



Job Description

Job title:	Consultant in Anaesthesia and Perioperative Medicine
Directorate:	Anaesthesia
Responsible to:	Directorate Chair of Anaesthesia
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 anaesthetist to help provide anaesthetic services to the local community in the Bailiwick of Guernsey (65,000 people approx). The successful candidate will join 13 (11 FTE) existing colleagues working in a high-quality consultant delivered service.

Our team work in partnership with our surgical colleagues to deliver high quality perioperative and anaesthetic care. We are looking for a candidate who demonstrates clinical excellency, is a good communicator and shares the values we place on long term partnerships.

It is envisaged the new postholder will work flexibly across a range of anaesthetic sessions. Experience across a wide breadth of anaesthetic practice is essential. An interest in intensive care would be valued, but is not essential and there is scope to incorporate subspeciality interests across anaesthesia and perioperative medicine. The department also provides opportunities to pursue interests in quality improvement, leadership and management roles.

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 50 consultants with a range of professional interests. There are no junior doctors in Guernsey and therefore consultants provide the complete range of inpatient and outpatient care. Tertiary care services are supplied by a variety of Hospitals on the UK Mainland, mainly Southampton University Hospital, usually through contracted services.

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 13 (11FTE) Consultant Anaesthetists to provide a 12th post. This is a consultant based department working without the support of either trainees or non-consultant grades, the exception being an Advanced Critical Care Practitioner tier within our Intensive Care Service.

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 Ravi Anandampillai	Anaesthesia
Dr Stefan Andersson	Anaesthesia and Perioperative Medicine
Dr Graham Beck	Anaesthesia and Intensive Care MSG Clinical Governance Lead
This post	Anaesthesia
Dr Nick Crabtree	Anaesthesia (job share)
Dr Richard Evans	Anaesthesia (job share)

	Anaesthesia Directorate Deputy Chair
Dr Claire Frampton	Pain management (job share)
Dr Michelle Le Cheminant	Anaesthesia Paediatric Anaesthesia Lead Anaesthesia Directorate Chair
Dr David McColl	Anaesthesia and Intensive Care ICU lead
Dr Anthea Pinder	Anaesthesia (job share) Obstetric Anaesthesia Lead
Dr Nick Sheppard	Anaesthesia and Pain Management
Dr Yaroslav Stefak	Anaesthesia and Pain Management
Dr Gary Yarwood	Anaesthesia and Intensive Care
Interviewing (applications closed)	Anaesthesia and Intensive Care

Our anaesthetists are supported by an efficient and proactive managerial and secretarial team which comprises of a Directorate Manager, 4 Personal Assistants and 1 PA support position.

The Department of Anaesthesia and Perioperative Medicine

Our department provides anaesthesia, intensive care and pain management services within the PEH. Outpatient clinics are undertaken at the MSG premises, for both pre-operative assessment and pain management.

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

- Playing a key role in patient care throughout our patient's perioperative journey, starting with our consultant delivered, clinic-based pre-assessment service for all elective patients.
- New Intensive Care Unit due to open in 2024.
- Experienced surgical colleagues, with whom we maintain excellent working relationships.
- Consultant delivered service in anaesthesia, 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 departmental meetings and intensive care MDT rounds.
- Monthly half day morbidity and mortality meetings and academic training, with all hospital specialities – helping us to foster cohesive team working.
- No fixed weekly sessions, offering maximum flexibility to balance life/work.
- Proactive management team and substantial secretarial support.

Facilities and services

The Princess Elizabeth Hospital has 4 theatres within the main theatre suite, plus one dedicated day patient theatre and an endoscopy suite. Remote sites utilising anaesthesia services (including MRI, X-ray suite and the Emergency Department) are appropriately equipped.

Anaesthesia services

Anaesthesia services are provided for a breadth of surgical subspecialities including;

- General surgery – breast, laparoscopic colorectal and gastrointestinal (benign and non-benign pathology), urology (including paediatric and laparoscopic) and vascular
- Orthopaedic – wide range of elective and trauma care, including adult revision joint surgery
- ENT surgery – including paediatrics and major head and neck procedures
- Gynaecology and obstetrics – wide range of procedures including laparoscopic urogynaecology and provision of epidural service for obstetrics
- Ophthalmic surgery – including strabismus, phaco, oculoplastics and glaucoma
- Dental – adult and paediatric services, including maxillofacial
- Endoscopy – sedation/general anaesthesia to support complex cases
- MRI – sedation/general anaesthesia services for paediatrics

Intensive Care

The 7 bedded intensive care unit at the PEH is managed by the Anaesthetic Department. A brand new 12 bedded intensive care unit is in the final stages of construction and is due to open in 2024. Consultant Anaesthetist/Intensivist Dr David McColl is current ICU lead and together with three colleagues provides ICU weekday consultant cover. They are supported on weekday mornings by a 2nd consultant anaesthetist rostered to provide ICU/emergency provision. On-call cover for our ICU is provided on a non-resident basis by the 1st on call anaesthetist. Our intensive care team are assisted by a tier of fully trained Advanced Critical Care Practitioners (ACCPs) who represent the first point of call for ICU referrals 7 days/week between 08:00-21:00. Our ACCP team are independent prescribers and also provide additional resilience in on site airway skills. It is hoped that this team will expand to provide a 24/7 rota with further recruitment. Within our current unit some beds are nominally high dependency and can be used by either medical or surgical patients. Medical HDU patients remain under the care of the general physician team.

Preoperative assessment

In contrast to many healthcare systems, our preoperative assessment service is provided entirely by our consultant body. Each anaesthetist has allocated pre-assessment clinic sessions which are undertaken in our fully equipped outpatient department at the MSG. These clinics provide an opportunity to review your own elective cases, ahead of their surgical date and are at the heart of our individualised, patient centred service.

Pain management services

Our pain management services are provided by a team of 3 anaesthetists, an extended scope physiotherapist, 2 nurses and a psychologist. Provision includes outpatient clinics, procedural lists and inpatient pain ward rounds.

Programme of Work

Guernsey lies outside the NHS and this post is different to a typical NHS post in that there are no specified numbers of programmed activities (PAs) but is thought to be the equivalent of 13-14 PAs (inclusive of 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. Regular emergency work will be scheduled into your job plan, in the form of non-resident 1:12 1st and 2nd on call duties.

Clinical Duties

- Clinical care - provide an excellent standard of clinical care in anaesthesia, intensive care and pain management to patients referred to secondary healthcare services in Guernsey.
- On call - participate in a 1st and 2nd on call anaesthetic rota (including prospective cover), providing out of hours care for anaesthesia, intensive care and pain management. This may include on occasion, transfer of patients via air ambulance to tertiary hospitals off island.
- Cover – provide cover for colleagues in their absence and assist with emergencies as required.
- 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 doctors, allied health care professionals and medical students in training as required. Including teaching and supporting professional development of our ACCPs in the intensive care setting.
- Administration – to complete administrative duties associated with your role in a timely manner.
- 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

1.5PAs will be provided for supporting professional activities. Anaesthetists are allocated a weekly SPA session in addition to two protected one-hour departmental educational sessions each week. These include a Monday morning meeting with academic presentations/journal club and a Friday morning ICU 'Grand Round' with our multi-disciplinary team.

In addition to the above, we host a unique monthly multi-speciality educational half day meeting called 'The Academic Half Day'. 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 anaesthetists with managerial roles with the department or the wider MSG.

Anaesthetic Job Plans

Current anaesthetic job plans estimate the working intensity to be 13.7 PA each week including 1.5 SPA. The job plan includes both contract and private work (which receives additional remuneration).

Anaesthetic job plans allow all colleagues within the department to undertake the full breadth of surgical subspecialities and sessions are not fixed. A duty rota is prepared 6 weeks in advance.

An example is demonstrated below, but there is not a fixed weekly schedule, and we benefit from a flexible working pattern.

Monday	0800-0900 - Department meeting 0900-1245 – ENT list 1330-1800 – Urology list
Tuesday	0800-1245 – ICU/Emergency cover 1330-1800 – SPA 1800-0800 – 1 st on call (non-resident)
Wednesday	No clinical duties following 1 st on call
Thursday	0800-1245 – Gynaecology/Obstetric list 1400-1730 – Pre-assessment clinic
Friday	0800-0900 – ICU MDT 'Grand round' 0900-1245 – Orthopaedics list 1330-1800 – Trauma list

There are no clinical duties allocated on the day following a night first on call.

In weeks where there are no first on call duties, each anaesthetist receives one half day allocated as 'off duty'.

Each consultant provides a 1 in 12 (plus prospective cover) 1st on call on a non-resident basis. During this period, they are responsible for all aspects of our anaesthetic (including

obstetrics and epidurals) and ICU services. The weekday 1st on call period starts at 1800 and ends at 0800 the next morning. There are no clinical duties allocated on the day following a night first on call.

To provide additional support, each consultant also contributes to a 1 in 12 2nd on call rota, again from 1800 to 0800 on weekdays. This rota provides assistance for the 1st on call in the event of multiple concurrent emergencies or an off-island transfer. Following weekday 2nd on calls, clinical duties continue as usual the next day.

Our consultant team work together to provide weekend cover, with 3 anaesthetists on duty each weekend. On Saturday and Sunday our 2nd on call anaesthetist provides cover between 0900 and 1300 for an emergency and trauma list. An example of how we currently share the duties is shown below.

	Consultant A	Consultant B	Consultant C
Friday	1800-0800 1 st on call	1800-0800 2 nd on call	No on call duties
Saturday	No clinical duties	0800-0800 2 nd on call	0800-0800 1 st on call
Sunday	0800-0800 1 st on call	0800-0800 2 nd on call	No clinical duties
Monday	No clinical duties	No clinical duties	Normal working day

Applications and visits

Informal enquiries about the post are welcome and can be made to Dr Michelle Le Cheminant (Directorate Chair for Anaesthesia) michelle.lecheminant@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 11th February 2024.

Short listed candidates are encouraged to visit prior to interview.

Anticipated start date: 1st September 2024.

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 (12 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 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. 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 3 Consultant Emergency Doctors and 8 Associate Specialists. The Emergency Department is run by HSC whereby patients are seen, investigated, treated and referred to the appropriate specialist in secondary care. There are 3 main GP practices 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 Haematology, Haematological Oncology, Rheumatology, Microbiology and Dialysis 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 Committee.

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 anaesthetist. Within the rules of the LLP, consultants may be asked to join the Partnership at a stage that is favourable to both parties.

Consultants benefit from 35 days annual leave, 10 days funded study leave and the opportunity for up to 10 days 'off island attachment' per annum. 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 join anaesthesia department private practice syndicate (package including 60% private practice fees, indemnity, secretarial support and billing)
- 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	Full registration with the GMC On GMC Specialist Register for Anaesthesia or within 6 months of CCT at interview date FRCA or equivalent Eligible to work and reside in the UK	Higher degree FICM or equivalent	GMC CV
Clinical Experience, Skills and Knowledge	Experience in provision of anaesthesia for a broad range of subspecialties Ability to provide on call cover that includes general, obstetrics,	More than 1 years' experience at consultant level Experience in pre-assessment and pre-operative preparation of complex patients	CV, interview, references

	<p>paediatrics and critical care</p> <p>Expertise to develop subspecialty interest relevant to local services</p> <p>Shows knowledge of evidence-informed practice</p> <p>Shows awareness of own limitations</p>	A Fellowship or other significant specialist experience	
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 contracted performance framework</p> <p>Commitment to administrative and managerial responsibility</p>	<p>Management course or evidence of management structures/processes</p> <p>Knowledge/experience in utilisation of digitalised systems</p>	CV, interview, references
Teaching and Research	Evidence of involvement in education of colleagues	<p>Instructor on recognised course</p> <p>Publications/research activity</p>	CV, interview, references
Personal Qualities	Ability to communicate in written and spoken English	Willingness to undertake additional responsibilities	CV, interview, references

	<p>Ability to work as part of a perioperative team</p> <p>Ability to lead, take responsibility and make decisions</p> <p>Commitment to continuing medical education</p> <p>Commitment to developing and improving services</p> <p>Demonstrates empathy and ability to build rapport</p>	<p>Commitment to developing the partnership</p>	
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