

## **Job Description**

Job title:	Consultant in General and Acute Medicine
Directorate:	Adult Medicine Directorate
Responsible to:	Directorate Chair of Adult Medicine
Accountable to:	Medical Director, States of Guernsey The Medical Specialist Group LLP Management Board
Location:	Princess Elizabeth Hospital, Guernsey The Medical Specialist Group LLP
Hours:	Full time replacement post

## **The Post**

We are looking to appoint a consultant general physician to join a team of fifteen physicians to provide high quality comprehensive consultant only secondary care in general and acute medicine 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.

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 team of consultant physicians work together to provide the general and acute medicine service to Guernsey. There are no junior doctors but we are well supported by the ward nurses and Emergency Department Physicians to provide a high quality health service. Subspeciality interests are encouraged and the post can be developed to allow appropriate clinical opportunities. There are also opportunities to pursue interests in medical education, quality improvement, leadership and management.

## **Why Choose Us?**

- A unique opportunity to work within a small, cohesive department with a shared vision to deliver top quality, holistic patient care.
- We offer a generous remuneration package, including an array of employee benefits.
- Guernsey residents benefit from an independent taxation system, including flat rate 20% income tax.
- Relocate to appreciate a rewarding quality of life within a thriving small community.
- Enjoy shorter commutes and a safe and friendly place to live and raise a family – all within easy reach of the UK.

## **The Medical Specialist Group LLP**

The Medical Specialist Group (MSG) Limited Liability Partnership is contracted to provide a wide range of emergency and elective medical services for the Bailiwick of Guernsey, in partnership with the Health and Social Care Committee (HSC) of the States of Guernsey. It aims to serve and care for the community through the provision of the highest standard of clinical care.

The MSG was founded in 1992 by a group of 19 doctors. Today the service remains owned and run by a passionate team of doctors, currently comprising 55 consultants with a range of professional interests. There are no junior doctors and therefore consultants provide the complete range of inpatient and outpatient care. Tertiary care services are supplied by a variety of hospitals on the UK Mainland, mainly Southampton University Hospital, usually through contracted services.

The MSG is based at Alexandra House and Mill House, where most managerial and support staff are based. Both buildings have dedicated outpatient facilities and are situated in close proximity to the island's main hospital, the Princess Elizabeth Hospital (PEH).

## **The Team**

The MSG Adult Medicine Department and support services are located primarily at Alexandra House, however the departments of Cardiology and Oncology who are wholly based within the PEH.

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

## Our Consultants

Dr Tom Saunders	Directorate Chair for Adult Medicine Geriatric Medicine and GIM
Dr Kate Allen	Diabetes, Endocrinology and GIM
Dr Zulfiqar Ali	Cardiology and GIM
Dr Wasif Anees	Respiratory Medicine and GIM
Dr Ruth Copeland	Acute Medicine with geriatric interest
Dr Matthew Clark	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 - This post
Appointed with September start	Rheumatology
Appointed with September start	Dermatology LTFT

Our general physicians are supported by an efficient and proactive managerial and secretarial team which comprises of a Directorate Manager, 11 Personal Assistants and 2 PA support positions.

## **The Department of Adult Medicine**

Our directorate provides adult medicine and oncology services within the PEH. Outpatient clinics are undertaken at the both the PEH and MSG premises.

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

- Consultant delivered service, facilitating effective and efficient decision making.
- Opportunity for a broad scope of practice.
- Encouragement to undertake up to 10 days funded 'off island attachment' to benefit the local health service and community.
- Protected weekly directorate meetings
- Monthly half day morbidity and mortality meetings and academic training, with all hospital specialities – helping us to foster cohesive team working.
- Proactive management team and substantial secretarial support.

## **Facilities and services**

The department has approximately 2,000 admissions per year, on average 4 during the day and 2 at night, most of which are non-elective. The Consultant in this post will cover the daytime acute medical rota for three/four sessions and the remaining will be shared by the other physicians. The oncologists run a 1:3 on call night-time rota until 23:00 following which, cover is provided by the physicians until 8am. The oncologists also provide oncology cover from 08:00 until 13:00 at weekends. The service is consultant only, with a first on call commitment without junior staff, and is non-resident at nights and weekends. In general, the admitting physician continues the care of their own patients, cross-referrals are made as appropriate for patients requiring specialist input.

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

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

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, diabetes and tissue viability and others.

## **Outpatients**

The post holder is expected to carry out 1 or 2 outpatient clinics weekly that constitute GP referrals to their area of specialist interest/GIM. If a fourth day time on call session is undertaken, then there would be a decrease in outpatient commitments.

## **External Links**

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

## **Duties**

- To share the acute assessment of medical patients with other consultant colleagues
- To provide care for general medical patients in both inpatient and outpatient settings and to participate in a rota providing out-of-hours cover
- To develop the ambulatory care service or another subspecialty interest in conjunction with the wider department
- 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 a tertiary hospital through the off-island attachment (1-2 days per month)
- To participate in the development of the adult medicine protocols and guidelines particularly in your subspeciality area
- To be accountable for improving and complying with infection control practices
- To develop and maintain collaborative professional relationships with medical 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 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**

1.75 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.

## Programme of Work

Guernsey is not part of the UK and the healthcare system is therefore not part of the NHS. This post therefore differs from an NHS consultant post in that there are no specified numbers of programmed activities (PAs,) but this job is the approximately the equivalent of 10-11 PAs. 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.

The indicative timetable below includes Duty Physician daytime on call. This includes weekends and 1:10 night-time on call, with prospective cover. After a night on call the following afternoon is free once the post take ward round is finished and if working a Friday/Saturday/Sunday days or night on call, the Monday afternoon is free. Day time on call is from 8am until 6pm and night-time on call is from 6pm until 8am, followed by a ward round of your acute admissions.

The consultant is expected to work flexibly and to put the needs of the patient first. This is a consultant delivered, not a consultant led service, with no junior staff.

Direct clinical care sessions include:

- Administration work directly related to clinical care
- Outpatient clinics
- Ward rounds
- Weekly day time on call activities

There is 1 afternoon off each week.

### Example job plan (indicative only)

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
08:00-09:00	Duty Physician			Physician's meeting	Duty Physician
09:00-13:00	Duty Physician	Medical ward round (2 hours)/DCC admin (2 Hours)	Medical ward round (2 hours)/DCC admin (2 hours)	Medical ward round (2 hours)/SPA (2 hours)	Duty Physician
13:00-14:00		Duty Physician <sup>1</sup>	Half day	Duty Physician	
14:00-18:00	SPA	Duty Physician <sup>1</sup>	Half day	Duty Physician	OPD (3 hours plus 1 hour admin)

<sup>1</sup> Depending on your subspecialist interest, if preferable one duty physician session could be converted to a subspeciality interest or additional outpatient clinic.

## Breakdown

Duty Physician 4 x 5 hours = 5 PA

Medical ward rounds 3 x 2 hours = 1.5 PA

Inpatient admin 2 x 2 hours = 1 PA

Outpatient clinic 1 PA

SPA 7 hours = 1.75 PA\*

Total PA's = 10.25 PAs\*\*

\*Once a month the afternoon commitments are cancelled to allow for the hospital wide Academic half day which over the course of the month equates to an additional 0.25 PA of SPA activity making the total weekly SPA activity 2 PA. This is a rolling daytime afternoon throughout the year.

\*\* Since the Academic half day cancels an afternoon of clinical activity the DCC component on those weeks is reduced by 1 PA (or 0.25 PAs when averaged over the month) so the overall job plan remains 10 PAs.

\*\*<sup>2</sup> The Duty Physician component cannot be cancelled to allow for the AHD due to clinical priorities. Therefore, if the AHD falls on a duty physician or SPA activity, a clinical activity will need to be cancelled at a separate stage in the week to allow appropriate SPA time.

Out of hours on-call (1:10): 1 DCC

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. Private practice PAs are not included in this calculation.

The job plan represents a draft framework for negotiation depending on the 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.

## 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](mailto:tom.saunders@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 made via: (BambooHR link), or sent to [recruit@msg.gg](mailto:recruit@msg.gg)

[Closing date for applications is Thursday 31<sup>st</sup> July.](#)

[Interviews planned for mid to late August](#)

Short listed candidates are encouraged to visit prior to interview.

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 Health Care 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 such as Haematological Oncology, Microbiology and some elements of renal medicine are provided by visiting specialists from UK tertiary centres that have a contract with HSC. There are also inpatient facilities at The Mignot Memorial Hospital in Alderney, which is managed by GPs.

### **Clinical Governance Requirements**

The appointee will be expected to participate in all aspects of clinical governance and best practice standards. These include compliance with policies relating to healthcare associated infection and data protection. The post-holder will participate in regular clinical audit and review of outcomes, and work towards achieving local/national targets.

Both the MSG and HSC are committed to the clinical governance process and have a single Clinical Governance Framework.

A local appraisal process is in place and upon joining you will be allocated an appraiser by the appraisal lead. We comply with the General Medical Council (GMC) revalidation requirements. Dr Peter Rabey (Medical Director) has been appointed by the States of Guernsey to oversee revalidation.

A consultant mentor will also be allocated on appointment, to support transition to working and living on island.

### **General Conditions of Appointment**

The appointee will be employed by the MSG under the terms of a Consultant General Physician. Within the rules of the LLP, consultants may be asked to join the Partnership at a stage that is favourable to both parties.

The appointee will be required to cover for colleagues' absence from duty on the basis of mutually agreed arrangements with the Directorate Chair. It is required that 6 weeks' notice be given for leave (with the exception of compassionate/sick leave), in order to prevent impact on service delivery.

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

All appointments are subject to the following checks;

- Identity
- Criminal record
- Essential qualifications
- Professional registration
- References

- Occupational health clearance

Satisfactory Occupational Health and Enhanced DBS check with Barred List (Child and Adult Workforce) obtained. Applicants are not entitled to withhold information about convictions (including 'spent' convictions or pending prosecutions) and failure to disclose such convictions could result in dismissal or disciplinary action by the MSG LLP. Any information provided will be completely confidential and considered only in relation to the relevant application.

### **Pay and benefits**

- Generous salary (not utilising NHS pay scale) and current local Guernsey income tax flat rate of 20%
- Opportunity to undertake integrated private practice
- Potential to join our partnership in the future (at a mutually convenient time).
- Generous relocation package
- Private health insurance for you and your family
- Pension scheme delivered by a long-established local pension specialist (up to 5% matched employer contribution)
- Life assurance scheme
- Income protection scheme
- Medical indemnity insurance cover
- GMC and BMA subscription cover
- Free car parking at both the MSG and PEH
- Wellbeing allowance of £300/annum (towards gym/better commute scheme etc)
- 35 days per annum annual leave
- 10 days study leave with generous reimbursement package
- Up to 10 days funded 'off island attachment' with opportunities for professional and service development

### **Our Vision, Purpose and Values**

#### Our Vision

Internationally recognised as a centre of excellence for clinical care.  
Loved by the Guernsey community.

#### Our purpose and values

##### **The needs of our patients come first, always.**

With the patient at the centre of everything we do, we work as a multi-disciplinary team to relieve illness and improve health, providing the best possible care and experience.

##### **We are committed to patient safety and clinical excellence in all we do.**

We invest in our people so that we can achieve together the highest standards of clinical care and the best possible outcomes, justifying the trust our patients place in us.

### **We work as one team and treat each other with respect.**

We value and respect each other, and we follow through on our promises. We create a compassionate environment. We follow the golden rule: treat people as we would like to be treated ourselves.

### **We value partnership.**

We are fully integrated into our local community, and we actively seek opportunities to partner with government, other healthcare providers, patient groups, and businesses to improve healthcare and the quality of our patients' lives.

### **We focus on the long term.**

We invest in the future and in our financial security, using our resources efficiently and always innovating to improve the patient experience. We are committed to sustainability and measure our progress in accordance with the UN Sustainable Development Goals.

#### **Person Specification**

	<b>Essential Criteria</b>	<b>Desirable Criteria</b>	<b>Where evaluated</b>
<b>Professional Qualifications</b>	Entry on GMC Specialist Register for Acute Medicine or General Internal Medicine  CCT (or entry expected within 6 months of interview)  MRCP or equivalent  Eligible to work and reside in the UK	Higher degree  Subspeciality interest  Current ALS provider	GMC Royal College Assessor  CV
<b>Clinical Experience and Knowledge</b>	Clinical training and experience equivalent to that required for gaining CCT in general medicine  Ability to offer expert clinical opinion on a range of problems both emergency and elective within the specialty and general medicine  Ability to take full and independent responsibility for clinical care of patients	Expertise to develop a subspecialty interest relevant to local services	CV Interview References

	<p>Ability to integrate care of appropriate patients with the tertiary centre and establish personal links</p> <p>Ability to lead an MDT clinical team</p> <p>Shows knowledge of evidence-informed practice</p> <p>Shows awareness of own limitations</p>		
<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 knowledge of management structures/processes</p> <p>Experience of managing a clinical service</p> <p>Knowledge/experience in utilisation of digitalised systems</p>	CV, interview, references
<b>Teaching skills</b>	<p>Evidence of involvement in education of colleagues</p>	<p>Instructor on recognised course</p> <p>Publications/research activity</p>	CV Interview References
<b>Personal qualities</b>	<p>Ability to communicate in written and spoken English</p> <p>Honesty &amp; Reliability</p> <p>Ability to work in a small community</p> <p>Ability to work as part of a MDT</p> <p>Ability to lead, take responsibility and make decisions</p>	<p>Willingness to undertake additional responsibilities</p> <p>Commitment to developing the partnership</p>	CV Interview References

	<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>Caring attitude towards patients</p>		
<b>Academic/Research</b>	Ability to apply research outcomes to clinical practice	Publications in refereed journals	CV Interview References