JOB DESCRIPTION

SPECIALTY DOCTOR IN ANAESTHETICS
ABOUT YEOVIL DISTRICT HOSPITAL

Our facilities, services and achievements

We are a District General Hospital, based in the market town of Yeovil, serving a population of around 185,000 people in South Somerset and Dorset.

Yeovil District Hospital has enjoyed a stable and successful history; trusted and respected by our patients, staff and commissioners and highly-rated by the Care Quality Commission (last inspection 2012). Our iCARE model has established the principles of exemplary patient care and experience within our Hospital.

Yeovil Hospital at-a-glance facts:

- An NHS Foundation Trust since 2006
- Single-site hospital, providing some off-site clinical care in partnership
- Full-range of clinical services – including General Medicine, Cardiology, General Surgery, Orthopaedic Surgery, Trauma and Paediatrics – with an emphasis on enhanced recovery achieved through multi-disciplinary input and delivered through laparoscopic-techniques, day-surgery procedures, and patient-enabling support
- Full range of on-site diagnostics, including respiratory lab and bone densitometry
- Workforce of approximately 2,200
- Provide care for a population of about 185,000, primarily in south Somerset, North and West Dorset and parts of Mendip
- 345 beds and a private patients’ wing, the Kingston Wing.
- In 2011/12, there were 17,668 emergency admissions, 3,337 elective admissions, 16,765 day case admissions, 162,790 outpatients seen, 43,915 Emergency Department attendances; 1649 births, and 645 admissions to intensive care
- An excellent reputation for research activities, including the second-highest uptake for the global AVERT stroke trial

Our Future

While we enjoy stability, both in financial and operational performance, we are clear that the success of our past must be employed as a strong base from which to launch into an innovative and sustainable future.

We know that the role which an acute hospital plays within a wider care landscape must change in order to meet people’s aspirations for improved outcomes, greater independence into later life, and access to more care closer to home. We also know that the sustainability
and continued quality of both the NHS and public-sector social care relies upon collaboration and creativity.

As with the rest of the South West, our population consists of more people aged 65+ and 85+ than the England average. In fact, our demography matches that forecast for England in the 15 years-time. This means the country’s medical communities and policy-writers are looking to Trusts like ours to find solutions to tomorrow’s problems today.

This brings us challenges and opportunities in equal measure.

We must develop and deliver services across specialties which are capable of caring for patients with many co-morbidities, increasing complexity and acuity, and greater incidences of dementia. We will need to apply new techniques and service-models early, and establish innovative partnerships to enable skills, experiences, and resources to move with the patient to provide the right care in the right place.

This means we need brilliant people; those who are able to deliver exceptional care on the frontlines to provide our patients with the best possible experience and outcomes, and helping to build the NHS of the future.

Yeovil District Hospital NHS Foundation Trust has an active and well established Department of Research and over the last year record numbers of patients have welcomed the opportunity to take part in clinical research studies available here. Patients who are eligible for a research study and consent to take part are cared for by an experienced team of research staff who provide individual support throughout. There has been a year-on-year increase in providing access to new drugs and treatments across most disease areas, particularly the common cancers, diabetes, heart failure, arthritis and stroke.

WORKING FOR YEOVIL DISTRICT HOSPITAL

The Hospital is one of the largest employers in the area with around 1,700 whole time equivalent staff. In 2011 the Healthcare 100 survey identified Yeovil District Hospital as the second best general hospital to work for in the UK. Staff retention is excellent with over 85% of staff employed by the Trust for over a year.

Yeovil District Hospital recognises how important it is to involve both its staff and the local community in developing services for the future. Clinicians’ views formed the Clinical Services Strategy and are key to the Trust’s Service Improvement Plans to provide high quality safe services which make best use of our resources.

The Trust supports a rich, multi-cultural workforce representing some 40 nationalities and the Hospital has been used as an example of good practice across the region for equality and diversity by NHS Employers who gave the Trust a top score and ‘Positively Diverse Lead Site Status’.

High quality training is also important to the Trust. YDH links with the Universities of Plymouth, Bournemouth, West of England and Bristol to train the healthcare professionals of the future in its prestige learning centre, the Yeovil Academy.
Neighbouring community hospitals

There are currently four local community hospitals run by NHS Somerset at South Petherton, Wincanton, Crewkerne and Chard. The majority of the beds are used for General Practitioner care. There are minor injury units at Crewkerne and Chard hospitals and Wincanton Community Hospital which are run by GPs and nurses. Wincanton Community Hospital accommodates the Herridge Unit for rehabilitation of the elderly. South Petherton Community Hospital was recently rebuilt and re-opened in 2011 and has a Stroke Rehab unit. NHS Dorset manages the Yeatman Hospital in Sherborne which has a minor injuries unit and a surgical day ward with an operating theatre equipped for ophthalmic day surgery.

ABOUT YEOVIL

Yeovil District Hospital is situated in the centre of this South Somerset market town which has a population of 40,000. It has a busy shopping centre with a mix of conventional high street stores and independent retailers and regular street markets. It is close to the Dorset border with easy access to some of the most beautiful rural and coastal areas in the UK, offering a wealth of leisure and sports activities.

There are a number of golf courses in the area, rugby union is played at club level and the hospital has close connections with Yeovil Town Football. There are extensive opportunities for equestrian sports, both riding and horse racing, within easy reach and active sailing clubs are based at Sutton Bingham Reservoir and in the Chew Valley.

The area benefits from the tourist industry with many local attractions including Cheddar Caves and Wells Cathedral. There are two theatres, a multiplex cinema and ten pin bowling in the town offering a variety of entertainments. Other activities can be accessed in Bristol, Bath, Exeter and Taunton. The area is also well known for the Glastonbury Festival which is held in nearby Pilton.

For more information, follow: www.visitsomerset.co.uk

There are a wide range of excellent state and private schools in the area and Yeovil College has links with some of the regional universities.

Yeovil has a direct rail line to London, Waterloo – journey time two hours and to Paddington via Castle Cary. Road communications are good, the A303 going west into Devon and Cornwall and east into Wiltshire, Hampshire, linking with the M3 for London.

Airports – Local airports providing access to European and international destinations are at Bristol, Southampton, Exeter and Bournemouth.

Living here

Whether buying or renting, the surrounding area offers something to suit every taste and budget; whether you prefer the tranquility and community of village life, or more vibrant surroundings in one of our many nearby local towns.

With such choice, there is wide variety in house prices for buyers. However, prices for Somerset and Dorset are very attractive when compared to national averages.
Schools & Higher Education

Parents moving into South Somerset, or those wishing to start a family, have a wealth of educational facilities on their doorstep. As well as a choice of state primary, secondary and further education facilities, the area also boasts a number of private schools with excellent reputations.

Access to academic excellence at a higher level is unparalleled, with both the University of the West of England (Bristol) and Bath University less than an hour away.

The website of Somerset County Council, our Local Education Authority, contains everything you need to start planning for the education needs of your family.

1. The Work of the Department

The Anaesthetic Department is part of the Directorate of Critical Care. The Department is staffed by 16 Consultants, 2 Associate Specialists, 14 Speciality Doctors (including this post), 4 CT1s and 1 F1.

The Theatres covered by the Department include four general theatres, two day theatres, and a separate gynaecology theatre and a separate obstetrics theatre, which is situated in the Maternity block. The Department provides anaesthetic services for general surgery, orthopaedic surgery, ENT, oral surgery, urology, ophthalmology, gynaecology and obstetrics (including an obstetric epidural service) and anaesthesia for invasive radiology and CT scanning.

The department has developed an Acute Pain Relief Service with its own Sister and Staff Nurse under the supervision of the lead Consultant.

Day Surgery procedures are rapidly increasing in numbers and are conducted in the twin theatre Day Unit. The department is actively involved in the development of the protocols and procedures for day surgery.

A new ten bed intensive care unit (ICU) which combines both ITU (4) and HDU (6) opened in February 2007. Staff are rostered to cover the ITU beds and the Anaesthetic Consultants cover the unit during normal hours. The Intensive Care Unit is covered at night and at weekends by the on-call team. Currently the HDU patients are managed by the admitting teams (with input from the ITU team).
The Maternity Unit is in a block separate from but linked to the main acute ward block. There are Consultant Anaesthetic sessions allocated to obstetric care. Elective caesarean sections are performed during these sessions and the Consultants concerned oversee the anaesthetic service to the Obstetric Department. There is a 24-hour epidural service. The gynaecology theatre is also within the Maternity.

There is an active Departmental postgraduate training programme which includes Audit, Intensive Care and Anaesthesia tutorials - these take place during time dedicated to postgraduate training during the week, and all consultants participate in this.

**SENIOR STAFF AND SPECIAL INTERESTS**

Consultants

- **Dr J Reid**  Clinical Director / ITU Lead
- **Dr C Elsworth**  Dept guidelines / trauma
- **Dr R Daum**  Acute Pain
- **Dr Joe Tyrrell**  ITU / regional
- **Dr J Howes**  Deputy Chief Executive
- **Dr T Scull**  Medical Director
- **Dr A Hunter**  Acute pain and Associate Dean Somerset Academy
- **Dr M Wootton**  Paediatrics and Critical Incidents
- **Dr B Swanton**  Day Surgery and Paediatrics
- **Dr J Kerr (Part Time)**  Obstetrics / College Tutor
- **Dr A Awad**  Pre Assessment and Specialty Doctor Lead
- **Dr A Pudelko**  ITU and Audit
- **Dr A Smith**  ITU / Trust IT lead
- **Dr N Craw**  ITU / Equipment / Organ Donation
- **Dr J Middle (Part Time)**  Obstetrics
- **Dr R Johns (Part Time)**  Orthopaedics / Patient Safety (elective care)
- **Dr Borcea (locum)**  ITU

Associate Specialists

- **Dr B Ancill (Part Time)**  Rota
- **Dr H Sinding (Part Time)**  Acute Pain

2. **The Job Itself**

This post entails 12 programmed activities (PAs) per week in total (1PA = 4 hours 07:00-19:00 Mon – Fri and 3 hours at all other times). This includes for time for pre- and post-operative visits and 1 Supporting Programmed Activity (SPA). There is usually ample scope to work extra sessions if desired. Work is interesting and varied. There is a 1:7 on-call rota (full shift) with prospective cover for nights and weekends, where Theatres, Maternity and ITU are covered. During normal hours, a wide variety of locations require anaesthetic input. These include elective and emergency operating lists, ITU and Maternity. This is not a training post and applicants must be fully qualified.
Clinical Governance:

Meetings are held monthly. Audit projects, morbidity & mortality, critical incidents, other clinical governance topics and departmental matters are discussed. The Department has a PC, printer and scanner which are available for all in the Department to use. The hospital audit office assists with audit work and there is a well resourced postgraduate library.

3. **Study and Training**

Post holders are encouraged to attend courses and conferences and departmental meetings to meet CME requirements. Study leave is encouraged and expenses for this purpose are reimbursed at the authorisation of the Clinical Director and Medical Director in line with Trust Policy. We encourage department members to develop specific areas of interest and expertise.

4. **Main Conditions of Service**

a) The successful applicant will be employed under the Terms and Conditions for Speciality Doctors and will receive a salary based on £37,716 to £69,325 per annum as detailed in the National NHS Terms and Conditions of Service for Medical Staff in England. **The quoted salary is based on 10 professional activities. For this post successful candidates will receive an additional 2 professional activities per week paid at 2/10th the annual salary i.e. £37,716 per annum basic salary plus £7,543 per annum for 2 additional Pas making £45,259 per annum total gross salary before income tax and national insurance deductions are made.** The details of the Terms and Conditions for Speciality Doctors can be found on the NHS Employers website: [www.nhsemployers.org](http://www.nhsemployers.org)

The salary and incremental increases are subject to annual review and in accordance with the National NHS Terms and Conditions of Service for Medical Staff in England.

b) The post is full time and contains 12 PA’s in total working a 1:7 full shift on call rota.

c) Successful candidates will be contracted with a 6 month probationary period.

d) The post holder will undertake, exceptionally, to perform additional duties in occasional emergencies and unforeseen circumstances.

e) The appointee will be required to complete a medical questionnaire; following this; a medical examination and appropriate immunisations may be required.

f) The basic salary is for a whole-time appointment.

g) The post holder’s professional progress will be reviewed annually by the supervisory consultant.
h) New purpose built, off site, accommodation for Yeovil District Hospital staff members opened on 1st August 2012 and is managed by the Yarlington Housing Group. The Yarlington Housing Group has built 36 new homes near to the hospital especially for our staff. The development provides one and two bedroomed flats housing up to 70 junior doctors and other key staff members. The design for these homes enables each resident to have a private study/bedroom with an en-suite bathroom and provides a high standard of living accommodation. These residences are located just 0.6 mile or a 10 - 12 minute walk from the hospital.

For further details regarding this accommodation please contact Sarah Morgan, Yarlington Housing Group Accommodation Officer, on 01935 404522 or email hospital@yhg.co.uk. Alternatively you can view the details and pricing structure on the Yarlington Housing Group website www.yhg.co.uk by entering 'Yeovil Hospital' in the search box. Applications for this accommodation must be made direct to Yarlington Housing Group.

5. **Other Facilities**

There is a Doctor's Mess within the hospital.

A municipal sports complex with swimming pool and gymnasium is situated close to the hospital.

The hospital is situated within easy walking distance of the town centre.

6. **Conditions of Appointment**

The successful candidate should have acceptable references.

Specialty Doctors must have a minimum of 4 years’ experience since qualification, 2 of which must be in the relevant specialty.

_The appointment is subject to a satisfactory medical assessment carried out at the hospital’s own Occupational Health Department. The medical is on the basis of a questionnaire issued at the time of appointment to the post._

This post has been identified as one involving exposure prone procedures. As such, additional health clearance is required based on Department of Health guidance March 2007. In addition to TB, rubella, varicella and hepatitis B antibody status are now required.

All pathology specimens must be identity validated from a UK laboratory and samples must be obtained by Occupational Health staff or other officially designated department.

_The appointment is also subject to satisfactory Criminal Records Bureau police clearance._

7. **Arrangements to Visit the Hospital**

Last Updated – 8th April 2015
Any **shortlisted** applicant for this post who wishes to visit the hospital prior to interview should contact Dr J Reid, Clinical Director, on 01935 384544

*The information contained in this Job Description is accurate at the time of typing but may be varied from time to time by agreement.*
**PERSONAL SPECIFICATION - NB: SCORING ONLY TO BE COMPLETED AT SHORTLISTING STAGE.**

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>CRITERIA</th>
<th>WEIGHT</th>
<th>SCORE</th>
<th>HOW ASSESSED</th>
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<tbody>
<tr>
<td><strong>EDUCATION, QUALIFICATIONS AND TRAINING</strong></td>
<td>MBBS or equivalent</td>
<td>3</td>
<td>3</td>
<td>Certificates/ Application form</td>
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<td></td>
<td>Eligible for Full Registration with the GMC and hold a licence to practice</td>
<td>3</td>
<td>3</td>
<td>Certificates/ Application form</td>
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<td>ATLS, ALS, APLS</td>
<td>2</td>
<td></td>
<td>Certificates/ Application form</td>
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<td>Evidence of commitment to continuing Professional Development – willingness to undertake relevant courses.</td>
<td>3</td>
<td></td>
<td>Application form &amp; Interview</td>
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<td><strong>E, Q, &amp; T total score:</strong></td>
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<tr>
<td><strong>EXPERIENCE</strong></td>
<td>1 year’s experience at HO level</td>
<td>3</td>
<td></td>
<td>Application form</td>
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<td></td>
<td>Experience of working in the UK or EU other than a clinical attachment.</td>
<td>3</td>
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<td>Application form</td>
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<td>Experience at CT1/ST1 level in the UK or EU equivalent.</td>
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<td>Application form</td>
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<td><strong>Experience total score:</strong></td>
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<td><strong>SKILLS ABILITIES AND KNOWLEDGE</strong></td>
<td>Evidence of ability to communicate effectively in English, both written and oral.</td>
<td>3</td>
<td></td>
<td>PLAB, ILETS Application form &amp; Interview</td>
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<td>Evidence of ability to analyse and diagnose situations and prioritise and act accordingly</td>
<td>2</td>
<td></td>
<td>Interview</td>
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<td></td>
<td>Evidence of ability to develop effective Partnerships and team building</td>
<td>2</td>
<td></td>
<td>Interview</td>
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<td></td>
<td>Willingness and ability to fulfil the key elements of the job description</td>
<td>3</td>
<td></td>
<td>Application form and interview</td>
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<td><strong>S, A &amp; K total score:</strong></td>
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<td><strong>AUDIT</strong></td>
<td>Knowledge of multidisciplinary clinical audit principles and evidence of direct involvement in a specific audit in the last 18 months.</td>
<td>1</td>
<td></td>
<td>Interview</td>
</tr>
<tr>
<td><strong>TEACHING</strong></td>
<td>Evidence of interest and experience in teaching appropriate to Medical students and Doctors in training and the multidisciplinary team (where required).</td>
<td>2</td>
<td></td>
<td>Interview</td>
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<tr>
<td><strong>A &amp; T total score:</strong></td>
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<td><strong>Total Shortlisting Score:</strong></td>
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**Weighting:** Criteria in each area are ranked in order of importance 3 - 1, with 3 being essential.

**Shortlisting Criteria:** Each candidate will be scored against the person specification as follows:

- **3 points** = fully meets or exceed the criteria.
- **2 points** = significantly meets criteria although falls short on minor aspects.
- **1 point** = partially meets criteria but falls short on key aspects.
- **0 points** = does not meet criteria.