of Educational Programmes. Postgraduate Qualification in Education.</td>
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<tr>
<td><strong>Personal Attributes</strong></td>
<td>Committed to patient focused care</td>
<td>Able to motivate colleagues. Previous managerial training and experience.</td>
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<td>Good team player, good communication skills, experience of working in</td>
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| **multidisciplinary teams**  
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<th>Able to organise time efficiently and effectively</th>
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| **Circumstances of Job** | On call commitment to Transplant Anaesthesia  
| Current rota is under review. This is a new post to facilitate new Out of Hours working as outlined in illustrative job plan |
TERMS AND CONDITIONS OF SERVICE

NHS Lothian

Consultant in Anaesthesia (interest in Transplant)
Royal Infirmary of Edinburgh

Type of contract
Permanent

Grade and salary
Consultant: £80,653 to £107,170 per annum (GBP) (pro-rata)
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 Lothian 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.

General Provisions
You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions, you are expected to observe the organisation’s agreed policies and procedures and to follow the standing orders and financial instruction of NHS Lothian, in particular, where you manage employees of the organisation, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.

Removal expenses
Assistance with removal and associated expenses may be awarded (up to 10% of salary).

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, refuse an offer of appointment. Non NHS employees are not normally awarded travel expenses.

Tobacco policy
NHS Lothian 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 Lothian 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 Lothian 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 right to work in the UK has been verified.

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 Lothian. Any information given will be completely confidential.

Social Media policy
You are required to adhere to NHS Lothian’s Social Media policy, which highlights the importance of confidentiality, professionalism and acceptable behaviours when using social media. It sets out the organisation’s expectations to safeguard staff in their use of social media.

Principle base of work
You may be required to work at any of NHS Lothian’s sites as part of your role.

Notice
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 indemnity will cover only Health Board responsibilities. Paragraph 63 of the General Medical Council’s Good Medical Practice requires you to have adequate insurance or indemnity cover. You may wish to consider taking out additional medical indemnity e.g. with a Medical Defence Organisation to ensure that you have indemnity for the whole of your practice.