

Job description

Consultant Neurologist

Guernsey Channel Islands

March 2021

Employer:	Medical Specialist Group
Location of Outpatient Clinics:	Alexandra House and Princess Elizabeth Hospital
Location of Hospital:	Princess Elizabeth Hospital
Managerial accountability:	Through Directorate Chair to the Board

Consultant Neurologist

1. Introduction

An exciting opportunity has arisen to join the Medical Specialist Group LLP (MSG), Guernsey. This is a new post which has arisen as a result of 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. University Hospitals Southampton NHS Foundation Trust (UHSNHST) have withdrawn their visiting service which means that all patients requiring a specialist neurology opinion had to travel to mainland UK. At present we have a locum neurologist in post who is based in Guernsey.

Guernsey is one of the Channel Islands located between the British mainland and France. It is not part of the United Kingdom or the EU but is a Crown Dependency of the British Isles. Guernsey has its own government and legal system and therefore the healthcare system is NOT part of the NHS.

The post holder will be expected to be on the GMC Specialist Register for Neurology. There is no formal on call associated with this post. There are no junior doctors in Guernsey as the MSG are contracted to provide a consultant delivered service.

The MSG aims to serve the community through the provision of the highest standard of clinical care at all times. It achieves this through a high quality, **consultant delivered** service that is personalised and constantly evolving. It is based at Alexandra House and Mill House where the managerial, nursing and other support staff are based. Both buildings are dedicated outpatient facilities and are situated approximately 400 metres from the island's main hospital, The Princess Elizabeth Hospital (PEH).

For more information please visit our website www.msg.gg

2. Brief Description of the Post

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 UHSNHST. Previously the service was provided by two General Physicians who saw the majority of the neurology referrals and referred on the more complex patients to be reviewed by a visiting neurologist from Southampton.

General Duties	
Title:	Consultant Neurologist
Location:	Alexandra House and The Princess Elizabeth Hospital
New or Replacement Post:	New full-time post (Part time will be considered)
Prime Responsibility:	Provision of Neurology care and acute assessment of patients throughout the Princess Elizabeth Hospital and the Bailiwick of Guernsey
Accountable to:	Medical Director HSC – Dr Peter Rabey The Medical Specialist Group LLP Management Board
Reports to:	The Medical Specialist Group LLP Chairman

Key Tasks:

- Maintenance of the highest clinical standards in the assessment and management of patients, transfers from other departments and elective admissions from the community. Onward referral to tertiary services where appropriate.
- To carry out clinical duties as agreed in your job plan.
- Active participation in both Departmental and MSG matters concerning Clinical Governance and Audit.
- Responsibility for ensuring active participation in continuing professional development (CPD), appraisal and revalidation.
- To be willing to work flexibly to help fully utilise available resources for the benefit of patients.
- To work with speciality nurses and other healthcare professionals to provide true MDT care.
- To develop local protocols and pathways for the care of neurology patients

3. Duties

- To carry out assessment of neurology patients in both an inpatient and out patient 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 (1-2 days per month).
- 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.
- To demonstrate a firm involvement in clinical governance, risk management and clinical audit – this will include the development and maintenance of appropriate systems and practices to ensure continued safe clinical practice
- To ensure that practice is up to date; this will necessitate the consultant taking responsibility for their clinical professional development and participating in the Medical Specialist Group's performance, annual appraisal and revalidation system, which is supervised by the GMC through a local suitable person.
- To share responsibility for data protection arising out of the use of computers and to maintain good practice in the handling of confidential information.
- To be accountable for improving and complying with infection control practices.

4. The MSG Structure & Adult Medicine Directorate

The senior office holders consist of the Chairperson, Lead Governance Partner and Lead Finance Partner who together with the four Directorate Chairs, The CEO and the Chief Operating Officer, form the Management Board.

The four directorates are Adult Medicine, Anaesthetics, Surgical Directorate and Women and Child Health.

The MSG employs clinical and support staff including senior management, surgical assistants, nurses, audiologist and administration staff supporting the directorate structure as well as in finance, IT, corporate and clinical governance, human resources, facilities, medical records, reception and typing. The income for the MSG comes primarily from the

healthcare contract with the States of Guernsey. The remaining balance is from private earnings.

4.1: The Adult Medicine Directorate

The MSG Adult Medicine Directorate and support services are located primarily at Alexandra House. The department is supported by adequate managerial and secretarial staff. There is adequate desk and computer access at both Alexandra House and the PEH. The departments of Cardiology and Oncology are wholly based within the PEH.

Consultant Physicians	
Dr H Duncan	Gastroenterology
Dr K Manoj	Gastroenterology
Dr S Evans	Geriatric Medicine (Stroke Disease & Syncope) Directorate Chair
Dr A Matthew	Geriatric Medicine (Movement Disorders)
Dr T Saunders	Geriatric Medicine
Dr K Allen	Diabetes and Endocrinology
Dr W Anees	Respiratory Medicine and current lead for Cardiorespiratory Services
Dr D Patterson	Cardiology
Dr Z Ali	Cardiology
Dr P Gomes	Oncology
Dr Y Manikyam	Oncology
Dr M Butt	Oncology
Dr P Harnett	Acute & Renal Medicine
Vacant Post	Neurology

4.2: Inpatients/Acute General Medicine

The directorate has approximately 2,000 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 54 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.

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.

4.3: Outpatients Clinics

The current locum carries out 4 outpatient clinics a week. This may need to change in the future as we reach a steady state with referrals.

Sample weekly timetable

As Guernsey lies outside of the NHS, this job plan is not directly comparable to an NHS job plan and the extra workload is reflected in the salary which exceeds that of the NHS. There is no differentiation between contract and private patient clinics, and therefore some of the DCC sessions include private work, though consultants with a large private patient workload may choose to do extra out of hour's clinics. Financial services and support regarding private patients are provided by the MSG. Developing private practice is actively encouraged.

Day	AM	PM
Monday	Outpatient Clinic	Clinical Admin
Tuesday	SPA	Procedures / MDT (alternate weekly)
Wednesday	Outpatient Clinic	SPA
Thursday	08:15 – 09:00 Physicians Meeting	Outpatient Clinic
Friday	SPA 12:00 – X-ray meeting	Outpatient clinic

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

- OP Clinic 4 PA's (could include MDT clinics with specialist nurses or botox injections)
- SPA 3 PA's (including 1 for clinical admin)
- 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 (eg MS disease modifying therapies): 0.5 sessions

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

The Thursday AM session is left blank but equates to 1 session per week for inpatient care and management of referral which would be spread across the whole working week.

The off-island attachments, 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.

There are 35 days holiday a year, with the ability to carry 5 days forward into the next year if untaken. Cover for leave is provided by the other general physicians with off island specialist support where necessary.

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. The post is planned for daytime 10.0 PAs, 3.0 of which are SPAs (including 1 SPA for clinical admin). Private patient activities are integrated into this rota. 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

A mentor will be offered to the appointee at the time of their appointment.

5 Clinical Governance

Everyone is expected to participate in all aspects of clinical governance.

Both MSG and HSC are committed to the clinical governance process and have a single Clinical Governance Committee. A local appraiser process has been in place for many years using a Validation Support Team compliant electronic appraisal and recently regular off island appraisal has been introduced. A suitable person has been appointed by the States of Guernsey to oversee revalidation.

HSC employ Clinical Audit and Healthcare Information staff and a Patient Safety Advisor. The MSG has employees to assist with the appraisal and revalidation process. There is good IT support within the MSG.

Under the contract with the States of Guernsey, MSG consultants are encouraged to develop formal visiting links with a unit in an NHS Trust or other approved institution in order to maintain standards and skills within their speciality. Proposals for such links are judged by the combined Clinical Governance Committee. Any time away on these links is separate from the annual study leave allocation. Usually this link is with the tertiary referral center but an alternative can be considered.

The MSG supports the requirements for continuing professional development as laid down by the Royal College of Physicians. 10 days of study leave per year is provided to support this and expenditure within reasonable limits are paid to cover the cost of all flights to UK, accommodation and subsistence.

In the Institute of Health and Social Care Studies at the PEH, there is a multidisciplinary library with full computer facilities, staffed by a full-time librarian.

“Academic Half Days” are held monthly (10 per year). These are divided into an initial session of 1.5 hours where the Adult Medicine Directorate have an educational meeting and a later session of 1.5 hours primarily dedicated for the presentation of clinical audit projects.

This post involves no formal teaching commitments but there are opportunities to teach elective medical students, GPs, nursing and other staff. Intra-departmental education occurs at the Academic Half Days, as detailed above.

6 General Conditions of Appointment

The appointee will be employed by the Medical Specialist Group LLP 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 benefits from 35 days annual leave and 10 days study leave per annum. This is arranged by agreement of Consultant Colleagues and approval of the Directorate Chair of Adult Medicine, in accordance with the MSG’s regulations. It is required that 6 weeks notice be given to allow for proper scheduling and to prevent cancellation of patients’ appointments/surgery. This includes all forms of leave with the exception of sick and compassionate leave.

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

All appointments are subject to satisfactory Occupational Health and an Enhanced DBS check with barred list (child and adult workforce) being obtained. Applicants are not entitled therefore to withhold information about convictions and in the event of employing, any failure to disclose such convictions could result in dismissal or disciplinary action by the MSG LLP. Any information given will be completely confidential and will be considered in relation to an application.

The MSG 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 65,500, which includes 2000 in Alderney, 100 in Herm and 500 in Sark. The MSG works in close partnership with HSC and services are reviewed from time to time. Patients are seen at the MSG premises and the PEH. Outpatient activity takes place mainly on MSG premises and inpatient activity occurs at the PEH. Private patient facilities are offered on Victoria Ward at the PEH.

The Emergency Department at the PEH is fully staffed with 3 Consultants.

DCC (Direct Clinical Care: includes clinical activity, clinically related activity, predictable and unpredictable emergency work): 8.0 PAs on average per week.

SPA (Supporting Professional Activities: includes mandatory training, guidelines, CPD, audit, teaching and governance meetings): 2.0 PAs on average per week.

The job plan represents a draft framework for negotiation depending on their specialty interest. The Job Plan will be subject to review in the context of annual appraisal and will be subject to modification by mutual consent.

The emergency department is staffed by 3 doctors and 10 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 on Guernsey and 1 on Alderney. GPs will refer patients to secondary care either electively or as an emergency. Secondary services under MSG are consultant provided in General Surgery, Urology, Orthopaedics, ENT, Ophthalmology, Adult Medicine, Anaesthetic, Paediatrics and Obstetrics and 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 centers that have a contract with HSC. There are also inpatient facilities at the Mignot Hospital in Alderney managed by GPs.

7: Person Specification

Attributes	Essential	Desirable	How Tested
Qualifications	<ul style="list-style-type: none"> • Entry on GMC Specialist Register for Neurology • CCT (or entry expected within 6 months of interview) • CESR or European community rights • MRCP or equivalent • Eligible to reside and work in the UK 	<ul style="list-style-type: none"> • A subspecialty neurology interest 	<ul style="list-style-type: none"> • Certification & certificate check • Royal College Assessor • CV
Clinical Experience, knowledge and skills	<ul style="list-style-type: none"> • Clinical training and experience equivalent to that required for gaining UK CCT in General Medicine • Ability to offer expert clinical opinion on a range of problems both emergency and elective within Neurology 	<ul style="list-style-type: none"> • Willingness to undertake some upskilling 	<ul style="list-style-type: none"> • CV • Interview • References • CCT Check

	<ul style="list-style-type: none"> • Ability to take full and independent responsibility for clinical care of patients • Ability to intergrate care of appropriate patients with the tertiary centre and establish personal links 		
Management and Administrative Experience	<ul style="list-style-type: none"> • Ability to advise on efficient and smooth running of specialist service and its future development • Ability to organise and manage outpatient priorities • Commitment to administrative and managerial responsibility 	<ul style="list-style-type: none"> • Experience of audit and management 	<ul style="list-style-type: none"> • CV • Interview • Reference
Teaching Experience	<ul style="list-style-type: none"> • Ability to teach clinical skills 		<ul style="list-style-type: none"> • CV • Interview
Research Experience	<ul style="list-style-type: none"> • Ability to apply research outcomes to clinical practice 	<ul style="list-style-type: none"> • Publications in refereed journals 	<ul style="list-style-type: none"> • CV • Interviews • References
Personal Attributes	<ul style="list-style-type: none"> • Honesty & reliability • Ability to work in a small community • Team working with ability to be flexible and adaptable to change • Caring attitude towards patients • Ability to communicate effectively (written & oral skills) with patients • Ability to demonstrate good multidisciplinary 		<ul style="list-style-type: none"> • CV • Interview • References

8. Contact and application details

Informal visits to the island are encouraged and arrangements can be made by telephoning Nathan Collenette on 01481 238565 or by email nathan.collenette@msg.gg

Further information is available from: Dr Steve Evans, Consultant General Physician and Directorate Chair – email stephen.evans@msg.gg

Applications must be accompanied by a professional CV and sent to Nathan Collenette, HR Officer, Medical Specialist Group, Alexandra House, Les Frieteaux, St Martin, Guernsey GY1 3EX or email recruit@msg.gg

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