



Borders General Hospital

Melrose, Scottish Borders TD6 9BS

Advanced Clinical Fellow (Anaesthesia)

Enhanced Recovery After Surgery

Reference: MED 705

Initially a fixed term post for one year

Post	Advanced Clinical Fellow In Grade of Specialty Doctor (initially fixed term for one year).
Reference	MED 705
Location	Borders General Hospital
Specialty	Anaesthetics – specialising in Enhanced Recovery After Surgery (ERAS)
Hours / PA's	Full time available – part-time applications welcome
Informal Enquiries	<p>Informal enquiries regarding this post will be welcomed by the clinicians named below. Candidates are also welcome to visit Borders General Hospital to meet staff and view the facilities.</p> <p>Enquiries should be directed to:</p> <div> <div> <p><i>Dr.C.J.Richard</i></p> <p><i>Dr Jonathan Antrobus</i></p> </div> <div> <p>Head of Service, Consultant Intensivist Tel: 01896 826 322 Email: chris.richard@borders.scot.nhs.uk Consultant Anaesthetist (Lead for ERAS) Tel: 01896 826 322 Email: jonathan.antrobus@borders.scot.nhs.uk</p> </div> </div> <p>For further information regarding NHS Borders, please visit our website:- www.nhsborders.org.uk</p>
<div>  <p>Application Pack MED605</p> </div>	<p>Application Process</p> <p>To apply please submit a copy of your Curriculum Vitae along with the completed Application Pack (below)., together with a daytime telephone number where you can be contacted, to Medical Staffing, Borders General Hospital, Melrose TD6 9BS. Tel: 01896 826167. Fax: 01896 826159 or e-mail to: medical.staffing@borders.scot.nhs.uk</p> <p>If emailing your CV please telephone 01896 826167 to confirm safe receipt.</p>

Clinical Fellow, Anaesthesia for ERAS

Post Description	<p>This whole-time/part-time middle grade post is newly established in the Department of Anaesthesia and Critical Care at the Borders General Hospital in Melrose, Scottish Borders.</p> <p>Whilst the first 12 months is offered as an Advanced Clinical Fellow in Anaesthesia for Enhanced Recovery After Surgery (ERAS), subject to mutual agreement a permanent Specialty Doctor post may be available after this year. Equally candidates may wish to undertake only the one year fellowship with no interest in a permanent commitment to NHS Borders; for example if you wished to use new clinical and managerial skills to develop ERAS pathways elsewhere. Secondment options may be available if your current employer was agreeable.</p> <p>Similar to a doctor in the training grades a named Clinical Supervisor will be identified from the Consultant Anaesthetist cohort who will oversee the fellow's clinical work and provide feedback during the placement. The Clinical Supervisor will assess and tailor the level of supervision according to the competence and experience of the individual fellow. The fellow will not assume responsibility for or perform clinical, operative or other techniques in which they have insufficient experience and expertise.</p> <p>Opportunity will be given to undertake training in leadership and management, and to develop and maintain skills across a wide range of surgical specialities and intensive care.</p>
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Appropriate time is provided for pre and post-operative care, emergency cover for unseen occasions, audit, administration, teaching and other commitments outside the operating theatre. This includes departmental, educational and business meetings.

Out of hours duties consist of resident first on call and are shared on a 1 in 7 basis with the Specialty Doctors and trainees.

ERAS in Borders General Hospital

Enhanced Recovery After Surgery (ERAS) is a technique which improves patient outcomes and facilitates rapid recovery following major surgery, allowing early discharge and reduction in complications. The benefits of Enhanced Recovery are both clinical and economic, so a fellowship in ERAS anaesthesia is likely to be of interest to anaesthetists from a variety of backgrounds.

The hospital has established, well regarded and high performing ERAS pathways for:

- Hip and Knee Arthroplasty
- Colorectal surgery
- Hip fracture surgery
- Gynaecology/gynae-oncology

All of these are led by the Anaesthetic Department. The opportunity to develop ERAS pathways in other specialities also exists. An established ERAS audit network facilitates surveillance of the performance of the pathways and ongoing quality improvement. Our department has close ties with the Department of Health in developing ERAS nationally.

The successful candidate will gain invaluable experience in the clinical aspects of ERAS, as well as the organisational aspects of how to design and embed ERAS within a unit. This will give the Fellow the requisite clinical and managerial skills to develop ERAS pathways in their chosen field. The Fellow will be expected to take an active part in audit and quality improvement, and to lead the development of the pathways.

Training Grade Medical Staff

Depending on your own experience and background, you may have a role in the training and supervision of the trainees and time may be devoted to this in your job plan

The Anaesthetic Department

Department of Anaesthesia and Critical Care

The department provides anaesthesia for the following surgical services:

- General Surgery (Including major colorectal and breast surgery)
- Urology
- Trauma and Orthopaedic Surgery
- Ophthalmology
- Paediatrics
- Dental
- ENT
- Gynaecology
- Anaesthetic support for maternity unit (1200 deliveries per annum)

There is a 9 bedded Critical Care Department (6 level 2/3 beds, 3 level 1 beds) which provides full ITU support including ventilation, cardiovascular support and renal replacement therapy. An internationally-acclaimed Critical Care Outreach programme for critically ill patients. The critical care department has been newly equipped with state-of-the-art patient monitors and ventilators.

There is an Anaesthetic Seminar room, which acts as a focus for meetings and education within the department. This has a newly installed videoconference suite and is used for joint meetings and educational events with NHS Lothian.

There is excellent IT access throughout the department.

Patient safety and active participation in the Scottish Patient Safety Programme is a major focus of our work, and two members of our department are graduates of the SPSP Fellowship.

Medical Staff Medical staffing within Department consists of:

- Twelve Consultant Anaesthetists & two locum consultants
- Five Specialty Doctor / Associate Specialists
- Two Specialist Trainee Anaesthetists (usually ST5 or above)
- Two Core Trainee Anaesthetists
- One Pre-Registration Foundation Doctor (FY1)

Education Medical education is highly valued within the department. There one half-day per month dedicated to Medical Education for all staff, for which elective work stops. There are excellent weekly meetings for mortality and morbidity reviews, X-ray teaching, and critical care journal club. There is an excellent library within the Borders General Hospital grounds run by Napier University with good internet access.

The Borders General Hospital is a teaching unit for undergraduate students in medicine.

The Borders General Hospital

The Borders General Hospital is a busy district general hospital serving the Scottish Borders Region. It deals with acute medical and surgical admissions, trauma, paediatrics, and has a maternity unit that deals with 1200 deliveries per year. In June 2015 BGH has 282 beds. The BGH has been in the CHKS Top 40 Hospitals in the UK for 2 years running, and was shortlisted for the Data Quality Award.

The Margaret Kerr Unit opened in January 2013 provides palliative care services in the Scottish Borders with a purpose-built environment from which to deliver specialist palliative care. Within the Department of General Medicine there are specialists in Cardiology, Respiratory Medicine, Diabetes and Endocrinology, Gastroenterology, Haematology, Neurology, Medicine for the Elderly, Stroke Medicine, Dermatology and Rheumatology. Visiting consultants provide clinics for Oncology, Renal Medicine and Clinical Genetics.

The Emergency Department provides facilities for resuscitation, examination and treatment, and is well integrated with the Borders Emergency Care Service (BECS), the Primary Care out-of-hours service for Borders.

The Radiology Department is well equipped for routine radiology, CT scanning, ultrasound, Doppler studies, nuclear medicine and MRI. CT coronary angiography and cardiac MRI are well established in the department.

The Scottish Borders

The Hospital is situated on the outskirts of Melrose in the Scottish Borders. The Borders covers a large and scenically beautiful area of the Southern Uplands of Scotland. Predominately rural, it is historically a unique part of the country, the home of the Border Reivers, where annually each town in the Borders maintains its links with the past during the season of Common Ridings. Seven-a-side rugby originated in Melrose, and the Melrose event in particular draws large crowds in April each year. The Borders has tremendous facilities for sport and leisure. Glentress and Innerleithen mountain bike parks are world renowned for both cross country and down-hill biking. The beautiful Berwickshire coast provides options for sea kayaking, surfing, diving and sea fishing. In addition there are facilities for fishing, golf, swimming, horse riding, cricket, football, hiking and many other activities. The Borders has excellent cultural opportunities in terms of music and art societies, drama, and small theatres in Melrose and Selkirk as well as amateur opera. There are excellent restaurants, cinemas and shops. The Hospital also has corporate membership of a Fitness Centre in nearby Galashiels.

The Scottish Borders offers all the benefits of rural life with very easy access to major cities such as

Edinburgh (37 miles) Glasgow (75 miles) Newcastle (75 miles). Edinburgh is renowned for its cultural activities in music, including opera and ballet, theatre, cinemas (including a film theatre) and visual arts, and of course every year there is the world famous Edinburgh International Festival and Fringe Festival. Glasgow also runs an annual festival in the early summer.

There are rail links to the rest of the country at Berwick Upon Tweed, and Carlisle and there is easy access to Edinburgh Airport (approximately 1 hour 15 minutes) and Newcastle Airport (approximately 1 hour 30 minutes). The Waverley railway line, Edinburgh Waverley Station – Tweedbank Station terminus (1 mile from BGH) will reopen on 5 September 2015.

There are 9 high schools and 63 primary schools in the Scottish Borders. Our local schools consistently demonstrate high levels of attainment - well above national average. For more information on education in the region visit www.scotborders.gov.uk/info/878/schools. There is a purpose built nursery in the grounds for hospital employees' children.

House prices in the Borders Region are significantly less than in major cities and also less than many other rural parts of the country. There is usually accommodation available for rent in the on-site residencies in the grounds of the Hospital and various properties are available for rental privately in the local area.

Please see websites:

Scottish Borders Council	www.scotborders.gov.uk
Scottish Borders Tourist Board	www.scot-borders.co.uk
Southern Reporter	www.borderstoday.co.uk
NHS Borders	www.nhsborders.co.uk
Borders Property	www.bspc.co.uk

TERMS AND CONDITIONS

Main Conditions of Service

Duration of appointment

One year fixed term as ERAS Clinical Fellow initially. Subject to mutual agreement a permanent Specialty Doctor in Anaesthetics may be available after this year.

The Terms and Conditions of Service –

Taken from the Hospital Medical and Dental Staff (Scotland) and the General Whitley Council Conditions. A copy is available from Medical Staffing, Human Resources Department, Borders General Hospital. In addition, they can be found on the NHS Scotland website (SHOW).

Salary Scale: £37,923 - £70,718 p.a. for basic 10 PA appointment with APAs available subject to mutual agreement. Placement on the incremental scale depends on previous experience.

Annual Leave:

5 weeks for first 2 years of completed service in this grade (unless entitled to 6 weeks' leave in your current regular post in which case you will retain this entitlement).

Public Holidays:

10 days entitlement per annum pro rata

Notice

The appointee would be subject to 3 months notice on either side.

Removal Expenses:

Assistance with removal expenses, etc. may be reimbursed in accordance with the NHS Borders Policy.

Superannuation:

A NHS (Scotland) Superannuation Scheme is available unless you wish to opt out in favour of some other arrangement.

No Smoking

NHS Borders operates a No Smoking Policy. It is a condition of your employment that you must not smoke whilst you are on duty. Failure to observe this rule could result in disciplinary action. When selecting new staff, NHS Borders does not discriminate against applicants who smoke but applicants who accept an offer of employment will, in doing so, agree to observe the policy and the legal requirements on smoking in public places.

Equal Opportunities

The Equal Opportunities Policy affirms that all employees should be offered equal opportunities in employment, irrespective of their age, gender, marital status, race, religion, creed, sexual orientation, colour or disability.

PERSON SPECIFICATION

Person Specification		
Requirements	Essential	Desirable
Qualifications and Training	<p>GMC registered medical practitioner with a licence to practice.</p> <p>Completed at least four years' full-time postgraduate training experience (or its equivalent gained on a part-time or flexible basis) at least two of which will be in a specialty training programme in a relevant specialty to anaesthesia <u>or</u> have equivalent experience and competencies</p>	FRCA
Relevant Experience	<p>Must be able to demonstrate a significant level of clinical experience and competence in anaesthesia and intensive care.</p> <p>Sufficient experience to exercise an intermediate level of clinical responsibility.</p> <p>Appropriate experience of anaesthetic procedures in posts to date.</p> <p>Continuing medical education record</p>	
Ability	<p>Ability to take intermediate responsibility for the management of patients in I.T.U.</p> <p>Ability to take a lead in the management of patients as delegated by the consultant anaesthetist.</p>	
Research		Evidence of research, publications and presentations
Teaching and Audit	<p>Evidence of learning and continuous professional development</p> <p>Evidence of ongoing engagement with appraisal, and of work towards revalidation</p> <p>Demonstrable experience of participation in regular clinical audit and implementation of its findings.</p>	Evidence of formal and informal teaching and training of junior doctors, medical students and other clinical staff
Motivation	<p>Committed to patient safety, learning and continuous professional development, effective and efficient use of resources</p> <p>Well organised and skilled in good time management</p> <p>Flexible and adaptable</p>	Desire to develop services for patients

Personal Attributes	<p>Able to work in a team with colleagues in own and other disciplines</p> <p>Good communicator both verbally and in writing.</p> <p>Sound communication skills with patients, relatives and colleagues throughout primary and secondary care.</p> <p>Able to organise time efficiently and effectively</p> <p>Effective interpersonal skills Demonstrable ability to relate to and work within a team</p>	Able to motivate colleagues
Other	<p>Be able to satisfy EU Immigration / Work Permit Regulations.</p> <p>Ability to travel independently.</p> <p>Satisfactory pre-employment health screening including Hepatitis B immune status.</p>	Full driving licence