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Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board

Job Description

Full Time Specialty Doctor Anaesthetics

Job ref – 100-MED-WGH-161

Based at: Withybush General Hospital, Haverfordwest

SPECIALITY CONTACT FOR ENQUIRIES ABOUT THIS POST

Dr Mary O'Regan Tel ☎ 01437 773423

Links to Additional Information

- Hywel Dda University Health Board Homepage <http://www.hywelddahb.wales.nhs.uk/>
- Our 10 pledges <http://www.wales.nhs.uk/sitesplus/862/page/53848>
- Useful Links <http://www.wales.nhs.uk/sitesplus/862/page/46875>

- Medical Training/Careers in Wales <http://www.doctorstrainingwales.tv/>
- Wales, the Smart Choice www.walesthesmartchoice.co.uk
- NHS Employers website <http://www.nhsemployers.org/Pages/home.aspx>

JOB DESCRIPTION

Introduction

This is an opportunity to join a small friendly and welcoming international team of anaesthetists at Withybush Hospital in West Wales. We provide anaesthetic services for operating lists, a critical care unit, an emergency department, resuscitation, and inter-hospital transfer.

Our post would suit international candidates with significant anaesthesia & critical care experience seeking a soft landing in their first post in the UK. It would also appeal to candidates already working in the UK and who are seeking to settle in a long-term non-consultant career post in a beautiful part of the world.

Overseas doctors are welcomed.

We pride ourselves on the support we offer to doctors arriving from overseas. We provide an 8-week structured induction programme during which time international doctors are supernumerary and work hand-in-hand with consultants and senior specialty doctors. We don't throw you in at the deep end of the pool and our support ensures that within a few months you will be ready to swim.

Withybush Hospital is a small hospital, and our on-call rotas are relatively gentle compared with many bigger hospitals. We ensure our doctors have enough free time to enjoy a healthy work-life balance, and time to study for professional qualifications. One of our consultants is a Royal College of Anaesthetists FRCA examiner so we have the experience to help prepare examination candidates. Our study group has had considerable primary & final FRCA examination success. Short-term single-person hospital accommodation is usually available on-site and you can expect to receive plenty of support and advice from us when looking for home and making important domestic arrangements. We understand that as your UK experience grows you may eventually want to move to larger hospitals with more anaesthetic sub-specialities. We are delighted when some specialty doctors settle locally and choose to stay with us in the long-term; but those with ambitions to join the UK training scheme or follow the CESR pathway are encouraged and supported by us to make their next career step as soon as they are ready.

Our post is not suitable for MTI scheme sponsorship.

We welcome the opportunity to chat with potential applicants by WhatsApp and you can view our recruitment promotional video using this YouTube address: <http://youtube/G4FYjM6KUlo>.

The Role

Our department of 11 consultants, 1 associate specialist and 15 specialty doctors provides anaesthesia in a modern suite of 5 theatres and a 9-bedded critical care unit that combines high dependency and intensive care. The surgical specialties served are general surgery, orthopaedics and trauma, and gynaecology. The hospital emergency department receives adult emergency medical & surgical admissions and has a paediatric minor injuries unit.

This post serves the elective theatres, an emergency on-call rota for theatres and the critical care unit and facilitates inter-hospital road and air transfers.

Daytime work is supervised by resident consultants. Out-of-hours specialty doctors are part of a resident multi-disciplinary emergency team and a Consultant is available for telephone advice and will attend any complex cases and if the specialty doctor requires support. Our specialty doctors and consultants support the training of medical students from Swansea University.

We initially offer a Fixed Term 12-month contract but like to convert this to a permanent contract within 6 months by mutual agreement. The salary offered will be as per current NHS Wales pay agreements for a standard 10 session week and is dependent on your previous experience. Our specialty doctors are encouraged to accept 13 session posts. This increases salary by around 30% and offers more opportunity for professional development while maintaining a very good work-life balance.

Location

Hywel Dda University Health Board serves a population of 375,000 throughout the Counties of Pembrokeshire, Carmarthenshire and Ceredigion. Withybush General Hospital serves the largely rural community of Pembrokeshire. Pembrokeshire is the most westerly county in southern Wales. It is a peninsula surrounded by sea to the north, west and south. Each coastline boasts its own character and provides a stunningly beautiful natural environment in which to live and work. The larger in-land towns have some light industry whilst smaller coastal towns such as Tenby, Saundersfoot, Solva, and St Davids are well known tourist destinations with historical buildings, beautiful bathing beaches and plentiful facilities for family leisure and entertainment. The Pembrokeshire Coast National Park protects much of the open coastal countryside and is an ideal destination for those interested in outdoor pursuits such as cycling, horse-riding, climbing, coastering, surfing, kayaking, and walking. The hospital is situated in the central market town of Haverfordwest, approximately 7 miles from the coast. The ruins of the castle dominate the town and overshadow the river Cleddau which runs down to the huge estuary at Milford Haven. The estuary ports are used for international commercial shipping and passenger ferries to Ireland, but also offer great scope for water sports with many slipways and clubs catering for sailing, motorboats, waterskiing and diving. The estuaries and offshore islands of Ramsey, Skokholm and Skomer are havens for rare wildlife and popular with birdwatchers, botanists and marine mammal enthusiasts.

Very reasonable property prices and excellent schools contribute to low living costs and a high quality of life. The medical community is diverse and international. Heavy traffic is rare and there are good road and rail connections to the cities and airports of Cardiff, Manchester and London.

Withybush Hospital



Haverfordwest



Pembrokeshire Coast National Park



The rota

We use a rolling rota system in which each doctor works through an eight-week cycle before starting again at week 1. The rota is designed to provide a good work-life balance. All our specialty doctors work flexibly helping each other by swapping duties when needed.

While the NHS does not require any doctor to work more than an average of 10 sessions per week all our current specialty doctors choose to work a 13-session week which suits our rota structure. (This comprises an average of 10.7 sessions of direct clinical care, 1 session of supporting professional/administration activity and 1.25 sessions for prospective cover of colleague's annual & study leave)

NB. A 'session' equates to 4 hours of normal daytime work, or 3 hours of night-time or weekend work.

Example rota:

		mon	tue	wed	thu	fri	sat	sun
shifts	week 1	NWD	off	NWD	SPA(Tut)	OC	off	off
	week 2	NWD	NWD	off	OC	off	off	off
	week 3	off	NWD	off	HD/SPA(Tut)	NWD	OC	off
	week 4	NWD	off	NWD	HD/SPA(Tut)	off	off	off
	week 5	OC	off	SPA	NWD	NWD	off	off
	week 6	off	OC	off	SPA(Tut)	off	off	OC
	week 7	off	NWD	OC	off	NWD	off	off
	week 8	NWD	NWD	NWD	HD/SPA(Tut)	NWD	off	off

Key:

NWD (normal working day) = 8:00-18:00 (elective list, NCEPOD, ICU or trauma)

OC (on call) weeknights = 17:00-09:30

OC (on call) Sat & Sun = 09:00-09:30

HD (half day list before mandatory tutorial group) = 08:00-13:00

SPA (supporting professional & administrative activity) = 32 hours total over 8 weeks which includes 5 x 2-hour mandatory teaching session on Thursdays

Study and Training

Our department runs a weekly FRCA examination study group and enthusiastically supports specialty doctors wishing to gain fellowship of the Royal College of Anaesthetist and training schemes. We use the Royal College of Anaesthetists Lifelong Learning Platform to ensure that experience gained with us is credited for future ambitions such as taking examinations, joining the UK training scheme or gaining the right to apply for consultant posts.

There is an excellent medical library at Worthy General Hospital and a very active postgraduate medical programme. There are regular teaching sessions which the post-holder would be encouraged to attend and contribute to. The department allows time off and financial support for 13 days study leave per year, as well as a minimum of 27 days annual leave, and 8 national holidays.

Anaesthetic Team

Consultant (Team Lead)	Dr Michaela Duskova
Consultant	Dr Ilona Schmidt
Consultant (CCM)	Dr Joel Green
Consultant	Dr Adel Anter
Consultant	Dr Alun Rees
Consultant (CCM)	Dr Wojciech Groblewski
Consultant (CCM)	Dr Sunita Agarwal
Consultant (Chronic pain lead)	Dr Susmita Oomman
Consultant (RCoA examiner)	Dr Mary O'Regan
Consultant (CCM)	Dr Norbert Skarbit
Consultant (CCM)	Dr Tony Smith
Associate specialist	Dr Edward Todd
Specialty doctor	Dr Richard DCosta
Specialty doctor	Dr Hans Vargas
Specialty doctor	Dr Kalyan Debnath
Specialty doctor	Dr Daniela Marcelino
Specialty doctor	Dr Farah Nizar
Specialty doctor	Dr Sakuntala Tennakoon
Specialty doctor	Dr Felipe Megale
Specialty doctor	Dr Ibrahim Mostafa
Specialty doctor	Dr Randeep Dhaliwal
Specialty doctor	Dr Sharmila Rajaratnam
Specialty doctor	Dr Ashoka Senavirathna
Specialty doctor	Dr Nikhil Jain
Specialty doctor	Dr Ines Kornau
Specialty doctor	Dr Farhad Reza
Specialty doctor	Dr Amir Mekael
Consultants Assistant	Mrs Emma Phillips
Service Delivery Manager	Ms Diane Knight

Management

You will be expected to co-operate with your team in the efficient running of services and to share in the medical contribution to management, training obligations and modernisation of services.

All doctors are expected to work in close cooperation and liaison with colleagues both within and outside of the organisation, as appropriate, in multi professional and multidisciplinary team environments. There is a requirement to work within the financial and other constraints decided upon by the health board.

Subject to the terms and conditions of service, the post-holder will be expected to observe policies and procedures of the organisation, drawn up in consultation with the professions, where they involve both clinical and non clinical matters.

The post-holder will be expected to comply with local and national employment and Human Resources policies and procedures in the management of employees of the organisation. The post-holder will be required to ensure that arrangements are in place for the organisation of medical staff and that they are allocated duties in accordance with the work of the specialty and within the level of their competence.

Teaching, Audit and Research

Medical students are posted to the hospital from Cardiff, Swansea and elsewhere and the post-holder is responsible for a proportion of their instruction and education. Active participation in audit and research is expected.

The Health Board has University status with strong links to the Swansea & Cardiff Universities to promote research & development and multi-professional teaching. Appointees may undertake research liaising with the Research & Development department and there is an easily accessible clinical audit infrastructure.

Accommodation & Catering Services

There is purpose built on-site residential accommodation, offering reasonable rates, with single person accommodation subject to availability. Free Car parking is provided in an adjacent controlled area. There is plenty of very affordable private accommodation available within easy walking distance of the hospital. Each site within the Health Board is served by a restaurant serving a variety of hot meals, cold buffet, vegetarian and low calorie meals, snacks and beverages, with vending machines also available on both sites out of hours.

Conditions of Service

The Clinical Strategy of the Health Board is under constant development and the job holder may be required to undertake different duties agreed at the time of appointment.

The successful candidate will be required to be registered with the General Medical Council throughout the duration of their employment and to carry out their duties in line with the GMC booklet "Guide to Good Medical Practice".

The successful candidate will also be required to undergo a medical examination in the event of this being the candidate's first appointment in the NHS, or where he/she has not worked in the NHS for a period in excess of 12 months or when requested by the employing authority.

The post-holder accepts that he/she will also perform additional duties in occasional emergencies and unforeseen circumstances at the request of the appropriate consultant, in consultation where practicable with his colleagues and the department that while juniors accept that they will perform such duties, the Secretary of State stresses that additional commitments arising under this sub-section are exceptional and in particular that juniors should not be required to undertake work of this kind for prolonged periods or on a regular basis.

Person Specification - Speciality Doctor

Requirement	Essential	Desirable	Assessment method
Registration	<p>Full GMC Registration with current licence to practice</p> <p><i>Unregistered candidates who are eligible to apply for GMC registration may should contact the department to discuss their prospects. We do not accept MTI candidates.</i></p>		<p>GMC registration check</p> <p>Evaluation of primary medical qualification, English language skills, knowledge & skills, experience</p>
Qualifications	<p>GMC acceptable primary medical qualification</p> <p>Willingness to achieve UK resuscitation council certification as a provider of BLS & ALS within 4 months of employment commencing</p>	<p>GMC acceptable post graduate qualifications</p> <p>Current UK Resuscitation Council certificates in BLS, ALS, ATLS, EPLS/APLS</p> <p>Evidence of specific transfer medicine training or certification</p> <p>Evidence of recent continuous professional development</p>	<p>Evaluation against GMC list</p> <p>Certification or expressed willingness on application</p> <p>CV/Certifications</p> <p>CV/Certifications</p>
Clinical Experience	<p>Minimum of 4 years of post-graduate experience</p> <p>Minimum of 2 years post-graduate anaesthesia training equivalent to UK specialty core training.</p>	<p>Experience working in the NHS</p> <p>More than 2 years post-graduate anaesthetic training or experience in anaesthesia, pain medicine and critical care medicine</p>	<p>CV/Application form/Screening questions</p> <p>Certifications</p> <p>Interview questions</p>

	Recent significant broad-based experience of high quality contemporary style anaesthetic and critical care practice	Experience working with supervision from a distant site Experience supervising junior anaesthetists and trainees Experience communicating bad news	References
Additional Competencies	<p>Able to demonstrate achievement of core anaesthetic competencies equivalent to those expected at completion of a UK CT2 training post</p> <p>Able to skilfully assess and manage critically ill patients out-with the critical care unit and operating theatre</p> <p>Able to skilfully manage the inter-hospital transfer of critically unwell patients</p> <p>Able to apply a solid knowledge base to clinical practice</p> <p>English language skills of a standard to allows high quality safe and effective written and verbal communication with patients and medical professionals in the UK</p>		<p>CV/Application form/Screening questions</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview (and GMC acceptable certifications for overseas applicants)</p>
Personal Qualities	<p>Able to cope with stressful situations</p> <p>Confident, logical and</p>	<p>Good leadership qualities</p> <p>Good motivational</p>	Interview and references

	<p>considered decision maker</p> <p>Excellent interpersonal skills and comfortable working in a multi-disciplinary team</p> <p>Able to accept consultant supervision and adapt to local practice and clinical guidelines</p> <p>Ability to fulfil duties with enthusiasm and energy including the on-call commitments and travel requirements of the post</p>	skills	Occupational Health assessment
Other		<p>Evidence of participation in clinical audit and service improvement</p> <p>Published or presented relevant research</p> <p>Health managerial experience</p> <p>Evidence of experience as a health educator</p>	CV and interview
<p>NB. Offers of employment are conditional subject to: Acceptable references, Full GMC registration, eligibility to work and reside in the UK, satisfactory health clearance and satisfactory enhanced declaration by the DBS</p>			