



Borders General Hospital, Melrose, Scottish Borders

Job Description and particulars for the post:


Clinical Fellow (ST2 / ST3) Acute & General Medicine

6 Months Duration February 2016 – August 2016,

Reference	MED 719	<i>Please quote on all correspondence</i>
Grade	Locum Appointment for Service (LAS) at ST2 or ST3+ level.	
Location	Borders General Hospital	
Hours / PA's	Full Time available – part time job share applications also welcome	
Salary Scale	The full-time salary inclusive of out of hours banding is £71,166 per annum (pro rata if applicable).	
Duration	6 months duration February 2016 – August 2016.	
Closing Date	Friday 05 December 2015	

Your Application	<p>Thank you for expressing an interest in the above post within NHS Borders. Please find all the relevant information attached to begin the application process.</p> <p>Should you require further information regarding this post you can contact the Medical Staffing team or make informal enquiries with the department using the contact details below.</p> <p>To ensure we can process your application as easily as possible please complete all the information required within the Application Pack and return with your full C.V.</p>
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Contact Details	Telephone	01896 826167
	Email	Medical.staffing@borders.scot.nhs.uk

Application Process  Application Pack MED690	<p>To apply please submit a copy of your Curriculum Vitae along with the completed Application Pack (at the side), 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>
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Visits and Enquiries	Informal visits can be arranged and informal enquiries regarding this post will be welcomed by:-		
	Dr Jonathan Fletcher	Consultant Physician	01896 826623
Date post is	Ideally 1 February 2016, but there is some flexibility for earlier or later start		

vacant	dates to be agreed with the successful candidate
NHS Borders Website	For further information regarding NHS Borders, please visit our website:- www.nhsborders.org.uk
Department Briefing	<p>The Medical Unit has 3 in patient wards and a 38 bedded Medical Assessment Unit (MAU). MAU admits approximately 6,000 patients per year. Patients are admitted to MAU and are assessed by the on call physician during the day until late evening, there is a post take ward round at 07.00 the next morning. Patients who are not discharged from MAU within 24 - 48 hours are triaged to one of the specialty wards in general medicine (Wards 4, 5 and 12) or to medicine for the elderly (30 beds) or to the Borders Stroke Unit for continuing care, depending on their clinical needs.</p> <p>Ambulatory care is being developed in conjunction with our Emergency Department colleagues as an alternative pathway for patients who may not require admission. A pilot was undertaken in April 2015, led by a Consultant Acute Physician.</p> <p>A newly appointed Acute Physician has joined the team on MAU, which also consists of the Senior Charge Nurse, a Charge Nurse and a nursing staffing establishment of 36.06 w.t.e., rotational FY1, FY2/GPST and registrar.</p> <p>Ward 5 is a combined High Dependency /Coronary Care area which comprises 12 monitored beds and facilities for 6 remote telemetry units (including ward 4 / 6 areas).</p> <p>The general medical wards provide the following range of consultant led specialities, Cardiology, Respiratory, Gastroenterology, Diabetes, Endocrinology and Haematology. There are 30 Medicine for the elderly beds, a dedicated 14 bedded stroke unit and 8 palliative care beds in the purpose built Margaret Kerr Unit. Neurology, Rheumatology, Dermatology and Renal Medicine Consultants provide outpatient clinics and an inpatient consultation service.</p> <p>A Hospital at Night (HaN) team operates from 9.00 pm – 9.30 am. This comprises a HaN Team Leader (a medical registrar or senior GPST), a GPST/FY2 doctor, 1 FY1 doctor and 2 advanced nurse practitioners- one of whom acts as the co-ordinator. The HaN team provides a generic clinical service to all adult inpatient areas in the hospital (excluding ITU) with specialty support from general surgery, O&G, paediatrics, orthopaedics and anaesthetics</p>
POST INFORMATION	

<p>The Post</p>	<p>Ideally we require 2 postholders as Clinical Fellows - Specialty Registrar in General Medicine, Locum Appointment for Service (LAS) from December 2015 / February 2016 up to August 2016 (or shorter duration if preferred). You would gain wide experience in General Medicine in a District General Hospital setting and also participate as a Team Leader in the Hospital at Night Team (HaN Team – 1 in 10 commitment). You will need to have obtained FY2 competencies or equivalent and this post may be most suitable for ST2 or ST3 level doctors seeking out of programme experience, to support future career intentions.</p> <p>Overnight, you will be one of the 5 members of the core HaN team (operational from 9.00 pm – 9.00 am), the others being a GPST/FY2 doctor, 1 x FY1 doctor and 2 advanced nurse practitioners (one of whom coordinates the team). Whilst the majority of overnight activity happens in medicine (about 75% of overnight activity) the HaN team provide a generic clinical service to all adult inpatient areas in BGH (excluding ITU) with specialty support provided from staff grades/specialty trainees in general surgery, O&G, paediatrics, orthopaedics and anaesthetics. A&E is covered by an orthopaedic trainee with support from a salaried GP.</p> <p>This post is aimed at ST2 or ST3 level i.e. those doctors having completed a Foundation medical training programme (or equivalent) and having being assessed as "acute take competent". Candidates may be looking for some experience of acute medicine in which they may have a longer term interest (e.g. future entry into core medical training / specialty medical training), or to provide a professional development supplement to other career options longer term. The post may offer the successful applicants the opportunity to develop and evidence their clinical and professional competence to assist overall CV development.</p> <p>This post is not recognised for training purposes but there is an excellent Postgraduate educational programme, good library facilities on site and protected formal teaching within medical unit. A personal development plan will be agreed with the successful and is flexible according to the needs and interests of the successful applicant. For example may take the form of support with membership examinations (through study leave) or management and leadership skills development through the NES LaMP (Leadership and Management programme). An educational supervisor (a senior clinician within the medical unit) will be appointed.</p> <p>We would support the successful applicant in a training opportunity, the TACTICS course held at Larbert, which is being rolled out to CMT trainees in the West of Scotland to support them undertake the medical register role. The link is below –</p> <p>http://scschf.org/courses/tactics-team-activities-for-core-trainees-in-clinical-</p>
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	<p>simulation/</p> <p>The skills are not just about dealing with medical emergencies but about prioritising tasks e.g. dealing with relatives etc –the feedback for the course from the trainees has been very positive. The successful candidate can book on-line and NHS Borders will reimburse the course fee and expenses if you book on to the course either before or after the Clinical Fellow post at BGH starts.</p> <p>This job description should be regarded only as a guide to the duties required and not definitive or restrictive in any way. It may be reviewed in the light of changing circumstances following consultation with the post holder. This job description does not form part of the contract of employment.</p>																											
Health and Safety	You are required to comply with NHS Borders Health and Safety Policies.																											
Medical Staffing within Unit	<p>Consultant Staff:</p> <table><tr><td>Dr L McCallum</td><td>-</td><td>Acute Medicine (newly appointed)/TPD Acute Medicine</td></tr><tr><td>Dr S Watkin</td><td>-</td><td>General Internal Medicine / Respiratory Medicine</td></tr><tr><td>Dr J Fletcher</td><td>-</td><td>General Internal Medicine/Gastroenterology Head of Clinical Service - Medicine</td></tr><tr><td>Dr C Evans</td><td>-</td><td>General Internal Medicine/Gastroenterology</td></tr><tr><td>Dr J Manning</td><td>-</td><td>General Internal Medicine/Gastroenterology</td></tr><tr><td>Dr O Herlihy</td><td>-</td><td>General Internal Medicine/ Diabetes and Endocrinology (Foundation Training Programme Director)</td></tr><tr><td>Dr R Williamson</td><td>-</td><td>General Internal Medicine/ Diabetes and Endocrinology</td></tr><tr><td>Dr P Syme</td><td>-</td><td>General Internal Medicine/ Stroke Medicine (Part time Senior Lecturer, University of Edinburgh)</td></tr><tr><td>Dr J Bennison</td><td>-</td><td>Medicine for the Elderly/GIM / Head of Clinical Service - Medicine for the Elderly</td></tr></table>	Dr L McCallum	-	Acute Medicine (newly appointed)/TPD Acute Medicine	Dr S Watkin	-	General Internal Medicine / Respiratory Medicine	Dr J Fletcher	-	General Internal Medicine/Gastroenterology Head of Clinical Service - Medicine	Dr C Evans	-	General Internal Medicine/Gastroenterology	Dr J Manning	-	General Internal Medicine/Gastroenterology	Dr O Herlihy	-	General Internal Medicine/ Diabetes and Endocrinology (Foundation Training Programme Director)	Dr R Williamson	-	General Internal Medicine/ Diabetes and Endocrinology	Dr P Syme	-	General Internal Medicine/ Stroke Medicine (Part time Senior Lecturer, University of Edinburgh)	Dr J Bennison	-	Medicine for the Elderly/GIM / Head of Clinical Service - Medicine for the Elderly
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Dr A Gordon	-	Medicine for the Elderly/ GIM
Dr J Inglis	-	Medicine for the Elderly/ GIM
Dr A McLaren	-	Medicine for the Elderly/ GIM
Dr R Stewart		Medicine for the Elderly/ GIM
Dr S Kerr	-	Stroke Medicine / GIM
Dr D Simpson	-	Consultant Neurologist
Dr M Connor	-	Consultant Neurologist
Dr C Fergus	-	Consultant in Palliative Medicine
Dr A Howell	-	Locum Consultant in Palliative Medicine
Dr W Metcalfe / Dr J Goddard	-	Consultants in Renal Medicine (visiting)
Dr R Richmond	-	Consultant in Rheumatology
Dr P Neary	-	Consultant Cardiologist
Dr A Scott	-	Consultant Cardiologist
<u>Haematology</u>		
Dr A Okhandiar	-	Consultant Haematologist
Dr J Buxton	-	Consultant Haematologist
Dr R Jones	-	Consultant Haematologist
<u>Dermatology</u>		
Dr S Laube	-	Consultant Dermatologist
Dr A Mackenzie	-	Consultant Dermatologist
Training Grade Medical Staff for General Medicine		

	Specialty Registrar/ST3+	7
	GPST1	5
	FY2	1
	FY1	8
	Career /Training Grade Medical Staff for Department of Medicine for the Elderly (DME)	
	Specialty Registrar/ST3+	1
	Core Medical Trainee ST2	1
	GPST1	2
	FY2	2
	Specialty Clinics at Borders General Hospital include respiratory medicine, cardiology, gastro-enterology, diabetes, endocrinology, haematology, neurology and rheumatology. There are visiting consultants in dermatology, clinical oncology, clinical genetics and renal medicine.	

NHS Borders Description	<p>Why work for us?</p> <p>Our Values are at the heart of all that we do:</p> <ul style="list-style-type: none"> •Care and Compassion •Quality and Teamwork •Dignity and Respect •Openness, honesty and responsibility <p>Patients are at the centre of everything we do in our daily working lives at NHS Borders ensuring they are safe, cared for efficiently, effectively by suitably experienced and qualified staff driving quality at the heart of patient care. We are a dynamic and forward thinking team with a wealth of clinical and leadership experience. We aim for an open and honest culture and believe in nurturing future stars in NHS.</p> <p>NHS Borders has an entirely integrated structure for management of health services. Decision-making is firmly embedded within an integrated Clinical Executive, part of a natural evolution towards more integrated care, which has seen health and social services within the Borders develop nationally recognised joint initiatives.</p> <p>The NHS Borders Board covers an area co-terminus with the local authority and has developed close and effective links with Scottish Borders Council, including the creation of a Joint Health and Care Partnership Board.</p> <p>Key statistics:</p> <p>(a) Size of Area – 1804 square miles</p>
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	<p>(5.9% of the area of Scotland)</p> <p>(b) Population – 113,000 (2.2% of the Scottish population)</p> <p>(c) The area has 12 main towns i.e. with over 1,500 population, the largest being Hawick (14,573), Galashiels (14,361) and Peebles (8,065). However, some 30% of the population live outwith towns of 1,000 population or more (compared to Scottish average of 12%).</p> <p>(d) The proportion of the population over 65 is the highest in Scotland</p> <table> <tr> <td>45 – 59 years</td><td>20.84% (19.29% Scottish average)</td></tr> <tr> <td>60 – 74 years</td><td>15.83% (13.98%)</td></tr> <tr> <td>75+ years</td><td>8.86% (7.09%)</td></tr> </table> <p>(e) There are 4 Community Hospitals providing GP acute, intermediate care, palliative care, slow stream rehabilitation and NHS continuing care beds – primarily for frail elderly patients.</p> <table> <tr> <th>Hospital</th><th>No. of beds</th></tr> <tr> <td>Peebles (Haylodge Hospital)</td><td>23</td></tr> <tr> <td>Duns (The Knoll Hospital)</td><td>18</td></tr> <tr> <td>Kelso Hospital</td><td>23</td></tr> <tr> <td>Hawick Community Hospital:</td><td>23</td></tr> </table> <p>There are also community-based Day Hospitals within Duns Hospital, Kelso, Hawick and Peebles and the purpose built day hospital in Eyemouth each with 15 places.</p>	45 – 59 years	20.84% (19.29% Scottish average)	60 – 74 years	15.83% (13.98%)	75+ years	8.86% (7.09%)	Hospital	No. of beds	Peebles (Haylodge Hospital)	23	Duns (The Knoll Hospital)	18	Kelso Hospital	23	Hawick Community Hospital:	23
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DUTIES AND RESPONSIBILITIES	
Main Duties	<p>A job plan would be agreed between the successful applicant and the a Consultant Physician depending on your background.</p> <p>Clinical responsibility for the care of patients in the medical unit. This includes daily ward round, admissions of list cases and emergency admissions (according to rota).</p> <p>On basis of rota, clinical responsibility for medical emergencies in the Accident and Emergency Department and initial assessment and appropriate referrals when necessary of medical cases.</p> <p>Participation as a Team Leader for the Hospital at Night Team rota.</p>

	<p>Organisational responsibilities, e.g. PACES examinations, rota preparation and FY1 / FY2 supervision.</p> <p>From time to time work in out-patients under Consultant supervision in General Medicine and Specialist Clinics, e.g. diabetes, cardiology, respiratory medicine and gastroenterology.</p> <p>Contribute to the teaching and audit activities of the medical unit, e.g. for Foundation Doctors, Medical Students and other healthcare professionals.</p>
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Borders General Hospital

The Borders General Hospital is the district general hospital serving the Scottish Borders Region. It has 320 beds with 87 acute medical beds of which 12 are in a higher dependency area with monitoring and telemetry facilities. The hospital offers services in General Medicine, Haematology, Palliative Care, Medicine for the Elderly, Stroke Medicine, Paediatrics, General Surgery, Orthopaedic Surgery, Ophthalmology, ENT, Obstetrics and Gynaecology. There is a 6 bedded ITU and an active outreach programme for critically patients. A very recent development is the opening of the Margaret Kerr Unit in January 2013 has provided 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, Neurology and Rheumatology. Visiting consultants provide clinics for Oncology, Dermatology, Renal Medicine and Clinical Genetics.

The Emergency Department provides facilities for the reception, resuscitation, examination and treatment of patients in the Scottish Borders who require emergency admission, or immediate care and discharge. The ED service is well integrated with the Borders Emergency Care Service (BECS), which is the Primary Care out-of-hours service for Borders. The department is managed by a consultant emergency physician and the Specialty Doctors, Salaried GPs, training grade doctors (FY2s, GP, orthopaedic and surgical trainees) manage ED patients supported by speciality medical staff from within the hospital. Nurse staffing within the ED is comprised of 23 registered nurses and 3 nursing assistants led by a senior charge nurse.

There is a 6 bedded ITU run by the Anaesthetic Department who also run an acute haemodynamic support service with outreach staff from ITU liaising with ward staff.

There is an up to date laboratory service covering Haematology, Microbiology and Clinical Chemistry with ready access to more specialised investigations in Lothian laboratories and other laboratories in Scotland. 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.

There is an active post graduate programme under the direction of the Director of Medical Education, Dr Jane Montgomery, with excellent facilities in the Educational Centre operated by Napier University.

Educational Facilities

There is an excellent library within the Borders General Hospital grounds run by Napier University with good Internet access. Post graduate and continuing medical education is actively encouraged and supported by Dr Jane Montgomery, Director Medical Education. There is an extensive postgraduate programme including weekly educational/audit meetings within the Department of Medicine Elderly and Department of Medicine, weekly X-ray meetings, monthly educational half days and a monthly peer review meeting. There is a monthly educational/audit stroke team meeting and a monthly radiology/stroke team meeting

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

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 maintain 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 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 an excellent Fitness Centre in Galashiels. There is a purpose built nursery in the grounds of the hospital for hospital employees' children.

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. Local transport links have improved greatly.

After an absence of almost 50 years, the Borders Railway has now opened, with train services to central Edinburgh running every thirty minutes (journey time 50 minutes approx). Tweedbank Station is a few minutes walk from the Borders General Hospital. On opening the railway Her Majesty Queen Elizabeth said "The Borders railway brings so much promise for sharing and invigorating this most beautiful countryside as a place to work, live and enjoy. 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).

As part of our policy there is assistance with temporary housing costs and relocation allowances if applicable.

Please see Websites:

Scottish Borders Tourist Board -	www.scot-borders.co.uk
Southern Reporter -	www.borderstoday.co.uk
NHS Borders –	http://www.nhsborders.co.uk

Person Specification: Clinical Fellow in Acute & General Medicine

ENTRY CRITERIA FOR APPLICANTS			
	Essential	Desirable	Assessed by:
Qualifications	<ul style="list-style-type: none"> Primary Medical Degree – MBBS/MB ChB or equivalent Successful completion of a Foundation Medical Training Programme (or equivalent) at time of application Full registration with the GMC at time of appointment and holds a current licence to practice. Evidence of achievement of postgraduate medical training in line with GMC standards/Good Medical Practice. 	<p>Successful completion of a full Foundation Medical Training Programme (or equivalent) at time of application</p> <p>ALS/ATLS/CRISP Instructor Status</p> <p>MRCP (or equivalent)</p>	C.V
Experience	<ul style="list-style-type: none"> Experience at FY2 / SHO / ST1 level particularly in acute medicine and medical specialties e.g. Acute Medicine/General Internal Medicine / Emergency Medicine etc. Assessed as "acute take competent" under appropriate supervision. 	Well-presented log book or professional portfolio	C.V./Interview
Teaching	<ul style="list-style-type: none"> Enthusiastic in teaching clinical skills in the workplace or training environment. Evidence of contributing to teaching & learning of others 	<p>Experience of simulation based teaching</p> <p>Has completed a 'training the trainers' or 'teaching skills' course</p>	C.V./Interview
Fitness To Practise	<ul style="list-style-type: none"> Is up to date and fit to practise safely Has obtained FY1 level competencies or equivalent 	Has obtained FY2 competencies.	C.V. References
Academic/ Research Skills	<ul style="list-style-type: none"> Demonstrates understanding of the basic principles of audit, clinical risk management & evidence-based practice Understanding of basic research principles, methodology & ethics, with a potential to contribute to research Audit: Evidence of active participation in audit 	Evidence of participation in risk management.	C.V. Interview
Personal Skills	<ul style="list-style-type: none"> Capacity to operate effectively under pressure. Awareness of own limitations and when to seek help. Sound communication (verbal and in writing) and interpersonal skills with patients, relatives and colleagues throughout primary and secondary care. Able to discuss treatment options with patients in a way they can understand. Capacity to problem solve with analytical and flexible approach. Demonstrates effective judgement and decision making skills. Capacity to manage time and prioritise workload, balance urgent & important demands, follow instructions Understands importance & impact of information systems Understand importance of team working. 		Interview
Probity & Integrity	<ul style="list-style-type: none"> Takes responsibility for own actions Demonstrates respect for the rights of patients, relatives and colleagues from all backgrounds. Demonstrates awareness of ethical principles, patient safety, confidentiality & consent 		Interview References
Other	<ul style="list-style-type: none"> Be able to satisfy EU Immigration / Sponsorship Regulations. Satisfactory pre-employment health screening including Hepatitis B immune status. 		Pre employment checks.

<p>TERMS AND CONDITIONS</p>	<p>The Terms and Conditions of Service are from Hospital Medical and Dental Staff And Doctors And Dentists In Public Health Medicine and the Community Health Service Terms and Conditions of Service (2007) as amended.</p> <ul style="list-style-type: none"> i. The appointment will be made by NHS Borders. As a locum appointment it is for fixed term duration of a period of 8 months / 6 months (shorter duration can be negotiated). ii. The full-time salary inclusive of out of hours banding is £71,166 per annum (pro rata if applicable). There is flexibility and applicants who wish to work lesser hours or a job share arrangement are welcome. iii. The Job Plan will be agreed in association with the Head of Clinical Service, with input from a Consultant Physician / Acute Physician / Education Supervisor. iv. Possession of MRCP or an equivalent certificate, is not required and support may be available for the examination if this is an agreed part of the personal development plan. You must be fully registered with the General Medical Council with a licence to practice. v. There may be an opportunity to take part in undergraduate and postgraduate teaching programmes. vi. The person appointed will undertake clinical administrative duties associated with the care of patients on MAU. vii. The appointment will be superannuable and subject to the regulations of the National Health Service. Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless the appointee chooses to opt out of the Scheme. viii. NHS Borders is legally liable for the negligent acts or omissions of the employees in the course of their NHS employment. It is no longer a requirement of employment within the NHS that medical staff be registered with a medical insurance organisation. Medical staff are however advised to ensure that they have defence cover for activities not covered by the Board's indemnity. ix. All entrants to the NHS Borders must be certified medically fit and the appointment is conditional on such certification.
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	<p>Arrangements for medical screening (usually by questionnaire) are the responsibility of the Occupational Health Service.</p> <p>x. Termination of the appointment will be subject to a 1 month notice period of notice on either side.</p> <p>xi. For locum appointments assistance will be provided with temporary accommodation costs or travelling costs if required. Depending on circumstances support for relocation may be available for successful candidate in accordance with NHS Borders' Relocation Policy.</p> <p>xii. 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 Board's policy on smoking.</p> <p>xiii. NHS Borders 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.</p> <p>xiv. The Ionising Radiation (Protection of Persons Undergoing Medical Examinations) Regulations 1988 will apply to this post.</p> <p>xv. The holder of this post may be required to undertake on a regular basis or occasional basis exposure prone invasive procedures (EPPs). As this could potentially place patients at risk, candidates must show evidence of immune status to HEPATITIS B, or agree to undergo the necessary procedures.</p> <p>xvi. It should be noted immunisation status (clearance for E.P.P.s) is checked by the Occupational Health Service.</p>
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NHS Borders – Job Information Pack

POSITION: Clinical Fellow, Acute & General Medicine



SITE: NHS Borders SPECIALITY: General Medicine
GRADE: SPR WORK PATTERN: Full Shift Resident

General Medicine, reg medical < 7 days,
 Band 1A (Based on template only)

Steps through the banding flowchart:

- New Deal Compliant
- Average work 48 hours a week or less
- Work pattern is a full shift, partial shift or hybrid
- 1 weekend in 4 or more frequent (1 in 4.00)

Riddell duty hours 46:52 + 0:35 = 47:27

Riddell work hours 46:52 + 0:35 = 47:27

New Deal Analysis

Item	Actual	Target	Comments
Average weekly hours of duty	47:27	56:00	
Average weekly hours of work	47:27	56:00	
Longest duty period	12:30	14:00	
Shortest off duty	11:30	08:00	
Longest 'off duty' period	95:30	62:00	
Next longest 'off duty' period	71:30	48:00	
Maximum consecutive duty days	7	13	Meets max of 7 consecutive shifts
62+48 hr. breaks every 28 days	OK		

European Working Time Directive Analysis

Item	Actual	Target	Comments
Average hours (before adjustments)	46:52	48:00	
Starting each Monday, a 35 hour continuous rest in 7 days or a 59 hour continuous rest in 14 days	OK		
11 hrs continuous rest in any 24 hour period	OK		

Template work pattern

Wk	Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	Stnd Day 09:00 17:00	Stnd Day 09:00 17:00	Stnd Day 09:00 17:00	Stnd Day 09:00 17:00	C: Night 21:00 09:30	C: Night 21:00 09:30	C: Night 21:00 09:30
2	Zero Hours	Zero Hours	Zero Hours	Zero Hours	A: MAU Long 09:00 21:30	A: MAU Long 09:00 21:30	A: MAU Long 09:00 21:30
3	C: Night 21:00 09:30	C: Night 21:00 09:30	C: Night 21:00 09:30	C: Night 21:00 09:30	Zero Hours		
4	Stnd Day 09:00 17:00	Stnd Day 09:00 17:00	Stnd Day 09:00 17:00	Stnd Day 09:00 17:00	Stnd Day 09:00 17:00		
5	A: MAU Long 09:00 21:30	Stnd Day 09:00 17:00	A: MAU Long 09:00 21:30	Stnd Day 09:00 17:00	Stnd Day 09:00 17:00		
6	Stnd Day 09:00 17:00	A: MAU Long 09:00 21:30	Stnd Day 09:00 17:00	A: MAU Long 09:00 21:30	Stnd Day 09:00 17:00		
7	Stnd Day 09:00 17:00	Stnd Day 09:00 17:00	Stnd Day 09:00 17:00	Stnd Day 09:00 17:00	Stnd Day 09:00 17:00		
8	Stnd Day 09:00 17:00	Stnd Day 09:00 17:00	Stnd Day 09:00 17:00	Stnd Day 09:00 17:00	Stnd Day 09:00 17:00		