

Job Description

JOB TITLE: VETERINARY SURGEON (SURGERY RESIDENT)

REPORTING TO: Heads of Service (Orthopaedics and Soft Tissue)

Overview

Our aim within the practice is to treat our patients as though they were our own animals and to treat our clients in the way we would wish to be dealt with ourselves.

This philosophy should be carried through at all levels, in terms of our demeanour, appearance, professionalism and communication (between vets, clients and staff). All staff have an essential part to play in ensuring the smooth running of the various aspects of the practice.

All clinicians are expected to provide a consistently high quality, professional veterinary service for referring veterinary surgeons, referred clients and their animals. You will be fully supported in continually developing your clinical skills in order to achieve the practice ethos of being 'committed to excellence'. Effective communication with clients and referring veterinary practices is essential to encourage an enhanced uptake of the quality veterinary care that Willows offers.

Scope of role

This is a three-year post with a fixed-term contract of employment.

You will be expected to work closely with the directors, senior team leaders, surgery residency program director, individual residency supervisor, and clinical colleagues, as well as all other support staff within the practice in order to provide the highest standards of professional care for patients, the best possible service for our clients and referring vets, and the best possible team experience for all associates.

Key responsibilities

- Provision of clinical and professional services for referred clients in accordance with our 'veterinary surgeon's guidance notes' and the instructions of the directors
- Participation in rotas, including 'out of hours' service in accordance with practice requirements
- Engage in clinical research projects leading to presentations at national and international conferences and publications in peer reviewed journals

Key skills

At least three years' qualified including a period of time in first opinion practice; have undertaken a relevant rotating internship; have previous hands-on experience of a variety of small animal surgical procedures. Holding or being enrolled for a relevant postgraduate certificate would be an advantage.

A professional approach and appearance is expected at all times. Excellent interpersonal skills and a positive, friendly attitude are essential for effective teamwork within the practice, together with the ability to make decisions and communicate clearly and effectively with colleagues at all levels. It is also essential to be able to work confidently and independently on occasions.

A commitment to practising the highest standard of veterinary medicine, upholding the RCVS code of ethics is expected at all times.

Key clinical and administrative tasks

- Be available during working hours to see referred clients, care for in-patients, investigate clinical cases and provide the appropriate diagnostic medical and surgical services for animals under his/her care.
- Read, understand and implement the practice's current clinical, operational and commercial policies, as detailed in Willows referral veterinary surgeon guidance notes.
- Maintain the highest standards of professional behaviour in accordance with the RCVS Guide to Professional Conduct.
- Do nothing which might prejudice the good name of the practice in the eyes of the public or the veterinary profession.
- Develop a rapport with clients and determine their needs and wishes; perform physical examinations and diagnostic/medical/surgical procedures in a way that will deliver the highest quality care whilst minimizing patient stress and discomfort; recommend referral to other Willows specialists if appropriate.
- Explain physical examination findings and communicate to the client a diagnosis of the pet's problems; generate and present a treatment plan for the pet to the client; educate the client on the best course of action including follow up consultations.
- Maintain client/patient/surgical/medical records and make certain all necessary information is kept up to date through established protocols; assist colleagues in follow-up and future management of the patient.
- Establish a good rapport with referring veterinary surgeons including: timely professional and respectful communication; assistance in their professional growth and education through recommendations and interaction on referred and shared cases; ongoing development of a positive and professional working relationship.
- Take primary case responsibility (consultations, investigations and management), following an initial personalised training period.
- Participate in regular soft tissue and orthopaedic surgery training rounds. Examples of topics may include journal articles, chapters from textbooks on the ECVS reading list, conference synopses, mock examination questions and case discussions.
- Participate in other in-house training opportunities such as imaging rounds, film reading sessions and grand rounds
- Attend CPD courses and meetings both in this country and overseas, for example, BVOA, AVSTS, VOS, ESVOT, ACVS, ECVS and AO. Generous allowances for CPD time and funding are provided.

- Spend time at other institutions in the UK and overseas when necessary, to fulfil the requirement of the ECVS training program.
- Undertake clinical research projects resulting in presentations at international conferences and publication of papers in peer-reviewed journals to satisfy the criteria for ECVS Diploma examination.
- Prepare and deliver clinical presentations at in-house or external CPD meetings.

Hours

The start time each day is 8 am, but clinicians may need to arrive earlier if there are in-patients to check. The finish time each day is not defined, however clinicians are expected to work efficiently and in cooperation with their colleagues (handing over cases as required) in order to optimise their departure time. Written reports to clients at the time of discharge should be concise, but should contain clear details of future management. Telephone calls to and from clients to give progress reports about non-hospitalised patients should be minimised, and appropriate re-examination at Willows should be encouraged instead.

Holidays

Holiday entitlement for residents is 25 days per annum plus Public Holidays (if not on duty). Public Holidays that are worked will be accrued as lieu days. Part-time employees will have their holiday entitlement calculated on a pro-rata basis. Holidays are to be taken as multiples of whole days.

Holidays should be spread out during the year in order to give the clinician optimal breaks from work. Holiday allowance cannot be carried from one year to the next aside from under exceptional circumstances and with the express permission of the directors.

Holiday must be taken during scheduled off-clinic time and cannot be taken at the same time as other surgery residents.

Out-of-hours

There is a shared Surgery 'out of hours' services in accordance with practice policy. **Genuine emergencies are seen by the Willows clinician on duty as a matter of priority, subject to the owners being comfortable with the anticipated financial implications.** Clinicians should consider the need to provide an excellent service to clients and referring vets. In exceptional circumstances, emergency cases may be admitted by interns on the Willows emergency OOH service prior to being seen by a resident or specialist clinician the following day.

Salary

Salaries are reviewed annually.

Uniform

The uniform provided by the practice (consulting tops, theatre scrubs, surgical clogs) should be worn during consultations and surgery, in accordance with the practice's dress code. Sensible shoes must be worn (not trainers) and hair of shoulder length or longer must be tied back. A smart professional appearance is expected at all times.

Subscriptions

The practice will finance all clinicians' membership of MRCVS, VDS plus two relevant journal subscriptions.

Pension

All employees are automatically enrolled into our pension scheme as soon as is practicably possible with regards to processing the next payroll. Full details of the scheme and your rights in relation to membership will be provided to you.

Probationary period

New appointments are subject to a three month probationary period. This can be extended if the clinical director deems an extension appropriate after initial progress reviews.

Contract

Written terms and conditions will be issued with the employment offer letter; these should be signed and returned with the Resident's letter of acceptance.

Notice period

Employment can be terminated by either party by giving the other at least six months' notice in writing. This would not apply in the case of serious misconduct.

Measures of achievement

Initial progress review approximately one and three months after induction
Appraisals every six months with the Heads of Soft Tissue and Orthopaedics
Progress review every six months with resident supervisors +/- the residency program director
Meetings of the surgery team with the clinical director, every six months
Feedback from other members of staff
Feedback from externship centres
Feedback regarding research projects and production of publications for Credential requirements
Case throughput and clinical performance compared with Key Performance Indicators for the practice
Subjective assessment of adherence to Willows core values