

The logo for the Medical Specialist Group is a blue rounded square containing the text "Medical Specialist Group" in white, bold, sans-serif font, arranged in three lines.

Medical Specialist Group

Job Description

Job title:	Consultant Neurologist
Directorate:	Adult Medicine Directorate
Responsible to:	Directorate Chair of Adult Medicine
Accountable to:	Medical Director, States of Guernsey The Medical Specialist Group LLP Management Board
Location:	Princess Elizabeth Hospital, Guernsey The Medical Specialist Group LLP
Hours:	Full time substantive post (no formal on call commitment)

The Post

We are looking to appoint a consultant Neurologist to help shape services for the local community in the Bailiwick of Guernsey (65,000 people approx.). The successful candidate will be the sole Neurologist for the island and will join 15 colleagues in the Adult Medicine Directorate, working in a high-quality consultant delivered service.

This is a new post which has arisen due to the retirement of a Consultant Physician who had an interest in Neurology and changes to the way in which off-island specialist services are provided.

At present we have a less than full time locum neurologist in post who is based between Guernsey/UK.

This post is an opportunity to develop a local neurology service led by a Guernsey based consultant with support from a teaching hospital neurology service, currently provided by University Hospital Southampton.

Why Choose Us?

- A unique opportunity to work within a small, cohesive department with a shared vision to deliver top quality, holistic patient care.
- We offer a generous remuneration package, including an array of employee benefits.
- Guernsey residents benefit from an independent taxation system, including flat rate 20% income tax.
- Relocate to appreciate a rewarding quality of life within a thriving small community.
- Enjoy shorter commutes and a safe and friendly place to live and raise a family – all within easy reach of the UK.

The Medical Specialist Group LLP

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 Care 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. The MSG was founded in 1992 by a group of 19 doctors. Today the service remains owned and run by a passionate team of doctors, currently comprising 56 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.

The MSG is based at Alexandra House and Mill House, where most managerial and support staff are based. Both buildings have dedicated outpatient facilities and are situated in close proximity to the island's main hospital, the Princess Elizabeth Hospital (PEH).

The Team

The successful applicant will join our team of 15 (15 FTE) Consultant Physicians & Oncologists. This is a consultant-based directorate working without either trainees or non-consultant grades, but with the support of a specialist nurse. There is a MS specialist nurse, who also has some input into the care of patients with other neurodegenerative disease. A business case for a second neurology nurse specialist is currently being considered by HSC. There are many nurse specialists employed by HSC to support consultants in their work. These include the areas of respiratory, cardiac rehabilitation, heart failure, elderly mental health, stroke, acquired disability, diabetes and tissue viability and others.

Our team have a wide range of subspeciality interests and work cohesively to deliver high quality patient care to our local community.

Our Consultants

Dr Tom Saunders	Directorate Chair for Adult Medicine Geriatric Medicine and GIM
Dr Kate Allen	Diabetes, Endocrinology and GIM
Dr Zulfiqar Ali	Cardiology and GIM
Dr Wasif Anees	Respiratory Medicine and GIM
Dr Ruth Copeland	Acute Medicine with geriatric interest
Dr Matthew Clark	Oncology
Dr Steve Evans	Seconded to EPR and Chairman* Stroke Medicine and GIM
Dr Peter Gomes	Oncology
Dr Patrick Harnett	Acute Medicine with renal interest
Dr Yogesh Manikyam	Oncology
Dr Dean Patterson	Cardiology and GIM
Dr Barzan Barzangy/Dr Hamish Duncan (locums)	Gastroenterology (job share)
Dr Daniel Nuth (locum)	Stroke Medicine and GIM (locum backfill for secondment)*
Dr Basil Ridha (locum)	Locum Neurologist
Dr Rana Heider (locum)	Acute Medicine
Advertised	Rheumatology – new post
Advertised	Dermatology LTFT – new post
Advertised	Neurology – this post

Our general physicians are supported by an efficient and proactive managerial and secretarial team which comprises of a Directorate Manager, 11 Personal Assistants and 2 PA support positions.

The Department of Adult Medicine

Our directorate provides adult medicine and oncology services within the PEH. Outpatient clinics are undertaken at the both the PEH and MSG premises.

Some of the features that we feel make our directorate particularly attractive to work in include;

- Consultant delivered service, facilitating effective and efficient decision making.
- Opportunity for a broad scope of practice.
- Encouragement to undertake up to 10 days funded 'off island attachment' to benefit the local health service and community.
- Protected weekly directorate meetings
- Monthly half day morbidity and mortality meetings and academic training, with all hospital specialities – helping us to foster cohesive team working.
- Proactive management team and substantial secretarial support.

Facilities and services

The department has approximately 2,400 admissions per year, most of which are non-elective. The General Physicians cover the acute on call rota and in general, continue the care of their own patients, cross-referrals are made as appropriate for patients requiring specialist inputs. There would be no expectation for the neurologist (this post) to take part in the acute general medicine rota but would be expected to provide neurology opinions and take over care where appropriate.

The Princess Elizabeth Hospital has an excellent 7 bed Intensive Care Unit, of which 3 beds are used flexibly as Medical High Dependency Unit, which provides hemofiltration for patients with AKI. The medical wards have 62 beds in total including rehabilitation. There is a private ward for medical, surgical, orthopaedics and gynaecology, although at times it is used for overflow medical patients.

Neurology service

The successful applicant will be expected to help develop the Neurology service in collaboration with colleagues and to provide an integrated and high-quality service for patients. This will include trying to ensure that appropriate waiting times for clinic are adhered to and provided in an effective, safe and efficient manner and the principles of risk management and clinical governance are maintained.

In 2024, 556 new Neurology outpatients were seen and 819 follow-ups.

Programme of Work

Guernsey lies outside the NHS and this post is different to a typical NHS post. The job plan will entail a minimum 10 PAs of timetabled work for the Secondary Healthcare Contract, with additional PAs allocated to private practice. Remuneration appropriately reflects the duties and responsibilities of the role.

A job plan review between the appointee and the Directorate Chair will take place within 6-12 months of the post commencement. This prospective agreement will outline your main duties and responsibilities. Unlike within the NHS setting, the job plan is not linked to remuneration. It will comprise clinical duties, managerial responsibilities, accountability arrangements and personal objectives, including details of any off-island links and the support required by the consultant to fulfil the job plan.

Clinical Duties

- To carry out assessment of neurology patients in both an inpatient and outpatient setting.
- To provide advice or take over the care, where appropriate, of patients under the care of other specialists within the Medical Specialist Group.

- To maintain clinical skills, continue research (if appropriate) and improve links with tertiary hospital through the off-island attachment.
- To participate in the development of the adult neurology protocols and guidelines.
- To develop and maintain collaborative relationships with medical colleagues in other specialities and participate in regular clinical meetings and other professional activities.
- To develop and maintain good communications with general practitioners and appropriate external agencies.
- Clinical Governance – active participation in all MSG governance processes.
- Quality improvement – lead approved quality improvement projects in your subspeciality area, to continually improve patient care.
- Education – to supervise and support allied health care professionals and medical students in training as required
- Administration – to complete administrative duties associated with your role in a timely manner.
- Work closely with the Directorate Manager to ensure the service remains efficient and optimises resources.
- Ensure appropriate record keeping using the designated EPR systems.
- Data protection – maintain good practice in handling of confidential information.
- Departmental activities – to support and contribute to departmental and wider MSG meetings.
- Appraisal and revalidation – adhere to these processes in the required timeframes.
- Maintain an up-to-date mandatory training record.
- Continuing Medical Education (CME) – be accountable for undertaking CME to maintain professional development.

Supporting Professional Activities

2 PAs will be allocated flexibly for supporting professional activities. Monthly Academic Half Days and other meetings are considered as SPA activities. Time is also allocated for audit and appraisal. Achieving the recommended SPAs, with no commitment to teaching or research, is done flexibly and will vary according to acute workload.

‘The Academic Half Day’ is a unique monthly multi-speciality educational half day meeting called. This comprises both a morbidity and mortality review and an academic session, bringing all hospital specialists together and delivers a broad educational programme – including external speakers.

Additional admin sessions are allocated (within job planning) to consultants with managerial roles with the department or the wider MSG.

Neurology Job Plan

This indicative timetable will need to be determined with the successful applicant but would contain the following elements:

- OP Clinic 4 PAs (could include MDT clinics with specialist nurses or botox injections)
- SPA 2 PAs
- Clinical admin 1.5 PAs
- Supervising neurology inpatients 1PA
- Procedures – LP botox etc: 1 Session
- Neuro MDT meetings with off islands teams: 0.5 sessions
- Day assessment unit sessions – supervising infusions (e.g. MS disease modifying therapies): 0.5 sessions

An indicative job plan is shown below, but the final programme of work will be agreed upon with your line manager

	Time	Duty	DCC (weekly)	SPA
Monday	08:00-12:00	Clinic	1	
	13:00-17:00	Admin	1	
Tuesday	08:00-12:00	SPA		1
	13:00-17:00	Procedures or MDT	1	
Wednesday	09:00-12:00	Day assessment unit	0.75	
	13:00-17:00	Clinic	1	
Thursday	08:00-09:00	Physicians meeting		0.25
	09:00-12:00	Inpatient referrals	0.75	
	13:00-17:00	Clinic	1	
Friday	08:00-12:00	Admin/SPA (alternate weekly)	0.5	0.5
	12:00-13:00	X-ray meeting	0.25	
	13:00-17:00	Clinic	1	
Total			8.25	*1.75

*Additional SPA is generated by once monthly AHD afternoon – generating 0.25 SPA per week but done in place of a clinical commitment on a rolling basis.

MDT sessions will alternate weekly between local and remote sessions with Southampton General Hospital sessions.

The Thursday AM session equates to 0.75PAs per week for inpatient care and management of referral which would be spread across the whole working week.

The consultant is expected to work flexibly and to put the needs of the patients first. This is a consultant delivered and not a consultant led service, with no junior staff.

Private patient activities are supported and can be undertaken in addition in to scheduled contract activities.

An off-island attachment is encouraged. The post holder is allowed up to 10 days a year to maintain links with an off-island centre. This is to maintain links with an off-island service and to ensure that single handed specialists are provided with appropriate support and development opportunities.

Direct clinical care sessions include:

- Administration work directly related to clinic care
- Outpatient clinics
- Ward rounds
- Weekly day time on call activities

Applications and visits

Informal enquiries about the post are welcome and can be made to Dr Tom Saunders (Directorate Chair for Adult Medicine) tom.saunders@msg.gg or via Nathan Collenette (Business Partner – People and Organisation) nathan.collenette@msg.gg or via our switchboard on 01481 238565.

Applications must be accompanied by a covering letter and CV and sent to recruit@msg.gg
Closing date for applications is Friday 27th June 2025.

Short listed candidates are encouraged to visit prior to interview.

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

To find out more about relocating to Guernsey visit: <https://www.locateguernsey.com>

The Medical Specialist Group LLP

Management and organisation structure

The senior office holders consist of the Chairperson, Lead Governance Partner and Lead Finance partner who together with the four Directorate Chairs and 2 consultant Partnership representatives from the Management Board.

The four Directorates are Adult Medicine (16 consultants), Anaesthetics (12 FTE Consultants), 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.

The Secondary Healthcare Contract

The Medical Specialist Group LLP 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 65,000, which includes 2,000 in Alderney, 100 in Herm and 500 in Sark (Sark residents are treated as private patients). The MSG works in close partnership with HSC and services are reviewed regularly. Patients are seen at the MSG premises and the PEH. Outpatient activity takes place mainly at the MSG 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 four Consultant Emergency Doctors and eight 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 three main GP practices in Guernsey and 1 in Alderney. GPs will refer patients to secondary care either electively or as an emergency. Secondary care services under the MSG are 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 currently such as, Haematological Oncology, Microbiology and some elements of Renal Medicine are provided by visiting specialists from UK tertiary centres that have a contract with HSC. There are also inpatient facilities at The Mignot Memorial Hospital in Alderney, which is managed by GPs.

Clinical Governance Requirements

The appointee will be expected to participate in all aspects of clinical governance and best practice standards. These include compliance with policies relating to healthcare associated infection and data protection. The post-holder will participate in regular clinical audit and review of outcomes, and work towards achieving local/national targets.

Both the MSG and HSC are committed to the clinical governance process and have a single Clinical Governance Framework.

A local appraisal process is in place and upon joining you will be allocated an appraiser by the appraisal lead. We comply with the General Medical Council (GMC) revalidation requirements. Dr Peter Rabey (Medical Director) has been appointed by the States of Guernsey to oversee revalidation.

A consultant mentor will also be allocated on appointment, to support transition to working and living on island.

General Conditions of Appointment

The appointee will be employed by the MSG under the terms of a consultant general physician. 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, 10 days funded study leave and the opportunity for up to 10 days 'off island attachment' per annum. It is required that 6 weeks' notice be given for leave (with the exception of compassionate/sick leave), in order to prevent impact on service delivery.

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

All appointments are subject to the following checks;

- Identity
- Criminal record
- Essential qualifications and professional registration
- References
- Occupational health clearance

Satisfactory Occupational Health and Enhanced DBS check with Barred List (Child and Adult Workforce) obtained. Applicants are not entitled to withhold information about convictions (including 'spent' convictions or pending prosecutions) and failure to disclose such convictions could result in dismissal or disciplinary action by the MSG LLP. Any information provided will be completely confidential and considered only in relation to the relevant application.

Pay and benefits

- Generous salary (not utilising NHS pay scale) and current local Guernsey income tax flat rate of 20%
- Opportunity to undertake integrated private practice
- Potential to join our partnership in the future (at a mutually convenient time). Partners are eligible for 6 weeks of sabbatical every 7 years.
- Full relocation package
- Private health insurance for yourself and your family
- Pension scheme delivered by a long-established local pension specialist (up to 5% matched employer contribution)
- Life assurance scheme
- Income protection scheme
- Medical indemnity insurance cover
- GMC and BMA subscription cover
- Free car parking at both the MSG and PEH
- Wellbeing allowance of £300/annum (towards gym/better commute scheme etc)
- 35 days per annum annual leave

- 10 days study leave with generous reimbursement package
- Up to 10 days fully funded 'off island attachment' with opportunities for professional and service development

Our Vision, Purpose and Values

Our Vision

Internationally recognised as a centre of excellence for clinical care.
Loved by the Guernsey community.

Our purpose and values

The needs of our patients come first, always.

With the patient at the centre of everything we do, we work as a multi-disciplinary team to relieve illness and improve health, providing the best possible care and experience.

We are committed to patient safety and clinical excellence in all we do.

We invest in our people so that we can achieve together the highest standards of clinical care and the best possible outcomes, justifying the trust our patients place in us.

We work as one team and treat each other with respect.

We value and respect each other, and we follow through on our promises. We create a compassionate environment. We follow the golden rule: treat people as we would like to be treated ourselves.

We value partnership.

We are fully integrated into our local community, and we actively seek opportunities to partner with government, other healthcare providers, patient groups, and businesses to improve healthcare and the quality of our patients' lives.

We focus on the long term.

We invest in the future and in our financial security, using our resources efficiently and always innovating to improve the patient experience. We are committed to sustainability and measure our progress in accordance with the UN Sustainable Development Goals.

Person Specification

	Essential Criteria	Desirable Criteria	Where evaluated
Professional Qualifications	<p>Entry on GMC Specialist Register for Neurology</p> <p>CCT (or entry expected within 6 months of interview)</p> <p>CESR or European community rights</p> <p>MRCP or equivalent</p> <p>Eligible to reside and work in the UK</p>	A subspecialty neurology interest	<p>GMC</p> <p>Royal College Assessor</p> <p>CV</p>
Clinical Experience, Skills, and Knowledge	<p>Clinical training and experience equivalent to that required for gaining UK CCT in General Medicine</p> <p>Ability to offer expert clinical opinion on a range of problems both emergency and elective within Neurology</p> <p>Ability to take full and independent responsibility for clinical care of patients</p> <p>Ability to integrate care of appropriate patients with the tertiary centre and establish personal links</p>	More than 1 years' experience at consultant level	<p>CV</p> <p>Interview</p> <p>References</p> <p>CCT Check</p>
Quality Improvement, Management and IT	<p>Evidence of participation in quality improvement activities</p> <p>Evidence of commitment to good clinical governance</p> <p>Ability and willingness to work within the</p>	<p>Management course or evidence of management structures/processes</p> <p>Experience of managing a clinical service</p>	CV, interview, references

	<p>contracted performance framework</p> <p>Commitment to administrative and managerial responsibility</p>	<p>Knowledge/experience in utilisation of digitalised systems</p>	
Teaching and Research	<p>Ability to teach clinical skills</p> <p>Ability to apply research outcomes to clinical practice</p>	<p>Instructor on recognised course</p> <p>Publications/research activity</p>	<p>CV</p> <p>Interview</p>
Personal Qualities	<p>Honesty & reliability</p> <p>Ability to work in a small community</p> <p>Team working with ability to be flexible and adaptable to change</p> <p>Caring attitude towards patients</p> <p>Ability to communicate effectively (written & oral skills) with patients</p> <p>Ability to demonstrate good multidisciplinary</p> <p>High levels of emotional intelligence</p>	<p>Willingness to undertake additional responsibilities</p> <p>Commitment to developing the partnership</p>	<p>CV</p> <p>Interview</p> <p>References</p>