

JOB DESCRIPTION

Job Title:	ICU Consultant – 10 Pas
Band/Pay:	Consultant Salary Scale
Department:	Critical Care Medicine

Newton Abbot and Coastal Integrated Service Units



Job overview

To join a team of enthusiastic and dedicated clinicians to deliver a high quality Consultant led service in Intensive Care Medicine 24 hours a day.

Main duties of the job

To provide high quality consultant delivered care to critically ill patients and those at risk of becoming critically ill. This includes clinical leadership and supervision of junior medical staff, ensuring the highest standards of clinical care are provided to all patients attending the hospital requiring critical care input.

Weekly timetable/Job plan

This post is for an equal clinical work load with all the existing ICU consultants in delivering the core ICU clinical service.

All on-call and day time ICU DCC (direct clinical care) is dedicated purely to ICU. The current rota is 1:11 for weekday night (1800 – 0800) and weekend on-call ICU duties (maximum 24 hour continuous on-call), an 11 week rolling rota for ICU week-day sessions (0800-1800) and outreach sessions (currently 1300-1800, usually preceding a week night on-call). Additional PAs are potentially available in clinical specialities of Anaesthetics, Acute Internal Medicine, Emergency Medicine, Respiratory Medicine and Renal Medicine following discussion and agreement with the relevant clinical teams and leaders and suitability of the candidate for the post.

Total Programmed Activities: up to 10 PAs

Will include at least 5.17 PAs of ICU direct clinical care, with potential for additional clinical sessions in allied specialities subject to discussion during the appointment process.

Supporting Professional Activities (SPAs): 2.5 PAs per week.

On-Call frequency is currently 1:11.

During the weekend day time on-calls are based on being present in the hospital from 0800 – 1800 at least.

PA calculations and shift timings:-

Monday to Friday (see template rota for expected rota pattern) day sessions 0800 – 1800 = 2.5PA

Monday to Friday outreach sessions 1300 – 1800 = 1.25 PA

Monday to Sunday night on-call 1800 – 0800 = 1.9PA per on-call based on diary analysis and described as unpredictable on-call. On-call category A Intensity supplement 3%.

Weekend on-call 0800 – 0800, comprising 0800-1800 predicable on-call (expected to be present in the hospital) = 8 hours x 1.5 + 2 hours x 2) = 4 PAs

About your new team and department

Intensive Care Unit

We run a newly built state-of-the-art ICU which opened in February 2017. This contains 14 beds fully equipped to take Level 3 patients of which 10 are funded (6 level 3 and 4 level 2 at present). It functions as a combined adult general ICU and HDU with the beds being used for a mixture of Level 3 and Level 2 patients depending on demand.

In addition to the above we have 2 "level 1.5" beds in an orthopaedic high care area where we can run vasopressors and monitor invasive blood pressure primarily for high-risk patients undergoing elective orthopaedic procedures.

Across ICU and the orthopaedic high care area we have approximately 800 admissions per year.

There are approximately 40 paediatric admissions each year most of which are transferred to the Bristol Children's Hospital.

The multidisciplinary team functions very effectively with daily MDT ward rounds (Occupational Therapy/Physiotherapy/Dietician/Pharmacist and Psychologist), daily microbiology rounds and daily Radiology meetings. We are a national exemplar for rehabilitation of patients following critical illness.

There are 11 intensive care consultants with a broad range of interests encompassing echocardiography, organ donation, resuscitation and treatment escalation, pharmacology, research, statistical analysis, human factors, clinical information systems, quality improvement, teaching and journal clubs, patient safety, rehabilitation and follow-up and intensive care outreach.

Research in ICU

The Trust offers SPA time to be a PI for NIHR approved studies. Current ongoing studies are: REMAP-CAP, MOSIACC, MARCH, Post ABC, GenomiCC, we have expressed interest in Septic and ABBRUPT.

Ward Based Intensive Care

We currently run a very successful 24/7 Intensive Care Outreach team. We are currently working towards increasing our Consultant input to further support patients on the ward who may benefit from more intensive support in a ward environment.

Intensive Care Follow Up

A multidisciplinary follow up clinic takes place once a month for patients who have been in the unit for more than 4 days. An intensive care nurse and clinical psychologist jointly run this clinic.

Pre-assessment and enhanced recovery

There is a nurse led pre-assessment clinic for elective patients. High risk patients are seen by consultant anaesthetists in dedicated clinics and appropriate patients undergo cardiopulmonary exercise testing. This forms the back bone of planning postoperative care including high dependency and critical care for the high risk surgical patient.

The Trust is committed to the concept of 'enhanced recovery as standard' for all elective surgical patients.

Day Surgery Unit

We are proud to have a nationally recognised Day Surgery Unit, there are 3 theatres in a stand alone unit with 2 more being added in 2023. Our success comes from high quality staffing, well developed patient pathways and comprehensive data systems which enable ongoing quality improvement and assurance.

Obstetric Anaesthesia

The Obstetric service achieved CNST level 3 in 2012. There are between 2500 and 3000 deliveries per annum. We provide senior anaesthetic care for labour ward every weekday morning and separately for elective caesarean section lists. We have a dedicated obstetric theatre situated within the labour ward complex.

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Inpatient theatres

There are 10 inpatient operating theatres including a purpose built interventional radiology suite. The Trust provides a 24/7 interventional radiology service.

Trauma and Orthopaedic service

The anaesthetic department actively supports the Trauma and Orthopaedic service through participation in the accelerated Neck of Femur fracture pathway and through daily all day trauma lists throughout the year, including weekends and bank holidays. We support the elective orthopaedic service by provision of a regional anaesthetic service for upper and lower limb surgery and when undertaking complex major joint surgery including revision surgery.

Torbay is a major trauma receiving unit, and we support this through providing senior support to the trauma team and transfer service to the regional trauma centre in Plymouth.

Pain Medicine

The Chronic Pain Team consists of 4 consultants and one GPWSI and is part of the Anaesthetic Department. Pain consultants work within a multidisciplinary team to deliver general outpatient chronic pain clinics, interventional pain lists and support to the inpatient pain service.

Inpatient pain services are primarily consultant and nurse delivered. There are 3 inpatient pain nurses providing a weekday service. There is close liaison between the inpatient and outpatient teams. Weekend support is provided by the general anaesthetic emergency team. Pain consultants work approximately 50% of their time in pain medicine and 50% in anaesthetics.

ICU STAFF

Consultants

Dr Adam Revill	Intensive Care Consultant / Clinical service lead, Research lead
Dr John Carlisle	Intensive Care Consultant / High risk Pre-operative assessment
Dr Adam Carpenter	Intensive Care Consultant / FFICM Tutor, Transfer Lead
Dr Tod Guest	Intensive Care Consultant / ICU Clinical Governance Lead
Dr Nikki Freeman	Intensive Care Consultant / Organ Donation Lead, follow-up, maternity liaison
Dr Jonathan Ingham	Intensive Care Consultant
Dr Ben Ivory	Intensive Care Consultant / Infection control lead
Dr Richard Eve	Intensive Care Consultant / Outreach Lead
Dr Kate Smurthwaite	Intensive Care Consultant / Paediatric and Medical Student Lead
Dr Ed Scarth	Intensive Care Consultant /
Dr Ben Whittaker	Intensive Care Consultant / IT System Lead
Dr Rachel Saunders	Intensive Care Consultant / Retrieve Transfer Consultant

In ICU, there are 2 FY1 trainees and 1 FY2, six core trainee level (including rotating IMTs and anaesthetic STs), and 1 stage 3 ICM trainee in intensive care medicine.

Senior nursing team

Peggy Christie	Matron for ICU, Outreach and Pain Services
Sharon Evans	Unit manager
Dawn Straw	Practice Education Lead
Michaela O'Sullivan	Outreach
Hazel Robinson	Outreach

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Senior Multi-disciplinary team comprising

- Rehab lead and senior Occupational Therapist
- Unit Pharmacist
- ICU lead Physiotherapist
- ICU lead dietician
- Psychotherapist
- ICU – Practice Manager
- Operational Manager

Anaesthetic leads

Dr Andrew McEwen Chairman/ General Anaesthetist

Dr Lyn Margetts Clinical Service Lead Anaesthesia/ Pain Medicine

Detailed job description and responsibilities

- Communication and working relationships
 - Patients
 - Clinical Colleagues
 - Junior Medical staff
 - Trust and NHS Management and Leadership
 - Other medical and service departments within the Trust
 - Liaison with other Trusts/Providers where necessary
 - SW Retrieve service
 - Bristol Children's Hospital PICU and WATCH
 - South West Critical Care Network
- Planning and organisation
 - To be able to plan patient care effectively
 - Prioritise workload efficiently and safely
- Analytical and judgement
 - To use best evidence based analytical judgement in providing care to patients
- Responsibility and accountability
 - To provide high quality consultant delivered care to patients including clinical leadership and supervision of junior medical staff, ensuring the highest standards of clinical care are provided to all patients attending the hospital
 - To provide teaching and training at undergraduate and postgraduate level and supervision and training for the junior doctors. To be proactive in the department's clinical governance agenda and take on leadership roles to support continuous learning and improvement, thereby abiding by the clinical and corporate governance policies of the Trust
- Responsibility for patients and client care
 - To be proactive in ensuring all patients receive rapid assessment treatment and clinical decision making, whilst ensuring our standard to deliver safe quality and performance are delivered and sustained
- Policy and service responsibility
 - To adhere to policies and guidelines of the Trust
 - To participate in relevant audit and quality assurance processes
- Responsibility for finance, equipment and other resources
 - Liaise with the Associate Medical Director, associate Director of Operations and Operational Manager on budgetary issues
- Responsibility for supervision, leadership and management
 - Recruitment, appointment, teaching and educational supervision of junior medical staff including educational contracts, organisation of study leave, annual leave and rotas
- Information technology and administrative duties
 - To complete relevant medical records as per policies and procedures
 - Use IT systems i.e. Picis, Galaxy, CLW, VitalPAC etc
- Responsibility for research and development
 - To take part in research and development within the department

PERSON SPECIFICATION

Attributes	Essential	Desirable
<p>Qualifications and training</p>	<p>Full GMC Registration (with licence to practice).</p> <p>CCT/EU equivalent Specialist Registration in Intensive Care Medicine before commencing posdt</p> <p>FRCA, MRCP FCEM or equivalent</p> <p>Up to date Good Clinical Practice (GCP) researcher certificate</p> <p>Minimum of English Level 2 (GCSE grade C or equivalent), IELTS or graduate of a UK Medical School.</p>	<p>Distinctions, scholarships, prizes.</p> <p>Other degrees, e.g. BSc, MSc, MD.</p> <p>Additional training in general medicine.</p> <p>Additional training in specialist critical care (e.g. Cardiac, Neuro, Liver, Burns, Paediatric etc.)</p> <p>ATLS / APLS / ALS.</p>
<p>Clinical Experience</p>	<p>Ability to offer expert clinical opinion on a broad range of critical care problems.</p> <p>Ability to take full and independent responsibility for clinical care of patients of patients.</p> <p>Ability to prioritise clinical need.</p> <p>Ability to supervise multi-disciplinary teams.</p>	<p>Other relevant clinical experience for working in a DGH Adult</p> <p>Critical Care unit, such as echocardiography, point of care ultrasound, bronchoscopy.</p> <p>Clinical experience outside the South West NHS region or UK.</p>
<p>Other Experience/Skills</p>	<p>Recent and demonstrable experience in use of clinical information systems and understanding of information governance and information communications technology.</p> <p>Ability to demonstrate familiarity with and understanding of NHS structures, management and current issues, including awareness of national strategic plans and constraints.</p>	<p>Evidence of innovative development and implementation of guidance.</p> <p>Evidence of involving patients in practice and quality improvement.</p> <p>Ability to supervise postgraduate clinical research.</p> <p>Evidence of relevant research, publications or presentations</p>

	<p>Clear willingness and ability to effectively lead clinical teams and contribute to the development of an effective specialist clinical service through research, audit, quality improvement and adherence to clinical governance principles.</p> <p>Experience of Audit and Management.</p> <p>Proven ability to teach clinical skills within multi-disciplinary teams applying evidence based knowledge.</p> <p>Willingness and ability to contribute to departmental and Trust teaching programmes.</p>	<p>Formal management experience and training</p> <p>Clinical leadership training</p> <p>Educational qualification</p> <p>Life-support instructor</p> <p>Simulation training experience</p>
Requirements due to work environment/conditions	<p>Able to work effectively within a multi-professional and disciplinary team structure</p> <p>To be able to communicate effectively with patients, relatives and staff. This includes verbally, via information technology and documentation, and demonstrating excellent inter-personal relationship skills.</p>	<p>Evidence of patient and colleague feedback</p> <p>Enquiring critical approach to work</p>

Physical skills	Able to fulfil the role as presented and work an equal share of out of hours work within the team
Physical effort	Ability to undertake an on call rota and the day to day service delivery of critical care
Emotional effort	Ability to undertake an on call rota and the day to day service delivery of critical care
Mental effort	To be able to concentrate for prolonged periods of time.