

# INFORMATION PACK

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Specialty Doctor in Anaesthesia and Critical Care

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A Specialty Doctor post in Anaesthetics and Critical Care, based at North Devon District Hospital, is available.

Details of the post and descriptions of the department & Trust are included in this information pack as follows:

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## APPLICATION & INTERVIEW

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We welcome enquiries for further information and encourage informal visits to the hospital and department. A list of contacts at the Trust is detailed in the final section of this information pack.

The post is offered on a whole-time basis but suitably-qualified applicants who are unable to work full-time for personal reasons will be considered. The Trust is committed to flexible working arrangements, including job sharing. Such arrangements will be discussed with any shortlisted candidates on a personal basis.

Applicants must have completed Anaesthetics Core Training (or equivalent) prior to taking up this appointment. The applicant must be fully registered with the GMC and have evidence of completion of Foundation competences or equivalent along with **at least 24 months of experience working in Anesthesia / Critical Care within the NHS.**

Applications are through the Trusts Career Gateway at <https://careers.royaldevon.nhs.uk> . Please apply using the standard online application form at this site. In the interests of equal opportunities, applications or supplementary information submitted by CV will not be accepted. A minimum of three recent references are required, including a satisfactory reference from your current employer or the Responsible Officer at your current Designated Body.

The provisional date for the interviews will be shown on the Career Gateway website.

## Introduction

Applications are invited for the post of Clinical Fellow in Anaesthesia and Intensive Care Medicine (ICM) at North Devon District Hospital, part of the Royal Devon University Healthcare NHS Foundation Trust.

The successful applicant will be part of the expanding Anaesthetics and Critical Care Service in North Devon. The post is based at North Devon District Hospital (NDDH), part of the Royal Devon University Healthcare NHS Foundation Trust's Northern Services. This acute hospital in Barnstaple provides a full complement of secondary care services for the local population, including emergency care, cancer services, maternity and paediatric services.

NDDH is a designated Trauma Unit and Cancer Unit and has recently adopted a fully electronic health record and prescribing system. There are increasing opportunities to teach our numerous Medical Students from the University of Exeter Medical School (UEMS), as well as ACCS and Anaesthesia Trainees from Health Education England.

The role is in the first instance fixed term, with a view to offering a permanent contract on successful completion.

As a Trust, we consider career progression for Specialty Doctors to be important. We have a dedicated SAS Tutor and are in the process of supporting a number of our current team through the CESR process.

North Devon is a beautiful environment in which to live and work, with a wide variety of outdoor and cultural activities as well as excellent local schools. With National Parks and Areas of Outstanding Natural Beauty on the doorstep, the area offers an excellent quality of life. Our staff participate in a range of hobbies, maximizing on the opportunities afforded by living and working in a prime holiday destination that is also a World Surfing Reserve.

# Job Description

## Post Title

Specialty Doctor in Anaesthesia and Critical Care

## Clinical Commitments

The post holder will be personally responsible to the Lead Clinician for Department of Anaesthesia, Critical Care and Pain. Clinical activity includes:

- Anaesthesia care for elective day surgery and inpatient theatre lists
- Pre-operative and post-operative visits
- Obstetric anaesthesia and analgesia
- Anaesthetic duties in the ICU/HDU
- Support for acute pain issues on the wards
- Emergency transfers

In line with national guidance and Departmental policy, all anaesthetic procedures are carried out under the direct or indirect supervision of a Consultant. As such, whilst the successful applicant will take ownership of the pre-operative assessment, anaesthetic management, post-operative care and pain management of their own patients, the duty Consultant of the day will provide supervision, as needed. When a problem arises outside their area of competence, the successful applicant must seek their assistance.

## Out of Hours Duties

The Department operates a team approach to out-of-hours cover for Anaesthesia, Pain and Critical Care with a tier of SAS doctors. The SAS tiers ensure senior anaesthetic support is provided for General and Trauma Theatres, Obstetrics, alongside providing support to Critical Care, including transfers and Pain Management.

We work as a team, to support workload across the department. There is a tier of Core Trainees providing resident junior cover to Critical Care and we encourage our Specialty Doctors to provide support that enables them to optimize any training opportunities outside Critical Care arising out of hours.

There are two Consultants on-call in any twenty-four-hour period, one providing cover for Critical Care, including the trauma team and emergency transfers. The other covers emergency theatres, maternity and pain.

There is a full-shift rota with night and day shifts, compliant with the European Working Time Directive (see rolling rota below).

## Emergency Cover

In exceptional circumstances, the Trust may request emergency cover for colleagues.

## Supporting Professional Activities

You will be expected to participate in a variety of professional activities (SPA) to support your personal clinical practice and the overall work of the department and Trust. All specialty

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doctors receive 1.5 SPA sessions per week for generic non-clinical work. This includes, but is not limited to:

- Appraisal, job planning & revalidation
- Personal & professional development, including service development
- Professional administration, including related correspondence
- Clinical supervision of junior staff and other educational activities
- Governance and quality improvement activities
- Departmental, divisional meetings and other clinical or managerial meetings
- Further details are published in the job planning policy.

Further SPA time for department specific roles may available up to a maximum of 1.0 PAs (total 2.5 SPA).

### **Relationships**

You will work closely with other medical staff, allied health professionals and non-clinical colleagues both within the department and in other specialties.

## Outline Job Plan

The contract is for ten Programmed Activities (PAs), which includes 1.5 Supporting Professional Activities (SPA). An additional two direct clinical care (DCC) PAs may be available by mutual agreement with successful applicants. (i.e. up to 12 PAs).

The successful applicant will provide anaesthetic services for daytime elective and emergency work across the Trust. Sessions will be allocated at the discretion of the anaesthetic rostering team according to both the competencies of the individual and the needs of the department.

The successful applicant will also provide out of hours cover, resident on-call at nights and weekends on a rotational basis. This is based on 1 in 10 with a maximum frequency of 1 in 8.

SPA sessions may be worked flexibly during non-clinical time according to the needs of the individual and the department.

### Current Rolling Rota

The rota is managed on an annualised basis in a rolling pattern with prospective cover, which is compliant with the European Working Time Regulations. This allows flexibility for SAS doctors doing resident on calls.

An example of the current ten-weekly roster pattern is detailed below for 12 PAs where you are expected to deliver 70 elective days over a 42 week cycle. On a 10 PA contract, 38 elective days are delivered over 42 weeks.

	Mon	Tues	Weds	Thurs	Fri	Sat	Sun
Week 1	NIGHT	NIGHT		SPA	LD	LD	LD
Week 2			SPA				
Week 3	D	D	SPA	D	D		
Week 4	D	D	LD	LD	SPA		
Week 5	LD	LD	SPA	D	NIGHT	NIGHT	NIGHT
Week 6			SPA	D	D		
Week 7				SPA			
Week 8	D	SPA	NIGHT	NIGHT			
Week 9	D	D	SPA	D	D		
Week 10	D	D	SPA	D	D		

Key to Shifts:

LD	08:00	to	20:30
D	08:00	to	18:00
NIGHT	20:00 to 08:30		

Formal job planning and initial rota patterns will be agreed on appointment. The successful applicants will not be scheduled for theatre lists during the day before a night on-call, or during the following day. Places to rest when quiet during night shifts are currently provided.

## Person Specification

Applicants must demonstrate on the application form that they fulfill all essential criteria to be considered for shortlisting.

Appointment is subject to pre-employment checks, including occupational health, police checks and a minimum of three satisfactory references, including one from your current Responsible Officer.

All candidates should have at least one year of experience working in Anaesthesia / ICM within the NHS.

Requirement	Essential Attributes	Desirable Attributes
<b>Qualifications &amp; Training</b>		
<b>Professional Qualifications</b>	Primary Medical Qualification (MBBS or equivalent).	Postgraduate qualification in Anaesthesia (Primary FRCA or equivalent).  Distinctions, Prizes, Scholarships.  Intercalated BSc or equivalent.  Additional postgraduate qualifications.
<b>Professional Training &amp; Memberships</b>	Full GMC registration & license to practice.  Eligible to work in the UK.	Advanced Life Support (ALS) certificate.  Advanced Trauma Life Support (ATLS) certificate.  Advanced or European Paediatric Life Support (APLS or EPLS) certificate.
<b>Clinical Experience</b>		
<b>Employment</b>	Minimum 4 years post graduate training, of which a minimum of 24 months Anaesthesia and ICM training.  <b>A minimum of 24 months experience working in Anaesthesia / ICM in the NHS.</b>  Either completion of Core Training or able to demonstrate equivalent competence to Core Training by the time of commencement of employment.  Career progression consistent with personal circumstances.	Additional experience in anaesthesia and intensive care medicine.

<b>Clinical Knowledge and Skills</b>	<p>Competent in the provision of obstetric anaesthesia and analgesia under indirect supervision.</p> <p>Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge.</p> <p>Able to prioritise clinical need.</p> <p>Caring approach to patients.</p>	<p>Experience in the transfer of ventilated patients.</p> <p>Demonstrates awareness of breadth of clinical issues.</p> <p>Clinical feedback from colleagues &amp; patients.</p>
<b>Non-Clinical Skills</b>		
<b>Teaching</b>	Willingness & ability to contribute to departmental & Trust teaching programmes.	<p>Evidence of previous teaching &amp; training experience.</p> <p>Defined educational roles or qualifications.</p>
<b>Management of Change &amp; Quality Improvement</b>	Demonstrates willingness to implement evidence-based practice.	<p>Demonstrates understanding of quality improvement and clinical governance within the NHS.</p> <p>Evidence of effective personal contributions to clinical audit, governance and risk reduction.</p> <p>Evidence of involving patients in practice.</p>
<b>Innovation, Research, Publications &amp; Presentations</b>	<p>Understanding of the principles of scientific method and interpretation of medical literature.</p> <p>Demonstrates a critical and enquiring approach to knowledge acquisition.</p>	<p>Recent evidence of relevant research, presentations or publications.</p> <p>Demonstrates understanding of the research governance framework.</p>
<b>Management &amp; Leadership Experience</b>	Experience in organising and managing theatre lists.	Experience of formal leadership roles or training.
<b>Communication &amp; Personal Skills</b>	<p>Good spoken &amp; written English language skills.</p> <p>Communicates effectively with patients, relatives, colleagues and nurses.</p> <p>Ability to work with multi-professional teams and to establish good professional relationships.</p>	<p>Evidence of patient &amp; colleague feedback.</p> <p>Excellent presentation skills; engaging audience.</p> <p>Information technology skills.</p>
<b>Other Requirements</b>		



<b>Motivation &amp; management of personal practice</b>	<p>Punctual &amp; reliable.</p> <p>Good personal organisational &amp; prioritisation skills. Achieves deadlines.</p> <p>Takes responsibility for personal practice and is able to cope well with stressful situations.</p> <p>Commitment to continuing medical education.</p> <p>Flexible &amp; adaptable attitude.</p>	<p>Demonstrates initiative in personal practice.</p> <p>Willingness to undertake additional professional responsibilities at local, regional or national levels.</p>
<b>Commitment to post</b>	Demonstrates enthusiasm for North Devon as a place to live and work.	Previous experience of working in North Devon

## **The Anaesthetic Department**

The anaesthetic department is made up of Consultants, Associate Specialists and Specialists, Specialty doctors, trust doctors and trainees. Trainees come from medicine, ACCS and core anaesthetics training.

There is a dedicated administrative team to support the day to day running of the department. The department has dedicated managerial support and sits under the Surgical Care Group.

### **Departmental Workload**

All work will be undertaken at North Devon District Hospital. There are nine operating theatres on-site. Surgical specialties include colorectal, upper GI, urology, trauma & orthopaedics, ophthalmology, obstetrics & gynaecology and oncoplastic breast as 'in house'. Dental, non-arterial vascular, ENT, maxillo-facial surgery and plastics are provided from visiting consultants. Anaesthesia is also undertaken within the Endoscopy Suite and for occasional cases within the Radiology Department.

### **General Workload**

The Department provides anaesthesia for approximately 18,000 procedures each year. As well as general and regional anaesthesia, the department is also involved with the care of patients in the ICU/HDU, the obstetric unit, acute and persistent pain management, trauma and resuscitation, pre-operative assessment and transfer of critically ill patients.

### **Day Surgery**

This is a separate unit within the main hospital. It has one ward and two operating theatres. The present workload is about 10,000 procedures each year. Gynaecology, breast and ophthalmic surgery take place in a dedicated theatre complex within the Women's and Children's Unit.

### **Obstetrics**

The Department provides a 24-hour epidural service to the Obstetric Unit with about 1500 deliveries per year. The epidural frequency is around 25% and the Caesarean section (LSCS) rate is 28%. There are four sessions for elective LSCS each week. Epidural pain relief during labour is given using patient controlled epidural analgesia (PCEA). There is a well-established, consultant-delivered obstetric anaesthesia clinic. There are regular skills training sessions in the management of obstetric emergencies in the Delivery Suite.

### **Pre-Operative Assessment**

The Trust has a well-established, nurse-delivered pre-operative assessment service which is supported by a team of pre-operative assessment consultants providing five anaesthetic high-risk clinics per week.

### **ICU and HDU**

The Intensive Care Unit has expanded from a six to an eight-bedded combined ICU/HDU and offers a full range of organ support. Anaesthetists are closely involved in the management of head injuries and are responsible for the transport of critically ill patients by ambulance and helicopter to specialist facilities outside the District when time critical or the adult transfer

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service (Retrieve) is unavailable. The ICU also manages the initial resuscitation and stabilisation of children who require intensive care therapy under the direction of the paediatric retrieval service (WATCH). Regional services are provided by Plymouth (adult neurosurgery and cardiac surgery) and Bristol (paediatric neurosurgery and paediatric intensive care). There is a consultant-delivered ICU follow-up clinic.

### **In-Patient and Persistent Pain Services**

The Trust has recently expanded its Persistent Pain Service to incorporate a broad-based multidisciplinary team located within a newly built office and outpatient's facility. The Inpatient Pain Service is consultant-led and is delivered by a team of dedicated Specialist Nurses with the support of the on-call anaesthesia team.

### **Emergency Surgery**

There are theatre sessions available each day for emergency cases, including trauma. The emergency theatres are covered each day by a Duty Consultant Anaesthetist alongside an Associate Specialist, Specialty Doctor or Core Trainee.

### **Simulation**

The Trust supports a growing simulation programme across all specialties. There is a high-fidelity simulation suite on-site, with access to a broad spectrum of manikins.

### **Special Interests and Skills**

The department encourages the development of special interests and skills within the Anaesthetic Service. Similarly, specific training may be provided within the department to update the applicant's skills in particular areas. This can be discussed with the SAS tutor.

## **Main Conditions of Service**

Appointment is to the NHS Specialty Doctor contract terms and conditions (April 2021). These are nationally agreed and may be amended or modified from time to time by either national agreement or local negotiation with the BMA local negotiating committee.

The employer is Northern Devon Healthcare NHS Trust. The appointee will be professionally accountable to the Medical Director and managerially accountable to the Chief Executive.

The post-holder is required to have full registration with a license to practice with the General Medical Council and to ensure that such registration is maintained for the duration of the appointment.

### **Salary Scale**

This is as described in the Medical & Dental Terms and Conditions, in line with the Specialty Doctor contract 2021. The current scale (2/2021) is from £52,350 to £82,400. The 2021 contract includes 5 pay points with standard and higher progression standards.

### **Leave**

This post is offered on an annualised basis and so all leave is taken into account within the rota planning. This includes the equivalent 30 days Study Leave over a fixed three year period.

Further details are available in the Senior Medical Staff Leave Policy.

Locum cover for leave will not normally be provided. It is expected that staff within the department will coordinate leave to ensure that an appropriate level of service (emergency, urgent & routine) is maintained.

### **Indemnity**

The post-holder is not contractually obliged to subscribe to a professional defence organisation but should ensure that they have adequate defence cover for non-NHS work.

### **Professional Performance**

The Trust expects all doctors to work within the guidelines of the GMC Guide to Good Medical Practice. You will work with clinical & managerial colleagues to deliver high quality clinical care, within the management structure of the Trust and are expected to follow Trust policies and procedures, both statutory and local, including participation in the WHO surgical checklist.

You will be expected to take part in personal clinical audit, training, quality assessment and other professional activities, including continuing medical education, annual appraisal, job planning and revalidation. It is expected that you will participate in multi-source feedback from both colleagues and patients. You will undertake administrative work associated with management of your clinical and professional practice.

You will be responsible for leadership of junior doctors within the specialty as agreed in your job plan and will be accountable for the effective and efficient use of any resources under your control.

You will also participate in activities that contribute to the performance of the department and the Trust as a whole, including clinical and academic meetings, supervision of junior staff, departmental management, service development and educational activities. Service developments that require additional resources must have prior agreement from the Trust.

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### **Reporting Concerns**

The Trust is committed to providing safe and effective care for patients. There is an agreed procedure that enables staff to report “quickly and confidentially, concerns about the conduct, performance or health of medical colleagues”, as recommended by the Chief Medical Officer (December 1996). All medical staff practicing in the Trust must ensure that they are familiar with the procedure and apply it if necessary.

### **Serious Untoward Incidents**

It is expected that you will report all risks, incidents and near misses in accordance with the Trust governance structure. You will be required, on occasion, to lead or assist with investigation of incidents and implementation of risk reducing measures to safeguard patients, visitors and staff. You must comply with the Duty of Candour legislation.

### **Research & Audit**

Audit is supported by the Clinical Audit & Effectiveness Department. The department participates in a number of national audits, including submission to the National Hip Fracture Database (NHFD), the HSRC National Audit Projects (NAPs) and the National Emergency Laparotomy Audit (NELA).

Research within the Trust is managed in accordance with the requirements of the Research Governance Framework. You must observe all reporting requirement systems and duties of action put in place by the Trust to deliver research governance. Involvement in projects coordinated via the South West Anaesthesia Research Matrix (SWARM) is actively encouraged.

### **Safeguarding Children & Vulnerable Adults**

The Trust is committed to safeguarding children and vulnerable adults and you will be required to act at all times to protect patients.

The appointees may have substantial access to children under the provisions of Joint Circular No HC (88) 9 HOC 8.88 WHC (88) 10. Therefore, applicants are advised that, in the event that your appointment is recommended, you will be asked to complete a form disclosing any convictions, bind-over orders or cautions and to give permission in writing for a police check to be carried out. Refusal to do so could prevent further consideration of the application.

### **Rehabilitation of Offenders**

Attention is drawn to the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended by the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 1986, which allow convictions that are spent to be disclosed for this purpose by the police and to be taken into account in deciding whether to engage an applicant.

This post is not protected by the Rehabilitation of Offenders Act, 1974. You must disclose all information about all convictions (if any) in a Court of Law, no matter when they occurred. This information will be treated in the strictest confidence.

### **Health & Safety**

Employees are required to take reasonable care to avoid injury or accident while carrying out their duties, in compliance with the Health & Safety at Work Act 1974, various statutory

regulations, Trust & departmental guidelines, policies and procedures. This will be supported by provision of appropriate training and specialist advice.

### **Infection Prevention & Control**

The Trust is committed to reducing hospital-acquired infections. All staff are expected to ensure that infection risks are minimised in line with national and Trust policies and best practice. They are supported in this by the Infection Prevention and Control team.

## ABOUT ROYAL DEVON UNIVERSITY HEALTHCARE NHS FOUNDATION TRUST

Our core services support a population of over 615,000 people and cover more than 2000 square miles across Devon. This makes us one of the largest providers of integrated health care in the UK, and the biggest employer in Devon, with more than 15,000 staff.

We have two acute hospitals, 20 community locations, outpatient clinics and community teams who care for people within their own homes. We also provide primary care and a range of specialist services which extends our reach throughout the South West Peninsula as far as Cornwall and the Isles of Scilly.

As a newly formed Foundation Trust in April 2022, our Northern base is embracing change, innovation and technology in our ambitions to be a digitally-enabled, clinically-led teaching organisation. We are developing new ways of working and investing in new infrastructure, equipment and facilities. There has never been a better time to join us.

The Royal Devon is committed to supporting the personal and professional development of our consultant staff and in turn improving the care offered to our patients. This might include developing or introducing innovative care models and bringing these to rural patients, teaching the doctors of tomorrow or undertaking award-winning clinical research. Examples include our specialist nurses, who were recognised in the British Journal of Nursing Awards for their innovations during the COVID pandemic, our inflammatory bowel disease research team who were recognised with the national team award for their contribution to the NIHR portfolio, and our recent launch of a world-first national genetic testing service from our labs, which can rapidly test DNA samples of babies and children, so we can provide life-saving treatment.

You'll find more information about the role and the Trust in this pack. Further information is also available on our website [www.royaldevon.nhs.uk](http://www.royaldevon.nhs.uk).

### ABOUT THE TRUST AND SERVICE STRUCTURE

The Royal Devon's Board of Directors is chaired by Dame Shan Morgan and is comprised of both executive and non-executive directors. The executive directors manage the day to day operational and financial performance of the Trust.

These consist of the chief executive officer (Sam Higginson), deputy chief executive officer (Chris Tidman), chief medical officer (Adrian Harris), chief nursing officer (Carolyn Mills), chief operating officer (John Palmer), chief finance officer (Angela Hibbard), and chief people officer (Hannah Foster).

All permanent medical staff are members of the Medical Staff Committee which has an elected Chairman who represents the group at the Trust Management Committee.

#### The Acute Hospital

North Devon District Hospital serves the local population of around 160,000. It is estimated that the population will rise to 186,000 by 2030.

The hospital has approximately 275 inpatient beds, intensive care and cardiac care facilities.

We employ more than 70 consultants, in all major specialties. In addition, we work closely with other local Trusts to provide combined services in smaller specialties and robust clinical networks for cancer, vascular and neonatal services. There are nine operating theatres, an endoscopy suite and a new chemotherapy unit, with plans for further development.

### **Academic Facilities**

The Medical Education Centre is independently funded by the Peninsula Institute and its primary purpose is the provision of facilities, equipment and financial support to enable a wide range of medical professionals to continue their education and training.

There is a 70-seat lecture theatre, a clinical skills centre and several classrooms. Recently a new simulation suite has opened, creating a facility for multi-professional training, including trauma team training.

Dual-flatscreen, video-conference facilities, linked to other units in the region are available for clinical meetings, including regional MDTs, as well as training events.

The comprehensive healthcare library is accessible to registered users 24 hours a day. The library is staffed between 8:30 and 17:30 Monday to Friday. Services include book and journal loan, interlibrary loans, PC access, literature searching, information skills training, printing and photocopying.

Local, regional and national electronic library resources are made available across the Trust and for staff to access from home.

### **Medical School Links**

There have been recent changes to the Medical School provision in the South West. We currently take students from the University of Exeter Medical School (UEMS). Student numbers continue to rise year on year and there are many opportunities for involvement with teaching programmes.

## **North Devon**

North Devon offers 50 miles of spectacular coastline from Lynton to Bude and, with most of the remaining 500,000 acres of land being rural, the area is arguable the most attractive and un-spoilt in Devon. There are many small market towns, villages and hamlets, including a number of coastal resorts.

The combination of spectacular Atlantic coastline, tidal estuaries and upland moors provides a wonderful environment in which to live and work.

Recreation facilities are excellent with a wide variety of sporting activities available, including superb surfing beaches, sailing, shore & salmon fishing, an indoor tennis centre and outstanding golf courses. There are stunning walking & cycling routes, with over 200 miles of cycle and coastal paths, including the South West Coastal Path and the Tarka Trail.

Lundy Island Marine Reserve and Dartmoor & Exmoor National Parks are on the doorstep. The local dune system has been awarded UNESCO World Biosphere Status and is a Site of Special Scientific Interest (SSSI). Several areas of the coast have been designated as Areas of Outstanding Natural Beauty (AONB) and are nationally protected to preserve the beauty of the landscape. Covering a total of 171km<sup>2</sup> from Marsland Mouth on the Cornish border to



Combe Martin on the edge of Exmoor, these areas include the Hartland Heritage Coast, North Devon Heritage Coast and Braunton Burrows.

Local theatres attract national and international performances and the annual local festival of sports & arts is nationally acclaimed.

Educational facilities are good with many excellent schools in both public and private sectors.

Agriculture and tourism form the main areas of employment, along with local government, the military bases at Chivenor & Instow and the Trust itself. North Devon also remains a popular retirement area.

Despite the rurality of the area, commuter links are good, both by road and rail. There are regular trains to Exeter and direct services to London and across the country from Tiverton. There are easily-accessible airports at Exeter and Bristol.

## Contacts

The Trust welcomes informal enquiries; contact names are detailed below:

**Chief Medical Officer**

Prof Adrian Harris  
Tel: 01271 314109

**Deputy Medical Director for Surgery**

Dr Gareth Moncaster  
Tel: 01271 314109

**Clinical Lead for Anaesthetics, ITU and Pain Management**

Dr Rob Conway  
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**Care Group Director**

Nicola Dugay  
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**General Manager**

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**Medical Staffing Manager**

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