



Job Description

Job title:	Consultant in Rheumatology
Directorate:	Adult Medicine
Responsible to:	Directorate Chair for 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 newly created substantive post

The Post

We are looking to appoint a Consultant Rheumatologist to provide rheumatology services to the local community in the Bailiwick of Guernsey (65,000 people approx). The successful candidate will be the sole rheumatologist for the island and will be supported by a specialist rheumatology nurse. They will join 15 colleagues in the Adult Medicine Directorate, working in a high-quality consultant delivered service.

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 successful candidate will have experience managing a broad spectrum of rheumatic diseases. They will manage an outpatient caseload, injection procedures, provide inpatient consultations as required and provide oversight for the rheumatology specialist nurse. The wider directorate 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 directorate 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 become the sole rheumatologist for the island but will join an Adult Medicine directorate with 15 existing colleagues. This is a consultant based directorate working without either trainees or non-consultant grades, but with the support of a specialist nurse. This post is a new post, taking on the caseload of a service which was previously provided by visiting rheumatologists.

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 (locum backfill for secondment)
Dr Basil Ridha (locum)	Locum Neurologist
Dr Rana Heider (locum)	Acute Medicine
Advertised	Rheumatology – this post
Advertised	Dermatology LTFT – new post

Our directorate 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 directorate has approximately 2,400 general medical admissions per year, most of which are non-elective. The weekday daytime acute medical rota is shared between the Physicians. This post is not part of the acute GIM rota, the Oncologists are also excluded from this rota as they run a 1:3 on call rota until 23:00 during the week and until 13:00 at the weekend. Oncology is then covered by the duty physician with patients being handed over the following morning. Currently there is a 1:10 out-of-hours service with a separate oncology rota. The service is Consultant only, with a first on-call commitment without junior staff. In general, the admitting physician continues the care of their own patients, although cross-referrals are made as appropriate.

Presently most unplanned admissions are assessed by the Duty Physician in the Emergency Department following referral from the emergency doctor or the community 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.

Rheumatology service

The successful applicant will be expected to help develop the Rheumatology 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.

The Rheumatology service offers a range of outpatient services.

The osteoporosis service is currently a separate service, with a nurse osteoporosis specialist and overseen by Dr Saunders.

Demand for outpatient Consultant Rheumatology services over recent years is presented in the table below

Appointment Type	No. of Appointments by Year				2023	2024
	2019	2020	2021	2022		
New Consultation	198	141	224	203	227	186
Follow Up	596	248	423	851	997	917
Patient (telephone) new	0	0	0	0	0	1
Patient (telephone) follow up	0	0	38	4	24	31
Total	794	389	685	1058	1248	1135

In addition in 2024, 1075 patients were seen by the Rheumatology specialist nurse.

Programme of Work

Guernsey lies outside the NHS and this post is different to a typical NHS post. The job plan will entail 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 directly 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

- Clinical care - provide an excellent standard of clinical care in Rheumatology to patients referred to secondary healthcare services in Guernsey.
- Provide articular and periarticular injection procedures when necessary
- Provide oversight of care provided by the specialist Rheumatology Nurse To provide advice and take over the care, where appropriate, of patients under the care of other specialists within the Medical Specialist Group or HSC.
- To participate in the development of the adult medicine protocols and guidelines particularly relating to rheumatology and its interactions with other subspecialties
- To develop and maintain collaborative professional relationships with medical colleagues in other specialties and participate in regular clinical meetings and other profession 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. 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 physicians with managerial roles with the directorate or the wider MSG.

Job Plan

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

DCC = minimum 8 PAs with admin time included

SPA = 2 PAs

An example job plan is demonstrated below:

	Time	Duty	DCC (weekly)	SPA
Monday	08:00-10:00	SPA	0.5	0.5
	10:00-12:00	Ward reviews		
	13:00-17:00	Half day or private clinic		
Tuesday	08:00-12:30	Clinic	1.125	
	13:00-17:00	Admin	1	
Wednesday	07:30-09:30	MDT (fortnightly)	0.25	
	08:00-10:00	Ward reviews (fortnightly)	0.25	
	10:00-12:00	Nurse specialist supervision	0.5	
	13:00-17:30	Clinic	1.125	
Thursday	08:00-13:00	SPA		1.25
	14:00-19:00	Clinic	1.25	
Friday	08:00-12:00	Admin	1	
	13:00-18:00	Clinic	1.25	
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.

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 23rd May 2025.

Short listed candidates are encouraged to visit prior to interview.

Interviews likely to be planned for the week of 26th May 2025.

Anticipated start date: 1st September 2025.

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, Deputy Chair, Lead Governance Partner and Lead Finance partner who together with the four Directorate Chairs and two 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 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 rheumatologist. 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 doctor, 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 (
- 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>Full registration with the GMC</p> <p>On GMC Specialist Register for Rheumatology or within 6 months of CCT at interview date</p> <p>MRCP or equivalent</p> <p>Eligible to work and reside in the UK</p>	<p>Higher degree</p> <p>On specialist register for GIM</p> <p>Current ALS provider</p>	<p>GMC</p> <p>CV</p>
Clinical Experience, Skills and Knowledge	<p>Knowledge and ability to take full independent responsibility for clinical care of patients across the spectrum of rheumatic disease</p> <p>Ability to manage complex acute patients with rheumatic disease</p> <p>Experience in injection clinic</p> <p>Ability to lead an MDT clinical team</p> <p>Expertise to develop subspeciality interest relevant to local services</p> <p>Shows knowledge of evidence-informed practice</p> <p>Shows awareness of own limitations</p>	<p>More than 1 years' experience at consultant level</p> <p>Musculoskeletal ultrasound</p>	<p>CV, interview, references</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>Management course or evidence of management structures/processes</p>	<p>CV, interview, references</p>

	<p>Ability and willingness to work within the contracted performance framework</p> <p>Commitment to administrative and managerial responsibility</p>	<p>Experience of managing a clinical service</p> <p>Knowledge/experience in utilisation of digitalised systems</p>	
Teaching and Research	<p>Evidence of involvement in education of colleagues</p>	<p>Instructor on recognised course</p> <p>Publications/research activity</p>	<p>CV, interview, references</p>
Personal Qualities	<p>Ability to communicate in written and spoken English</p> <p>Ability to work as part of a MDT</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>Willingness to undertake additional responsibilities</p> <p>Commitment to developing the partnership</p>	<p>CV, interview, references</p>