



Job Description

Job title:	Consultant in Medical Oncology
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 replacement post

The Post

We are looking to appoint a consultant medical oncologist to join a team of three medical oncologists providing expert cancer care, based within the Bulstrode Oncology Unit at the PEH in the Bailiwick of Guernsey (65,000 people approx.). The successful applicant must be on the GMC Specialist Register or be within 6 months of eligibility for inclusion at the time of interview.

Desirable site-specific interests for the post include urological and gynaecological cancers but other interests would be considered. The consultants are supported by an excellent team of specialist nursing staff.

We are looking for a candidate who demonstrates clinical excellency, is a good communicator and shares the values we place on long term partnerships.

The Medical Oncologists work closely with colleagues in the University Hospital Southampton NHS Foundation Trust and also have links with Centres such as London hospitals. A visiting Lymphoma Medical Oncologist from Southampton provides a local lymphoma service. The successful applicant would be encouraged to develop formal links with Southampton colleagues, and this may involve regular visits to attend MDT meetings in 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 55 consultants with a range of professional interests. There are no junior doctors 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 MSG Adult Medicine Department and support services are located primarily at Alexandra House, however the departments of Cardiology and Oncology who are wholly based within the PEH.

The successful applicant will join our team of 16 Consultant Physicians & Oncologists and will ideally bring a subspeciality or special interest that complements those of the existing consultants, however we will remain flexible in order to attract high quality candidates.

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 (leaving Jan 2026)	Oncology – this post
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 Aneurin Matthew	Acute Medicine and Geriatric Medicine
Dr Dean Patterson	Cardiology and GIM
Dr Barzan Barzangy/Dr Hamish Duncan (locums)	Gastroenterology (job share)
Dr Daniel Nuth (locum)	Stroke Medicine (locum backfill for secondment)
Dr Basil Ridha (locum)	Locum Neurologist
Dr Rana Haider (locum)	Acute Medicine
Dr Michael Clynes (September start)	Rheumatology
Dr Alice Walker (September start)	Dermatology LTFT

Our 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 specialties – helping us to foster cohesive team working.
- Proactive management team and substantial secretarial support.

Facilities and services

The oncologists run a 1:3 on call night-time rota until 23:00 following which, cover is provided by the physicians until 8am. The oncologists also provide oncology cover from 08:00 until 13:00 at weekends and on bank holidays. The service is consultant only, with a first on call commitment without junior staff, and is non-resident at nights and weekends.

Presently most unplanned admissions are assessed in the Emergency Department following referral from the emergency doctor or from the community via GPs.

The Princess Elizabeth Hospital has an excellent 7 bed Intensive Care Unit, of which 3 beds are used flexibly as Medical High Dependency/Coronary Care beds. There is a hospital modernisation program in progress which will increase the number of ITU/MHCU beds and upgrade the private wing. The acute medical wards have 48 beds in total and the Older Person/Rehabilitation Ward has 26 beds. There is a private ward for medical, surgical, orthopaedics and gynaecology, although at times is used for overflow medical patients.

Outpatients

Oncology outpatient clinics are held in the Bulstrode Oncology Unit at the PEH. Currently the consultants between them hold up to 10 clinics weekly and the visiting lymphoma oncologist holds clinics 2 days per month.

There are approximately 2,500 outpatients seen annually of whom around 250 are new patients.

External Links

The new medical oncologist will be encouraged to maintain a regular off-island link to maintain specialist clinical skills with a tertiary provider. The maximum time off-island is 10 days per year and is arranged to the mutual convenience of the post holder and the tertiary centre. Applications need to be supported by the Department of Medicine and approved by the MSG and HSC Governance Committees.

Duties

- To provide an excellent and comprehensive patient-centred service for all eligible cancers, delivered in line with waiting times and in line with improving outcomes of specific cancers guidance issued by NICE and other national bodies.
- To provide expert guidance and aid in the diagnosis of cancer and where appropriate take over the care of patients.
- To provide expertise in the management of cancer through multidisciplinary teams by developing and maintaining collaborative relationships with medical colleagues in other specialties and participation in regular clinical meetings and other professional activities.
- To help to ensure the safe and effective administration of chemotherapy, immunotherapy, endocrine and other therapies and appropriate patient monitoring.
- To provide care for Oncology patients in both inpatient and outpatient settings and to participate fully in the Oncology on-call duty rota.
- To be accountable for improving and complying with infection control practices.
- To provide care that promotes optimal functioning and quality of life for each individual patient.
- To ensure that all aspects of service are delivered safely and conform to national standards and published guidelines, monitored by regular audit.

- To provide timely high-quality information that is accurate for patients, families and carers.
- Commitment to continual service improvement.
- Involvement of service users and all relevant partners who provide shared care in service development and review.
- 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

Programme of Work

Inpatients/Acute General Medicine

Overall, the Department has approximately 2,000 medical admissions per year, most of which are general medical admissions (rather than oncology). The weekday daytime acute medical rota is shared between the Physicians. The Oncology department is supported by the rest of the Adult Medical division. The Oncologists provide one in three daytime cover for Oncology, together with one in three evening cover until 23:00 – following which cover is provided by the physician on call until 8am. The Oncologists also provide Oncology cover from 08:00 to 13:00 on weekends and bank holidays. The on-call service is consultant only first on call provision, without junior staff and also includes prospective cover. Presently most unplanned admissions are assessed in the Emergency department, following referral from the ED clinician or from the community via GPs. When the on-call falls on a Bank Holiday, compensatory annual leave will be added to the annual entitlement.

The PEH has an excellent 7 bed intensive Care/High Dependency Unit. The two acute medical wards have 38 beds in total and of these 50% are single rooms with private bathroom facilities, the remainder being 4 bedded bays with 2 bathrooms each. There is no separate inpatient oncology facility, oncology patients are managed on the medical ward. The Older Persons/Rehabilitation Ward has 22 beds. There is a ward for private patients, all single rooms, which also accepts overflow non-private medical or oncology patients if needed.

Our local tertiary centre is University Hospital Southampton, who are available for 24/7 advice and support.

Bulstrode Oncology Unit

The Bulstrode Oncology Unit is a purpose-designed modern facility where patients attend for clinics and treatment. Most aspects of oncology patient management are carried out within the unit, including blood tests, injections and infusions,

chemotherapy, immunotherapy, blood and platelet transfusions. Adjuvant zoledronic acid infusions for breast cancer patients are given on the Day Assessment Unit. Some practical procedures such as PICC line insertions are carried out in the Unit by the Consultant Oncologists with the assistance of the Oncology Nursing Staff. Carrying out such procedures is not a requirement of the post and is dependent on the skills and wishes of the postholder.

The experienced nursing staff carry out pre-treatment assessments under the supervision of the consultant oncologists. Pre-chemotherapy discussions and patient education are held within the unit.

Based within the Oncology Unit there are 8.6 WTEs Oncology Clinical Nurse Specialists and a lead Cancer Nurse.

Support Services

There are 4.5 whole time equivalent (WTE) Palliative Care Clinical Nurse Specialists and an Associate Specialist Palliative Care Doctor, in addition to a full-time social worker. There is access to dietetics, including a specialist Head and Neck service, clinical psychology, physiotherapy and occupational therapy. In addition, there are specialist nurses in Breast Care, Respiratory medicine, Stoma Care and Uro-Oncology. There is also an established acute and chronic pain service with the involvement of two Consultant Anaesthetists, a psychologist and Consultant Nurse Specialist.

A Palliative Care Consultant from Southampton provides a visiting service (two days per month) and a 24-hour palliative care consultant telephone advice service is available. The Guernsey Society for Cancer Relief (a local charity) also have a presence in the department and provide volunteers to help with drinks and meals together with funding for patients' travels, subsistence and many other areas of support. There are a number of other local cancer related charities which provide considerable support and information for patients, families and carers.

The local hospice is a modern purpose-built unit situated approximately 1 mile from the hospital, has seven in-patient beds and runs an active day hospice service. The hospice team work closely with the oncologists and with the palliative care and oncology clinical nurse specialists. In addition to the cancer site-specific multi-disciplinary team (MDT) meetings, there is a weekly Oncology and Palliative Care MDT.

Multi-Disciplinary Teams:

Gastro-intestinal (upper and lower GI, pancreas, biliary), Lung and mesothelioma, Head and Neck, Urological, Breast, Gynaecological, Skin cancers, Oncology and Palliative Care

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.

Sample Weekly Timetable

Guernsey is not part of the UK, and the healthcare system is therefore not part of the NHS. This post therefore differs from an NHS consultant post in that there are no specified numbers of programmed activities (PAs,) but this job is approximately the equivalent of 12-13 PAs (including integrated private practice).

Below is an estimate of equivalence, with regard to direct patient contact (DPC) and supporting professional activity (SPA):

DCC Excluding the first on-call out-of-hours commitments detailed above, there are 8.5 PAs per week.

SPA There are two formal SPA sessions per week.

The Consultant is free to use their time flexibly within the limitations of the requirements of the contract between HSC and MSG but is expected to put the needs of the patients first. Private outpatients can be accommodated within the working week, either in a dedicated clinic or seen within contract clinics or adhoc according to consultant availability and patient wishes.

Off Island attachments, the monthly Academic half day and weekly GIM radiology meetings are considered as SPA activities. Time is also allocated for audit and appraisal.

An indicative timetable is given below, this may vary depending on the site-specific interests of the new appointee.

	AM	12.30-13.30	PM
Monday	Ward Round Outpatient Clinic	Lunch	Half Day
Tuesday	Ward Round/ Procedures Clinical Admin	Lunch	Outpatient Clinic
Wednesday	Urology MDT Ward Round	Lunch	SPA
Thursday	Physicians Business Meeting Ward Round/ Clinical Admin	Lunch Gynae MDT	Outpatient Clinic
Friday	Urology MDT Ward round Oncology/Palliative Care MDT	X-ray meeting	SPA

(SPA = Supporting Professional Activity)

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 made via: (BambooHR link), or sent to recruit@msg.gg

Closing date for applications is Friday 5th September 2025.

Interviews planned for late September.

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, form 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 Health Care 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 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.

The appointee will be required to cover for colleagues' absence from duty on the basis of mutually agreed arrangements with the Directorate Chair. 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
- 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
- Generous 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 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

Requirements	Essential	Desirable	Method of Assessment
Qualifications	<ul style="list-style-type: none"> • Entry on GMC Specialist Register (or entry expected within 6 months of interview). • MRCP Diploma or overseas equivalent • Eligible to reside and work in the UK 	<ul style="list-style-type: none"> • Success in Intercollegiate Specialty examination • Higher degree (MD or PhD) 	<ul style="list-style-type: none"> • CV • Certificate Check •
Clinical Experience, Knowledge & Skills	<ul style="list-style-type: none"> • Clinical training and experience equivalent to that required for gaining UK CCT in Oncology • Ability to offer expert clinical opinion on range of problems both emergency and elective within the specialty on oncology • Ability to take full and independent responsibility for clinical care of patients 	<ul style="list-style-type: none"> • Expertise to develop a sub-specialty interest 	<ul style="list-style-type: none"> • CV • Interview • References • CCT check
Management & Administrative Experience	<ul style="list-style-type: none"> • Ability to advise on efficient and smooth running of specialist service • Ability to organise and manage out-patient priorities, ward work, practical procedures and clinical trial work • Commitment to administrative and managerial responsibility 	<ul style="list-style-type: none"> • Management course or evidence of management structures/processes • Knowledge/experience in utilisation of digitalised systems 	<ul style="list-style-type: none"> • CV • Interview • References
Teaching Experience	<ul style="list-style-type: none"> • Ability to teach clinical skills to nursing, technical staff and medical students 	<ul style="list-style-type: none"> • Instructor on recognised course or other relevant teaching qualification 	<ul style="list-style-type: none"> • CV • Interview • References

Research Experience	<ul style="list-style-type: none"> • Ability to apply research outcomes to clinical and specific oncological practice 	<ul style="list-style-type: none"> • Publications/research activity • Clinical trials experience 	<ul style="list-style-type: none"> • CV • Interview • References
Personal Attributes	<ul style="list-style-type: none"> • Honesty and reliability • Ability to work in a small community • Ability to be flexible and adaptable to change • Caring attitude to patients • Ability to communicate effectively (written & oral skills), with patients, relatives, GPs, nurses, staff and other agencies • Ability to demonstrate good multidisciplinary team working 		<ul style="list-style-type: none"> • CV • Interview • References
Motivation & expectations	<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