



Consultant Anaesthetist

Candidate information pack

January 2025

Welcome

I am pleased to share an exciting opportunity to join our team at Salford Royal, part of the Northern Care Alliance NHS Foundation Trust as a Consultant in Anaesthesia. Our department is renowned for its excellence, innovation, and commitment to patient care, and we are excited about the prospect of welcoming a new consultant to contribute to our ongoing success.

Salford Royal is a leading Trust in neurosurgical care, providing outstanding clinical services across a range of neurosurgical sub-specialties. We provide a variety of surgical specialities including the upper GI service to Greater Manchester and a nationally referred Intestinal Failure Unit. Given our referral area, we are one of the largest centres for oesophagectomies in the UK. We have a well-established CPET service and ERAS pathways for our major elective surgery.

We house the Manchester Centre for Clinical Neurosciences, providing cover for a variety of neurosurgical specialities including a large volume of awake craniotomies, neurovascular base of skull. Our spinal unit has a nationally referred cohort of patients and performs complex spinal corrective surgery. We also provide a 24-hour thrombectomy service for Greater Manchester.

Furthermore, we are proud to be recognised as an internationally renowned centre for neurosurgery, attracting patients and specialists from across the globe.

Our anaesthetic department is one of the largest in the north west, comprising over 60 consultant anaesthetists, 4 specialty doctors, and 6 anaesthesia associates. We work alongside a dedicated team of nurses, operating department practitioners, support workers, and administrators to deliver anaesthetic services across multiple tertiary specialities. Our commitment to teamwork and collaboration ensures the best outcomes for patients and provides a rewarding environment for all our colleagues.

At Salford Royal, we believe in fostering a culture of education and innovation. We are proud of our international teaching partnership with Johns Hopkins University, one of the world's most prestigious healthcare institutions, which mirrors similar collaborations with the University of Cambridge. This partnership enhances our teaching programme, providing colleagues and trainees with access to world-class educational opportunities.

Our department also takes pride in its involvement in professional leadership and thought leadership. We have hosted an international anaesthesia conference, bringing together global experts to share knowledge and best practices. Notably, two of our team members have held the position of President of the Royal College of Anaesthetists, further highlighting the calibre of expertise within our department.

We are equally committed to team wellbeing and professional development. In addition to bespoke wellbeing initiatives for the theatre department, we foster a supportive and engaged community through innovative communication platforms. For example, our theatres-based social media presence has become a vital tool for sharing updates, celebrating achievements, and building camaraderie among our colleagues.

We believe that joining our team offers not only the chance to contribute to a world-class healthcare organisation but also opportunities for professional development, global collaboration, and personal fulfilment. We look forward to the possibility of working together to deliver exceptional care and advancements in the field of anaesthesia.

To find out more, please contact our recruitment partners, Isobel Harrop at iharrop@hunter-healthcare.com or by phone on 07566766706

Dr Kris Sivarajan

Clinical Director Anaesthesia.
Northern Care Alliance

About us

Northern Care Alliance NHS Foundation Trust (NCA) brings together staff and services from Salford Royal NHS Foundation Trust and The Pennine Acute Hospitals NHS Trust.

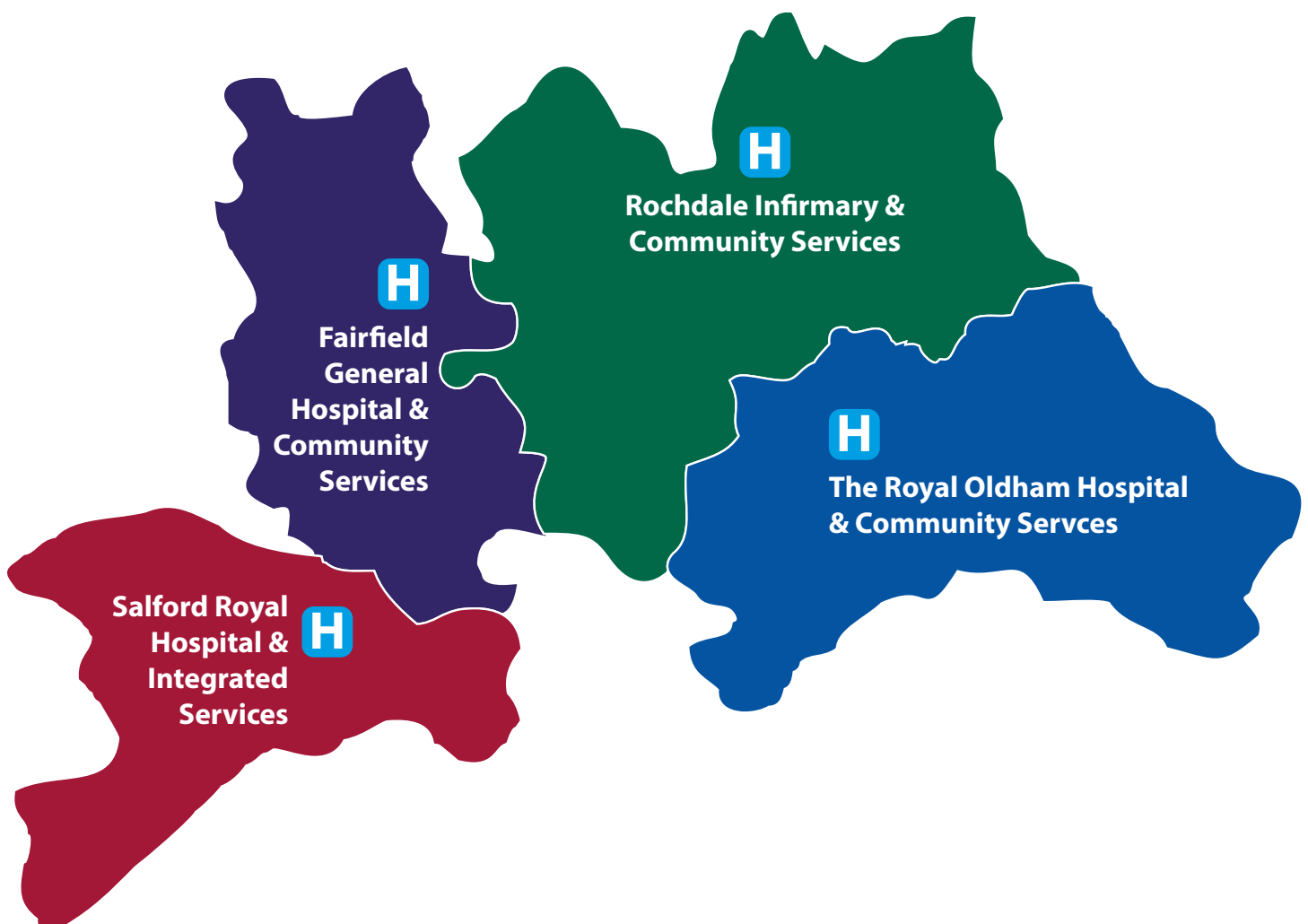
We are now one of the largest NHS providers in the country, working together as a group since 2016.

We provide a wide range of hospital, community health and specialist care services to over 1.3 million people across Bury, Oldham, Rochdale and Salford boroughs, and Greater Manchester and beyond. Our health and care services are provided at home, in the community, or at one of our four main hospitals; Fairfield General Hospital, Bury, The Royal Oldham Hospital, Rochdale Infirmary and Salford Royal Hospital.

We believe in saving and improving lives and are passionate about driving forward significant improvements for the provision of safe, high-quality care.

Our vision is to establish ourselves as a leading provider of healthcare services with a global reputation for exceptional patient care, clinical excellence, and an outstanding workforce.

So, if you're looking to make a difference, and drive progress for the people of Greater Manchester, this is the place for you.



About us

Salford Royal's Neuroscience Centre is an internationally recognised hub for the treatment of complex neurological conditions.

It is at the forefront of neurosurgery, neurotrauma, and neurocritical care, offering specialised services for conditions such as brain tumours, epilepsy, and spinal disorders. The centre is equipped with the latest technology, including advanced imaging and minimally invasive surgical tools, enabling exceptional outcomes. It also plays a pivotal role in research, contributing to advancements in neuroscience that influence care standards worldwide. This combination of clinical expertise and research innovation ensures the Neuroscience Centre remains a global leader in its field.

Salford Royal also serves as the regional robotics centre, utilising state-of-the-art robotic-assisted surgery to enhance precision, reduce recovery times, and improve patient outcomes.

As a hub for robotic surgery in the North West, the centre offers a range of procedures, including urological, colorectal, and gynaecological surgeries, performed with cutting-edge systems such as the Da Vinci robot. This advanced capability not only sets new benchmarks for surgical care in the region but also provides a platform for training the next generation of surgeons in these transformative techniques.

In addition, the new **Greater Manchester Major Trauma Hospital** further elevates the NCA's standing as a leader in emergency and critical care. Designated as the Major Trauma Centre for Greater Manchester, the unit offers comprehensive care for patients with life-threatening injuries, from emergency resuscitation to complex surgical interventions and rehabilitation. Supported by state-of-the-art facilities and a highly skilled multidisciplinary team, the trauma unit ensures patients receive holistic, world-class care.

The Trust in numbers 2022/23

1,300,000



POPULATION
SERVED

2,000



BEDS IN FOUR
HOSPITALS

45,000



SURGICAL
PROCEDURES

1,000,000



OUTPATIENT
APPOINTMENTS

£1.66 bn



ANNUAL INCOME
(2023/4)

20,000



STAFF

Vision and strategy

At the start of 2022 the NCA launched its 10-year strategy, Vision10. Vision10 sets out what we intend to achieve in the next 10 years. Our mission, vision and ambitions, which underpin that strategy, are set out below:

VISION

OUR MISSION

Saving Lives, Improving Lives

We have a shared purpose and are committed to improving safety and effectiveness, giving an excellent experience, and promoting inclusion and equality.

OUR VISION

Safest and most effective organisation

Excellent outcomes and experience

Improve health and tackle inequalities in all our places

The place where people want to work

OUR AMBITIONS

Population Health

Improving Population Health in all our Places, working with Partners



Our People

Caring for and Inspiring our People



Improving Quality

Improving Quality-safety, experience, outcomes



Transforming Performance

Improving Performance – meeting and exceeding standards



Supporting Development

Supporting Social and Economic Development in all our Places



Financial Sustainability

Financial sustainability – of our Organisation and Places



Our values

Our values provide us with the behaviours we respect and can commit to, and by living our values through our everyday interactions, we can build a stronger, more resilient, and forward-thinking organisation, guiding us to achieve success and make a positive impact on how we deliver our services.

Care

We listen and treat each other with kindness. In your role you will be expected to:

- **Shape and maintain an inclusive culture of empathy and respect.**
- **Make decisions that have people at the forefront.**
- **Deliver safe, reliable, high-quality performance in our Obstetric service.**
- **Collaborate to learn and improve processes.**

Appreciate

We value and respect each other's contribution. Therefore you will:

- **Recognise value, and express appreciation for the contributions of our colleagues, partners, patients, service users and communities,**
- **You will openly acknowledge their contribution, collaboration and feedback.**

Inspire

We speak up and find ways to be even better. To meet this quality you will:

- **Act with integrity and honesty.**
- **See and notice, ask and listen, decide and act.**
- **Learn from and with each other.**
- **Feel ownership for what we do.**
- **Be developed, empowered, and trusted to be our professional best.**
- **Make decisions that make a difference.**

CARE APPRECIATE INSPIRE
Be the difference.

Find out more [here](#).

Equality, diversity and inclusion

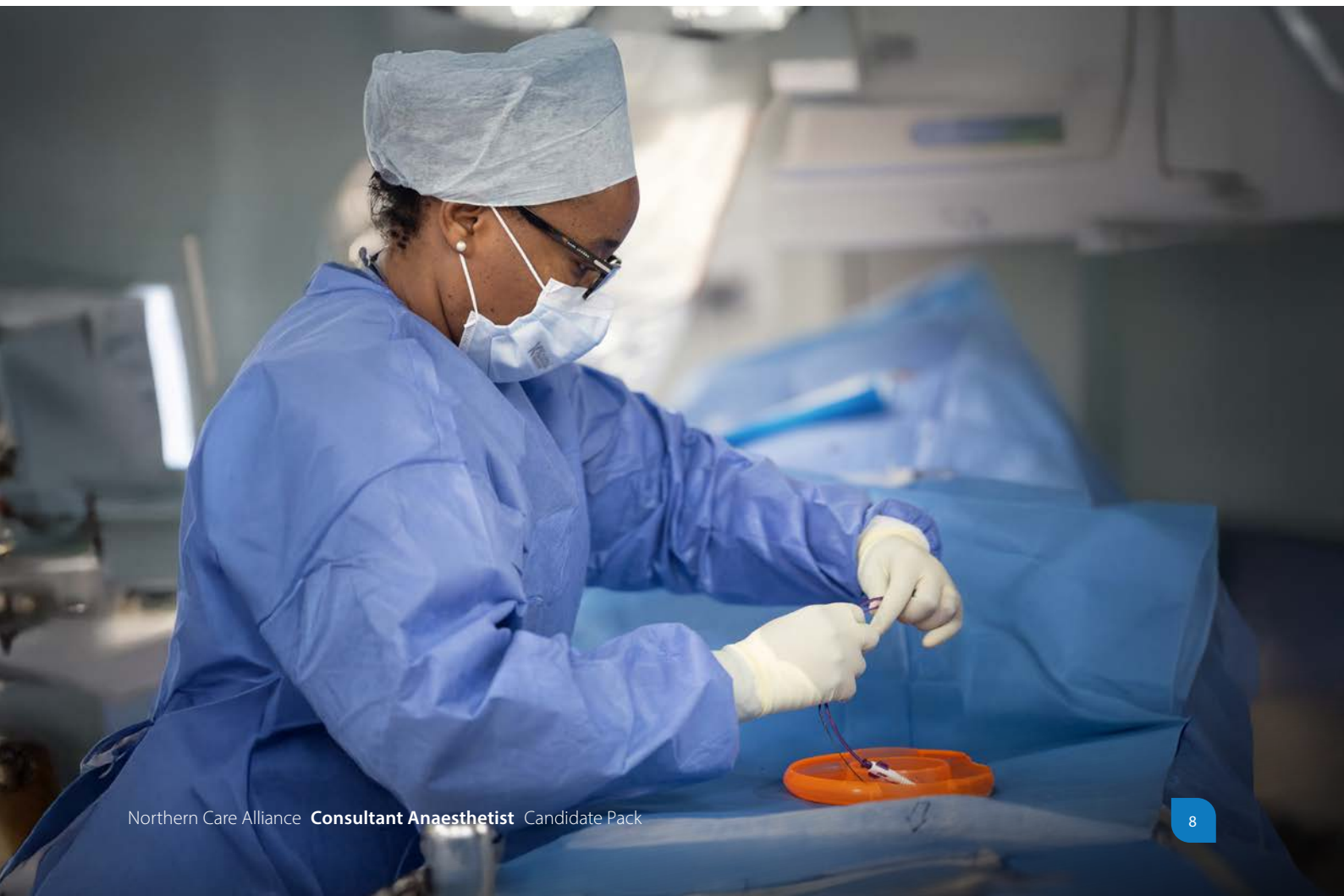
Inclusion is a value that is lived through not just our words but our actions and the culture we create right across the NCA. We appreciate the value of empowering our staff to feel able to bring their whole selves to work and see the diversity of our workforce as a strength that enables us to achieve the high ambitions we set.

Unlocking the talents of all our colleagues and working to break down the structural inequalities that have existed across public services for many years plays a vital role in ensuring the care we provide is at the highest quality for all our patients and that our impact is felt out across the diverse communities we serve. We are proud to be included within the Top 50 most Inclusive UK employers and while we have much to celebrate we are continually working to raise the bar to ensure inequalities are never a barrier to our patients, carers, staff or volunteers.

Equal Opportunities

The Trust very much welcomes applications from disabled candidates and as a Disability Confident Employer and in line with the Equality Act 2010, we will make reasonable adjustments to support disabled applicants and colleagues.

The Trust is committed to a policy of equal opportunity. All colleagues and applicants will be considered on their merits and will not be discriminated irrespective of gender, marital status, sexual orientation, social class, race, ethnic origin, colour, nationality, national origin, religion, disability, age, or gender re-assignment or is disadvantaged by working conditions or requirements which are not relevant to performance.

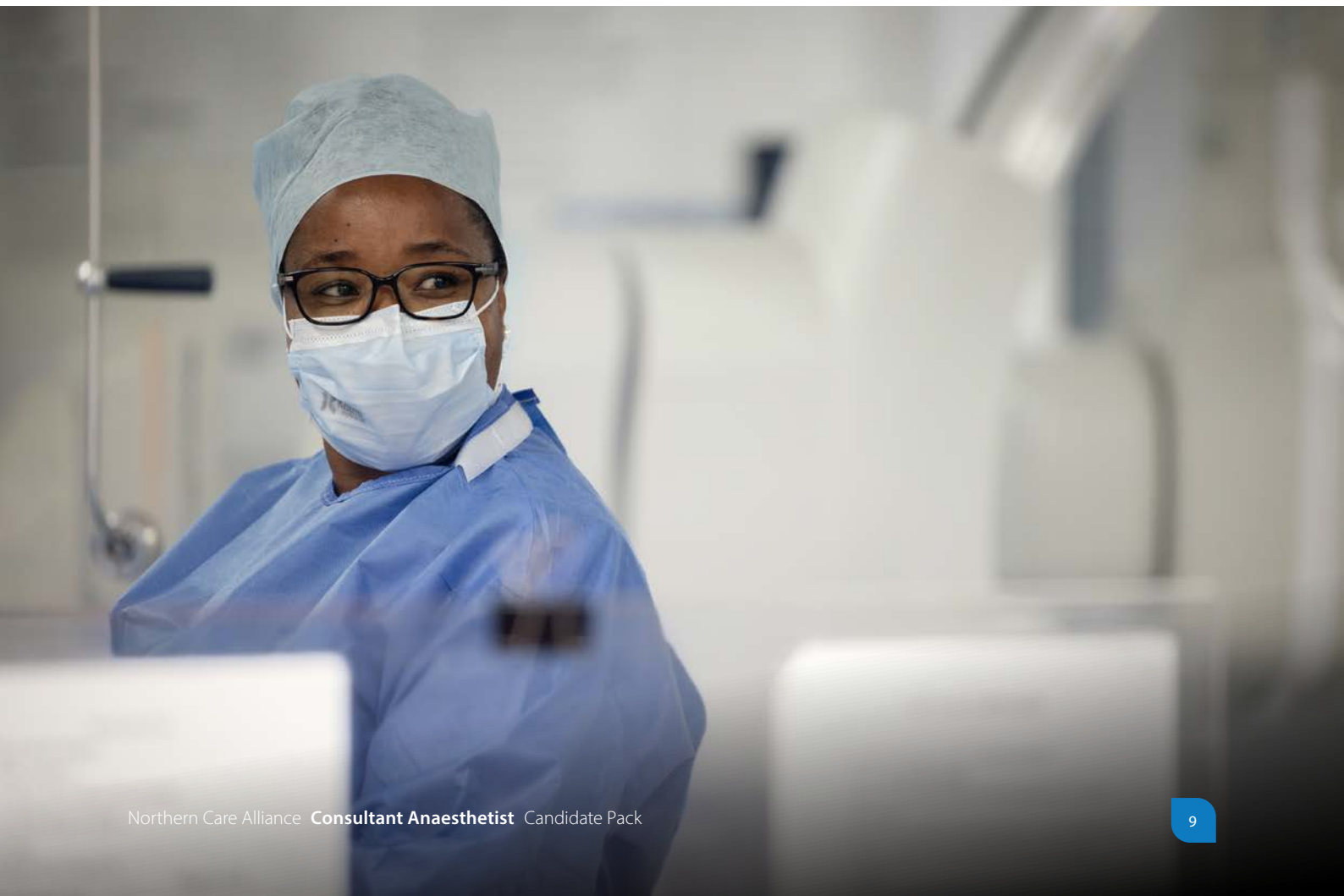


Additional links

Important Links

Should you require any further information about the NCA, our hosted services or the localities we serve, please follow the links below.

- [NCA 2023/24 Annual report](#)
- [NCA 2023 Staff Survey Results](#)
- [CQC Report](#)
- [Equality, Diversity and Inclusion](#)
- [Leadership Teams and Structures](#)
- [Our career website](#)
- [Our news](#)
- [NCA Research and Innovation](#)
- [NCA Research and Innovation News](#)
- [Our website](#)
- [Peri-operative Care and Anaesthesia](#)
- [Our Services](#)
- [Greater Manchester Major Trauma Hospital](#)
- [Robotic Surgery](#)



Job description

Job Title:	Consultant Anaesthetist
Grade:	Consultant
Terms & Conditions:	Consultants (England) 2003
Contract:	Permanent
Directorate/Service:	Department of Anaesthesia
Accountable To:	Divisional Medical Director
Responsible To:	Clinical Director
Base Location:	SCO
On-Call Requirement:	Yes On call requirements may change in response to the changing needs of the service

Values

Three values are at the heart of our organisation: **Care, Appreciate** and **Inspire**. Our values and behaviours define what's important to us as we work alongside each other and with our patients and service users. They also shape what it feels like to work at the NCA and will be central to your development and performance conversations. Together, we will create a culture where care, appreciation and inspiration thrive.

Job Summary

We are looking to recruit a substantive Consultant in anaesthesia to work in a busy acute trauma teaching unit. You will join an enthusiastic and supportive team of anaesthetists and intensivists in the provision of an anaesthetic service to the Trust.

We are currently in a period of growth with the construction of the Greater Manchester Major Trauma Hospital and with growth of some surgical specialties with the creation of the Northern Care Alliance are looking to recruit a substantive Consultant in anaesthesia to work in a busy acute trauma teaching unit. You will join an enthusiastic and supportive team of anaesthetists and intensivists in the provision of an anaesthetic service to the Trust.

Facilities and Service Provision

Wellbeing in the Department of Anaesthesia

In the Department of Anaesthesia we pride ourselves on being a supportive, cohesive, diverse, caring department for each other, our junior staff, anaesthesia associates, administrative staff and professionals allied to us. We have formal support structures and advice for those in need but we take a more pro-active approach before someone reaches this point with the following initiatives:

- All consultant staff are given a mentor when starting in the trust to guide them through clinical, administrative and social problems.
- All staff have a wellbeing assessment with their appraiser/educational supervisor at least annually. Staff are offered training from the NCA as to how to approach this sometimes difficult topic of conversation and given signposts for further support.
- Nurturing a no blame culture, staff at all levels are encouraged to acknowledge that mistakes will occur as a result of human factors. We hold regular morbidity and mortality meetings to discuss how systems can be improved to improve patient safety and to emphasise our approach of working in a no blame culture.
- A sociable and welcoming coffee and refreshments area within the department where staff can acquire valuable peer support

- Regular social meet ups – a Christmas party, a summer BBQ and a monthly “Pizza club” outing.

Should a staff member need mental health support we have the following resources available:

- Wellbeing board in theatres with advice on what support is available and details of the 4 mental health champions we have trained in the department that they are encouraged to contact, and how to access the resources below.
- Dedicated NCA staff psychologists with information on how to self- refer. The staff psychologists are also on hand for support after a traumatic incident.
- Counselling through occupational health.
- Extensive SCARF program that is well advertised on our wellbeing board and on the intranet. Here staff can access more specialist advice and support regarding specific problems such as addiction, finances etc. They also hold educational workshops on the menopause and pregnancy loss for both staff and employers.

Future projects that we hope to complete within the department in the near future include REACT training and training in compassionate leadership.

Key Role and Responsibilities

We are looking to recruit a substantive Consultant in anaesthesia to work in a busy acute trauma teaching unit. You will join an enthusiastic and supportive team of anaesthetists and intensivists in the provision of an anaesthetic service to the Trust. We are currently in a period of growth with the construction of the Greater Manchester Major Trauma Hospital and with growth of some surgical specialties with the creation of the Northern Care Alliance.

Salford is part of the Major Trauma Centre Collaborative, providing functions of a Major Trauma Centre (MTC) for Greater Manchester.

The MTC at Salford leads on brain injuries but will also lead on Poly-Trauma management from across Greater Manchester. Salford Royal is a major teaching hospital affiliated to Manchester University lying approximately 5 miles from central Manchester and is supported by excellent motorway, rail, tram and airport connections. There is a dedicated 24 hour emergency theatre service.

We provide a variety of surgical specialities in Salford including the upper GI service to Greater Manchester and a nationally referred Intestinal Failure Unit. We have a well-established CPET service and ERAS pathways for our Major elective surgery. Our data is collected as part of PQUIP and the results discussed at regular Divisional meetings. We have an expanding group within the department with an interest in Perioperative Medicine and improving patient outcomes.

We also house the Manchester centre for Clinical Neurosciences. We provide cover for a variety of neurosurgical specialities and we are continuing to expand. Our spinal unit has a nationally referred cohort of patients and performs complex spinal corrective surgery. The department is driven by a collaborative decision making process between anaesthesia and surgery to optimise outcomes for patients. We also provide a 24 hour thrombectomy service for Greater Manchester.

Outside of Salford, we also support Day case NCA orthopaedic centre which is based in Fairfield hospital & Rochdale Infirmary and general surgery lists at Rochdale Infirmary. It is expected that any appointment will have some work in these areas. There may be scope for work in other areas of the NCA but this would need to be jointly agreed with any successful candidate and the relevant Department.

In line with the Trust’s Single Equality Scheme we welcome applications from everyone irrespective of ethnic origin, disability, age, gender, sexual preference, disability, nationality, religion, marital status, social back ground or trade union membership. However, as members of ethnicity minority groups, individuals with disabilities and women are currently underrepresented at this level of post, we would encourage applications from members of these groups. Appointment will be based on merit.

Research and Development

The Northern Care Alliance has a well-established Quality Improvement programme and it is expected that the post holder will contribute to this. Opportunity for research and clinical audit exists both locally and nationally in all areas, and it is expected that the post holder will support junior staff with these activities.

Job plan & working arrangements

Consultants and SAS Doctors only

The job plan review will take place annually in accordance with Terms and Conditions of Service. Job plan reviews may result in a revised prospective job plan where duties, responsibilities, accountability arrangements or objectives have changed or need to change significantly within the area. Please see currently proposed job plan below.

This is an example job plan. SPA activities will be discussed on commencement in post. Review of duties will be carried out within first six months in post.

Draft Work Programme	No. of PAs
Direct Clinical Care (Average weekly number)	6.8125
Supporting Professional Activity	1.5
Undergraduate PAs (from SPA) please list activity below	
Postgraduate PAs (from SPA) please list activity below	
Non contracted SPAs (please list activity below)	
Other duties (please specify)	
Pt admin DCC	0.5
Total PAs	8.8125

On Call	No. of PAs
Predictable and Unpredictable	1.5
On Call day	
Weekend Trauma	
On-call Supplement	3%
Private Practice (yes or no)	
Total	10.5
Change needed from current PA allocation	(10.3125)

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> To be formally recognised as Clinical Supervisor as defined by the GMC Trainer Standards FRCA or equivalent ATLS or ETC certification Participation in a management training course Completion of the CCT/higher specialist training or equivalent in Anaesthesia. Current Advanced Life Support Certification Attendance at a leadership course 	<ul style="list-style-type: none"> Participation in an advanced IT training course Higher degree To be formally recognised as Educational Supervisor as defined by the GMC Trainer Standards
Professional Registration	<ul style="list-style-type: none"> Registration on the GMC Specialist Register-CCT or within 6 months of obtaining CCT 	
Knowledge, Training & Experience	<ul style="list-style-type: none"> Extensive experience in anaesthesia for general surgery, gynae surgery, spinal surgery and trauma and orthopaedic surgery Experience of ultrasound guided regional anaesthesia upper and lower limb surgery Clinical experience and knowledge in Upper GI including bariatrics, CPET, Plastics, Emergency surgery, Neurosurgery & Paediatrics Clinical Audit: Experience and undertaking of clinical audit project/s Trained to the level of clinical supervisor Academic achievements and research: Relevant reviewed peer publication(s) Management Skills: Understanding of the management responsibilities of NHS Consultants and IT Skills 	<ul style="list-style-type: none"> Attendance at a Ultrasound for Regional Anaesthesia course Extensive Paediatric experience Experience of the management of major trauma Demonstration of lessons learnt from clinical audit projects Experience of recent and current research Appearance in international meetings. Administrative roles during training

	Essential	Desirable
Skills & Abilities	<ul style="list-style-type: none"> • Developing Team and Partnership working • Appropriate Personal Attributes • Motivational Leadership 	<ul style="list-style-type: none"> • Can own/commit to shared goals. Can build effective teams and partnerships. Can work well in a team • Understands and values the contribution of others • Able to cope under pressure within conflicting demands. Flexible and adaptable to change. Acts with integrity – honest and trustworthy towards both patients and staff. Is comfortable dealing with people. • Is able to create a vision for the department. Is able to lead and drive change. Can help create a culture of innovation and improvement. • Is empathetic and sensitive to patients needs. Able to explain things clearly – particularly complex or sensitive information. Is able to influence and persuade effectively.



Appendix

The below details all the standard Trust requirements which must be incorporated within the role.

Communications and Relationships

You will be required to work in partnership with colleagues of all disciplines, external links to the Trust and service users, to ensure the creation of a quality service.

You will be expected to commit to shared goals in the department by building effective teams and partnerships and valuing the roles and contributions of others.

Resource Management

You will be required to ensure that services are delivered within agreed parameters. Any external duties that impinge on Programmed Activities you may wish to be included in your job plan must be agreed with the Clinical Manager at least one month in advance, where practicable. We have a standard six week notice period for the cancellation of clinical activities. Standard annual leave notification is in line with Trust policies and the leave year is from 1st April.

Teaching and Education

Northern Care Alliance plays an important role in the education of medical students. The successful candidate will participate in undergraduate teaching. This can include assisting in problem-based tutorials; providing regular clinical skills teaching; acting as an educational supervisor to students during special study modules and research options projects; teaching in the clinical skills laboratories and offering other teaching according to the demands of the curriculum and the interests of the appointee.

There will also be a requirement to participate in postgraduate and multi-disciplinary teaching and provide wider supervision and guidance to trainees in the directorate.

Delivering Service

You will be expected to take a lead role in ensuring delivery of a quality service. This will include the following:

- implementing and ensuring compliance Trust and national policies and procedures.
- reviewing and allocating resources appropriately
- reviewing and managing progress and improvement within the area.

The post holder will be required to ensure that services are delivered within agreed parameters. The post holder will be expected to contribute to the ongoing improvement of the clinical service (and to the academic performance of the Trust).

Annual Leave and Cover Arrangement

Annual leave is taken within the exigencies of the service and in accordance with the terms and conditions of service applicable to the post.

Clinical Audit

You will be expected to participate in clinical audit on a regular basis.

Personal Development

You are responsible for maintaining your own continuous professional development. You will be expected to work towards continuous professional improvement, in line with service needs and changes in medical practices. The Trust retains an obligation to assist professional development as far as possible, subject to service need.

Contractual Commitment

You will have continuing responsibility for the care of patients and for the proper functioning of the service and will undertake the administrative duties associated with the care of patients and the running of the clinical department. If you do not undertake your contractual obligations then this will be seen as a breach of contract, and as such action may be taken under Trust policies and procedures.

Infection Prevention

Employees will adhere to all Trust Infection Control policies and procedures which are relevant to the post and undertake any appropriate mandatory training. All colleagues will ensure that advice is sought from the infection control team as required and appropriate action is taken to minimise cross infection.

Safeguarding

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role.

Health and Safety

Employees must act in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, under which they must take reasonable care to avoid injury to themselves and to others who may be affected by their work activities. Employees are required to co-operate with the Trust in meeting statutory requirements. Employees must not intentionally or recklessly interfere with, or misuse anything that is provided in the interest of the health, safety and welfare of colleagues, patients, and the general public.

Equality and Diversity

All colleagues are required to understand the equality and diversity commitments and statutory obligations under the Equality Act 2010. You must act in ways that support Equality, Diversity, and Inclusion (EDI) and recognise the importance of people's rights in accordance with legislation, policies, frameworks, procedures, and good practice.

Colleagues must recognise and report any behaviour that undermines equality under Trust policy and further EDI activity by:

- eliminating discrimination, harassment and victimisation
- advancing equality of opportunity between people who share a protected characteristic and those who don't
- fostering good relations between people who share a relevant protected characteristic and those who don't
- understanding the impact of policies, services and practice on people with different protected characteristics

Confidentiality and Data Protection

Employees are required to uphold the confidentiality of all records held by the Trust, whether patient records or trust information. Unauthorised disclosure of any confidential information, or that covered by the Data Protection Act may result in disciplinary action.

Code of Conduct

Colleagues that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Colleagues who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.

Leadership and Development

We believe our colleagues play a vital role in delivering excellence, and that everyone has the ability to demonstrate leadership and make a difference. As a member of our team, we expect you to live the NCA values Care, Appreciate and Inspire through your daily habits, to improve outcomes for patients, customers and service users across the system. In return we provide a range of development opportunities that help you to realise your potential and reach your professional best.

As you join us, you are required to attend our Corporate Induction, complete the Trust's mandatory training and participate in the NCA Accelerated Leader Development Programme if you are in a leadership or management role. Your annual My Time appraisal conversation helps to continually review your contribution and ongoing priorities through your Personal Development Plan, informed through a wide choice of development available to you.

Flexibility

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time, in discussion with the post holder. This job description is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.

How to apply

We want our team to include people with a broad spectrum of lived experience and are keen to attract candidates who can bring diverse perspectives. We welcome expressions of interest from the widest possible range of backgrounds, particularly those who are underrepresented at Consultant level in the NHS.

The closing date for applications is **23 February 2025**.

Applications should include:

- A **covering letter** explaining why the appointment interests you, how you meet the appointment criteria and what you specifically would bring to the post.
- A **Curriculum Vitae** (CV) with education and professional qualifications and full employment history. Please include daytime and evening telephone contact numbers and e-mail addresses. The CV should include names and contact details of three referees. References will not be taken without your permission.
- Alternatively, you can apply through NHS Jobs or Trac jobs.

The NCA is a Disability Confident Employer and will offer an interview to any disabled people who meet the essential criteria for these roles. If you are disabled and want your application to be considered under these arrangements, please confirm in your covering letter.

All applications should be sent to: **apply@hunter-healthcare.com**. All applications will be acknowledged on receipt.

For an informal conversation about the posts, please contact Isobel Harrop at our recruitment partners, Hunter Healthcare by email: **iharrop@hunter-healthcare.com** or phone: 07566 766706

Key dates:

EVENT	DATE
Application deadline	23 February 2025
Shortlisting	w/c 24 February 2025
Interviews	4 March 2025



Northern Care Alliance

NHS Foundation Trust



Floor 2, Berkshire House
168-173 High Holborn, London WC1V 7AA

T: 020 7935 4570
E: enquiries@hunter-healthcare.com