



## Job Description

Job title:	Consultant in ENT with a Special Interest in Rhinology/Facial Plastics
Directorate:	Surgical
Responsible to:	Directorate Chair of Surgery
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:	Substantive full-time position

## The Post

The Medical Specialist Group, Guernsey, are looking to appoint a consultant ENT Surgeon with a special interest in Rhinology and Facial Plastics (including the surgical management of Skin Cancer in the Head and Neck region) to join our two existing ENT Surgeons to provide high quality comprehensive consultant-only secondary care to the local community 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.

This post has arisen because of increased demand for ENT services in Guernsey and a long-standing aim to reduce the need for patients to have to travel off-island for treatment. Historically, the ENT service has been provided by a two ENT Consultants (one with a special interest in Otolaryngology and the other with a special interest in Head and Neck and Thyroid Surgery). Sino-nasal surgery has primarily been undertaken by the Otolaryngologist with more complex cases being referred to Southampton for surgery (including complex Functional Septorhinoplasties, Septal Perforations and Advanced/Full House FESS).

Guernsey also has the highest rate of Skin Cancer in the UK and has seen a dramatic rise in patients requiring surgery for Skin Cancer over the past 10 years. Most surgery for Skin

Cancers in the Head and Neck Region is performed by the Head and Neck Surgeon with dedicated LA lists for this.

This new position has been created to enhance and expand on-island Rhinology services, reduce off-island Rhinology referrals, support the growing general ENT workload and share the expanding need for Skin Cancer surgery in the Head and Neck region.

We are looking for a candidate who demonstrates clinical excellence, is a good communicator, and can work flexibly in a small team. The population of Guernsey demand that healthcare of the highest standard is available locally, and therefore we encourage service development to facilitate this, with hospital infrastructure and services offering the equivalent of a large district general hospital in the UK. Due to its remote location, however, medicine in Guernsey will present occasional challenging emergency clinical scenarios which rely on treating clinicians to work outside their comfort zones, so the ability to adapt and manage the full range of Adult and Paediatric ENT emergencies conditions is essential.

Whilst the position will include a large element of sub-specialisation, the applicant must be comfortable assessing the full range of Adult and Paediatric ENT elective conditions (with cross-referral to colleagues for surgery outside your own sub-specialty).

### **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 - relocation costs, company pension, private health insurance for the postholder and family
- 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
- Future opportunity to become a partner in a thriving healthcare business

### **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 ENT Team**

The current ENT Team includes;

Mr David Beaumont – sub-specialty interests in Otolaryngology, Paediatric ENT (and Rhinology)

Mr Andrew Pelser – sub-specialty interests in Head and Neck, Thyroid and Skin Cancer

The department is supported by 1 Full time and 1 part time Audiologist, 3 outpatient Nurses, 2 Personal Assistants and 1 PA Support.

There are currently 11 outpatient clinics per week but this will expand significantly with this new appointment. There are currently 3 GA ENT lists per week and 1 LA (Skin Cancer) list and it is envisaged that the new appointee will have 1 GA list and 1 LA list per week but additionally utilise lists vacated during periods of leave.

The island has an excellent Day Surgery Unit and 85% of all ENT surgery is undertaken as Day Cases. Theatres are well supported by a dedicated ENT Lead Nurse and up-to-date ENT equipment (although there is no Image Guided System).

There are no Junior Medical Staff in Guernsey so ENT on-call is on a first on-call basis directly to ED and will be 1:3 following this appointment. The Consultants care for their own inpatients Monday – Friday 8 – 6pm (except half day off).

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

- Personal service – continuity of care and knowing all your patients well
- Good teamwork and colleague support within a small service
- Consultant delivered service in anaesthesia
  - All patients attend a consultant anaesthetic pre-op assessment clinic so very low rate of on-day cancellations
  - Prompt access to theatre for emergency surgery
- Opportunity for broad scope of practice with sub-specialisation
- Opportunity to undertake an Off-Island Attachment to maintain and develop skills
- 35 days annual leave
- 10 days study leave
- 3 weeks long service award after 7 years
- Private income opportunities – 35% of our local population have health insurance
- Private ward in the same hospital

## **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.

There is a large Adult Day Surgical Ward with staff experienced in managing ENT patients. The vast majority of ENT Surgery in Guernsey is performed as Day Cases

Public inpatients are managed on a combined surgical ward (General Surgery, Urology and ENT). Adult Private inpatients are cared for on a separate private ward, and there is one shared Public/Private Paediatric Ward. Phase 1 of the hospital redevelopment programme has just been completed with a new critical care unit opening soon. Phase 2 will include the addition of 4 new theatres as well as a new private wing.

There are excellent radiology facilities with modern CT and MRI, nuclear medicine and ultrasound. PET scanning is performed in Southampton. Pathology facilities are also available to a high standard with two resident Consultant Histopathologists.

The island has a high quality, Consultant/Associate Specialist-delivered ED Service with direct referral to ENT for emergencies. The ED staff are experienced in managing epistaxes and other acute ENT emergencies.

There are close ties with Southampton and more complex Head and Neck Surgery requiring reconstruction is referred there as is complex Rhinology and Paediatric ENT. Skull Base pathology is also occasionally referred to Guys and St Thomas's in London. Radiotherapy services are provided in Southampton.

## **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 10 PAs (exclusive of private practice). Remuneration appropriately reflects the duties and responsibilities of the role.

The table below outlines the clinical components of the Job Plan. It is expected that the appointee will work flexibly as part of the ENT team to meet activity demands across all areas of the service.

Direct clinical care sessions include:

Administration work directly related to clinical care

Outpatient clinics

Theatre sessions

Ward rounds

Weekly day time on call activities

Day	Time	Work	Category	PAs
Monday	0900 – 1230 1400 - 1700	Clinic Afternoon Off	DCC -	0.875 -
Tuesday	0900 – 1230 1400 – 1700	Admin Clinic	DCC DCC	0.875 0.75
Wednesday	0815 – 1245 1300 – 1700	Theatre <sup>1</sup> (LA List) Clinic	DCC DCC	1.25 1.0
Thursday	0730 - 0900 (alt weeks) 0800 – 1300 1400 – 1800	Skin Cancer MDT SPA Private Clinic	DCC SPA DCC PP	0.375 1.25 <sup>2</sup> 1.0
Friday	0900 - 1230 1330 – 1830	Clinic Theatre <sup>1</sup> (GA List)	DCC DCC	0.875 1.25
Wards Rounds	Mornings as needed	As needed	DCC	0.50
Out of Hours	1:3 prospective cover		DCC	1.75
TOTAL				12

<sup>1</sup> Lists are mixed contract/private

<sup>2</sup>Additional 0.25 SPA via monthly AHD

#### PA calculations

	Total work (PAs)	Contract work (PAs)
Clinic	4.5	3.4
Theatre	2.5	2
Ward	0.5	0.4
Admin	0.875	0.8
MDT	0.375	0.3
On call	1.75	1.6
SPA	1.5	1.5
Total	12	10

#### On-call

The addition of this new post expands the Department to three and therefore reduces the on call significantly from 1:2 to 1:3. During the week, on call covers a full 24 hour period (0800 - 0800) and will comprise one fixed day and 1 rotating day. Weekend on call will rotate on a 1:3 basis and is from Friday 0800 – Monday 0800. Colleagues are flexible with on call, frequently swap days and cover each other's leave.

Day	Consultant on Call
Monday	Mr Beaumont
Tuesday	Mr Pelser
Wednesday	This post
Thursday	Rotates 1:3 (but not when on call for the weekend)
Friday and Weekend	1:3

NB Prior to this appointment, cover for periods of leave of 7 days or more was provided by locums but, on occasions when they were not available, single-handed practice was required. This will no longer be the case following this appointment and Consultants will be expected to co-ordinate their leave to ensure that there are no prolonged periods of singlehanded practice in the future. The aim is to provide a continuous two-person practice as much as possible. It is accepted that there may be times when two Consultants are on leave at the same for short periods eg to attend Study Leave or cross-over of Annual leave, but this should be no more than a few days. Following this appointment, locums will only be employed in exceptional circumstances in the future eg prolonged sickness, to cover Sabbaticals.

### **Supporting Professional Activities**

1.25 SPAs will be provided for supporting professional activities.

In addition to the above, we host a 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 (with revised job planning) to colleagues with managerial roles within the department or wider MSG.

The job plan will be formally reviewed within 6-12 months, with the opportunity to increase SPA in line with service, educational, and governance commitments.

### **Clinical Duties**

#### **A. ENT-specific responsibilities**

- Provision of comprehensive ENT emergency services including acute airway management (front of neck access), removal of foreign bodies (including Paediatric Bronchoscopy and Adult and Paediatric Oesophagoscopy), drainage of neck space infections, surgical control of severe epistaxis. Less urgent acute conditions outside the area of sub-specialty expertise can be transferred to a colleague the next working day if it is safe to do so.
- Provision of sub-specialty services in Rhinology and Facial Plastics including supporting Mr Pelsler in the management of Skin Cancers in the Head and Neck region
- Provision of General Adult and Paediatric ENT Elective Outpatient services (with cross-referral to colleague for surgery outside your own sub-specialty)
- Care of and responsibility for own inpatients Monday to Friday 8 - 6pm (except on half day off)

- Participation in the ENT On-call Rota (1:3)
- Cover for colleagues' annual leave and other authorized absences

## **B. General responsibilities**

- 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 protocols and guidelines
- To develop and maintain collaborative professional relationships with colleagues in other specialties and participate in regular clinical meetings and other professional activities.
- To develop and maintain good communications with general practitioners and appropriate external agencies.
- Clinical Governance – active participation in all MSG governance processes.
- Quality improvement – lead approved quality improvement projects in your subspeciality area, to continually improve patient care.
- Education – to supervise and support allied health care professionals and medical students in training as required
- Administration – to complete administrative duties associated with your role in a timely manner.
- Work closely with the Directorate Manager to ensure the service remains efficient and optimises resources.
- Ensure appropriate record keeping using the designated EPR and AI Dictation 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.

## **Applications and visits**

Informal enquiries about the post are welcome and can be made to Mr David Beaumont (ENT Consultant) [David.Beaumont@msg.gg](mailto:David.Beaumont@msg.gg), Dr Michelle Le Cheminant (MSG Chair) [michelle.lecheminant@msg.gg](mailto:michelle.lecheminant@msg.gg) or via Nathan Collenette (Business Partner – People and Organisation) [Nathan.collenette@msg.gg](mailto: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](mailto:recruit@msg.gg)  
Closing date for applications is 10<sup>th</sup> July 2026

Short listed candidates are encouraged to visit prior to interview.

Interviews will take place on Saturday 02 August 2026.

Anticipated start date 4<sup>th</sup> January 2027

To find out more about The Medical Specialist Group LLP visit: [www.msg.gg](http://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 Healthcare Contract

The Medical Specialist Group LLP is a limited liability partnership established on the 1<sup>st</sup> 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 1<sup>st</sup> 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.

### **Equity within the department**

The MSG is committed to the principles of equity, and will ensure that the individual job plans of team members and the newly-appointed consultant will be equitable, in line with the requirement for effective and constructive teamworking outline in *Good Surgical Practice*.

### **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 may 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 system is in place 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 ENT Surgeon. 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 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 private practice (with additional remuneration)
- 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
- Long service award of 3 weeks leave after 7 years

## **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
<b>Professional Qualifications</b>	<p>Full registration with the GMC</p> <p>On GMC Specialist Register for Otolaryngology or within 6 months of CCT at interview date</p> <p>FRCS or equivalent</p> <p>Eligible to work and reside in the UK</p>	Fellowship in Rhinology-Facial Plastics	<p>GMC</p> <p>CV</p>
<b>Clinical Experience, Skills and Knowledge</b>	<p>Broad ENT experience and training via a recognised training programme (both Adult and Paediatric)</p> <p>Full range of emergency ENT skills</p> <p>Sub-specialty experience in Rhinology and Facial Plastics</p> <p>Experience in managing skin cancers of the Head and neck Region</p>	<p>At least 1 year experience at Consultant level</p> <p>Experience working in a smaller, isolated community setting</p>	CV, interview, references
<b>Quality Improvement, Management and IT</b>	<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

<b>Teaching and Research</b>	Ability to teach clinical skills to nursing staff and medical students	Publications/research activity	CV, interview, references
<b>Personal Qualities</b>	<p>Ability to communicate in written and spoken English</p> <p>Ability to work both independently and as part of a small 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>	Willingness to undertake additional responsibilities	CV, interview, references