



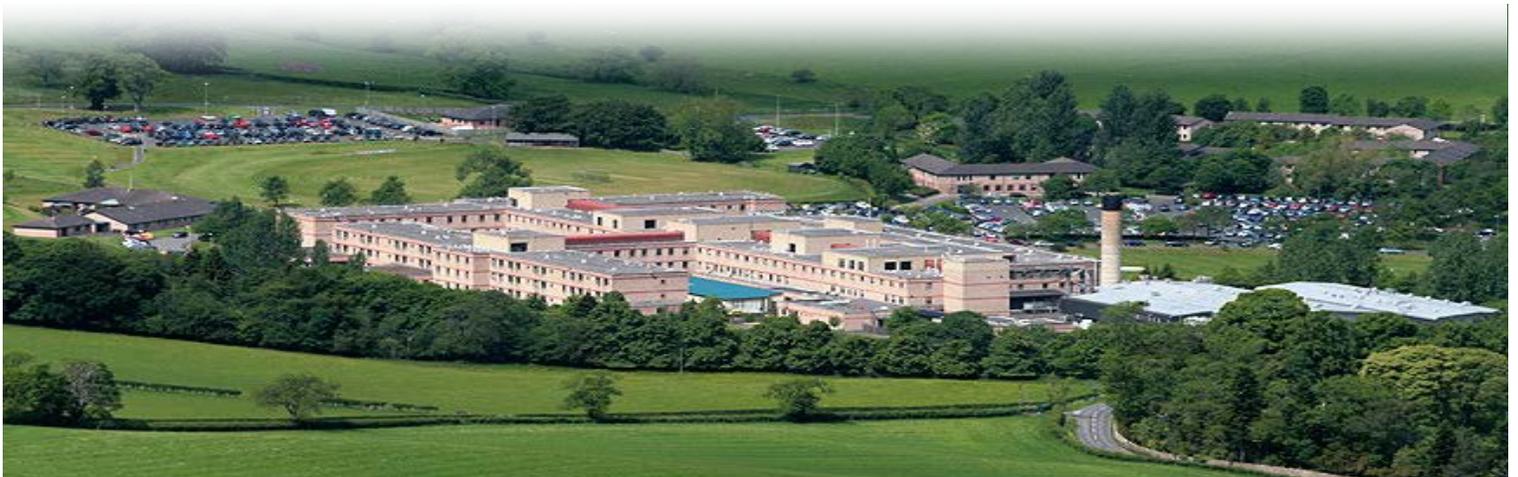
Scott's View, St Boswells, Scottish Borders TD6 0AP



Borders General Hospital, Melrose, Scottish Borders TD6 9BS

Job Description and particulars for the post:

**Consultant Physician:
Respiratory Medicine and General Medicine**



Reference	MED769	Please quote on all correspondence
Grade	Consultant	
Location	Borders General Hospital	
Hours / PA's	Full time - 10 PAs per week (Part-time may be considered)	
Salary Scale	Consultant scale £77529-104525 with appropriate availability supplement for agreed on-call duties in the job plan	
Closing Date	Not currently advertised – contact medical staffing if you are interested.	
Interview Date		

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

 App Pack MED769	<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>
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Visits and Enquiries	Informal visits can be arranged and informal enquiries regarding this post will be welcomed by:-	
	Dr Simon Watkin	01896 826651 simon.watkin@borders.scot.nhs.uk

Date post is vacant	The post is vacant immediately and a start date will be agreed with the successful candidate.
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<p>NHS Borders Website</p>	<p>For further information regarding NHS Borders, please visit our website:- www.nhsborders.org.uk</p>
<p>The Department</p>	<p><u>RESPIRATORY TEAM</u></p> <p>There are two posts of consultant physician with respiratory interest at Borders General Hospital. The second post (this post) is currently vacant.</p> <p>The two Consultants will provide a shared service for all respiratory inpatients and outpatients. There are 3 respiratory nurse specialists providing ward based reviews, outpatient advice, oxygen assessment clinics and home visits. In-patient referrals from other teams average 3 per day. The consultants have ongoing responsibility for their admitted patients as well as any general medical patients transferred to the 15 beds in general medical ward 4 allocated to respiratory medicine.</p> <p><u>MEDICAL UNIT</u></p> <p>The General Medicine 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. 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 / MAU areas).</p> <p><u>MEDICAL ASSESSMENT UNIT (MAU)</u></p> <p>The Medical Unit has 3 inpatient wards (4, 5 & MAU) and a 22 bedded Medical Assessment Unit (MAU). MAU admits approximately 6,000 patients per year. Currently all referred patients to medicine are discussed with a senior clinician (registrar/consultant) and triaged appropriately. This is with a view to “assess to discharge rather than admit to assess”. Patients referred from General Practitioners are reviewed in our Acute Assessment Unit which consists of 4 trolleys and 3 reclining chairs. The average daily review rate is 12 patients through this area, all of which are subject to the Emergency Access Standard. In addition, we also run an Ambulatory Care clinic which reviews between 5-8 patients per day and treats a wide variety of conditions. Patients can also be referred through the Emergency Department with each one discussed prior to transfer directly to MAU.</p>

	<p><u>HOSPITAL AT NIGHT</u></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>
<p>POST INFORMATION</p>	
<p>The Post</p>	<p>The 2 respiratory consultants will provide a shared service for all respiratory inpatients and outpatients. In-patient referrals from other teams, on average 3 per day, are seen within 24 hours and can be taken over as needed. The respiratory consultants also contribute to the general medical on-call rota (1:16) and have ongoing responsibility for their admitted patients as well as any general medical patients transferred to the 15 beds in ward 4 allocated to respiratory medicine.</p> <p>GP outpatient clinic referrals are vetted electronically by the consultants and almost all are respiratory referrals. We accommodate all referrals within a 12 week standard. Urgent and suspected lung cancer referrals are seen within 2 weeks. For the calendar year 2014 there were 524 new and 1525 return appointments.</p> <p>Referrals are seen in 3 clinics per week: a new patient clinic (12 patients) in which all the lung cancer referrals are seen and also reviewed (4 patients), and 2 follow-up clinics for all other patients (42 patients). These numbers vary depending on demand.</p> <p>There is a weekly lung cancer MDT organised by the cancer tracking team and attended by the respiratory consultants, a thoracic radiologist, a clinical oncologist (Prof Allan Price), the lung cancer nurse specialists, the thoracic surgical team (by telephone link) the palliative care team and the respiratory SpR's. We have some of the best results for lung cancer care in Scotland, in particular the highest surgical resection rates.</p> <p>There are excellent links with the Thoracic Surgical service in Edinburgh (Mr. Bill Walker & Mr Malcolm Will) for lung cancer, pleural disease, lung biopsy and VATS.</p> <p>There are 2 specialist registrars in respiratory medicine who rotate through each of the specialties and acute medicine. It is likely that the appointee will</p>

	<p>act as educational supervisor for one of the trainees. The registrars are part of the South East Scotland scheme.</p> <p>There are 3 respiratory nurse specialist posts (2 WTE) providing ward based reviews, outpatient advice, oxygen assessment clinics and home visits. The lead nurse is Ellen Ferguson.</p> <p>There are 2 lung cancer nurse specialists (1 WTE) – Lynda Taylor and Jane Brunton who attend the respiratory new patient clinic, the oncology clinic and the MDT meeting.</p> <p>The respiratory service is supported by 2 WTE cross covering medical secretaries working from a shared office – Morag Young and Shellie McBlain.</p> <p>Approximately 80 bronchoscopies are carried out each year in the Endoscopy unit on a dedicated weekly list. The consultants perform the list alternately. The senior endoscopy nurse is Morag Henderson.</p> <p>Lung function tests are carried out on site in the department of physiological measurement which is shared with cardiology. Spirometry is performed on demand. Detailed lung function including flow volume curves, body plethysmography, helium dilution, gas transfer testing and mannitol challenge is by appointment and approximately 850 lung function tests are performed annually. Tests can all be requested electronically on the Trak order comms. system. For enquiries contact Austin Ramage, senior technician. For patients requiring cardiopulmonary exercise testing a service is provided by Dr. A Innes in Edinburgh.</p> <p>The respiratory consultants meet weekly with the thoracic radiologist and the respiratory and radiology trainees to discuss complex and interesting cases other than lung cancer which is discussed at the MDT.</p> <p>There is a weekly advanced respiratory teaching session for the respiratory consultants and trainees. This includes review of lung function test results and topic teaching. The appointee will be expected to contribute equally to all respiratory and general medical training and education.</p>
<p>Reporting Arrangements</p>	<p>You will report to the Head of Service in General Medicine, who will agree your job plan on an annual basis.</p>
<p>Health and Safety</p>	<p>You are required to comply with NHS Borders Health and Safety Policies.</p>

<p>Training Grade Medical Staff</p>	<p>You will be responsible for the training and supervision of the Training Grade Medical staff (Foundation Trainees, GPSTs, Core Medical Trainees and Specialty Registrars) who work with you, and you will be expected to devote time to this on a regular basis. In addition, you will be expected to ensure that staff have access to advice and counseling.</p>
<p>Medical Staffing within Unit</p>	<p>The successful applicant will be a Consultant member of the Department of Medicine.</p> <p>The medial staffing currently in post is outlined below: Consultant Staff:</p> <p>Dr S Watkin - General Internal Medicine / Respiratory Medicine</p> <p>Dr L. McCallum - Acute Medicine Head of Clinical Service – Unscheduled Care Training Programme Director – Acute Medicine</p> <p>Dr C SuarezCuervo - Locum General Internal Medicine</p> <p>Dr J Fletcher - General Internal Medicine/Gastroenterology Head of Clinical Service - Medicine</p> <p>Dr C Evans - General Internal Medicine/Gastroenterology</p> <p>Dr J Manning - General Internal Medicine/Gastroenterology</p> <p>Dr O Herlihy - General Internal Medicine/ Diabetes and Endocrinology (Foundation Training Programme Director)</p> <p>Dr R Williamson - General Internal Medicine/ Diabetes and Endocrinology</p> <p>Dr P Syme - General Internal Medicine/ Stroke Medicine (Part time Senior Lecturer, University of Edinburgh)</p> <p>Dr J Bennison - Medicine for the Elderly/GIM / Head of Clinical Service - Medicine for the Elderly</p>

Dr J Lonnen	-	Medicine for the Elderly/ GIM (from Sept 2016)
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 A Howell	-	Clinical Lead in Palliative Medicine A.M.D.
Dr W Metcalfe / Dr J Goddard	-	Consultants in Renal Medicine (visiting)
Dr R Richmond	-	Consultant in Rheumatology
Dr A. Tan	-	Consultant in Rheumatology
Dr P Neary	-	Consultant Cardiologist
Dr A Scott	-	Consultant Cardiologist
		<u>Haematology</u>
Dr J Buxton	-	Consultant Haematologist
Dr R Jones	-	Consultant Haematologist
Dr A Okhandiar	-	Consultant Haematologist
		<u>Dermatology</u>
Dr S Laube	-	Consultant Dermatologist
Dr A Mackenzie	-	Consultant Dermatologist
Dr D Kemmett	-	Locum Consultant Dermatologist
Training Grade Medical Staff for General Medicine		
Specialty Registrar/ST3+		7
GPST1		5
Clinical Development Fellow		4
FY2		1

	FY1	9
<p>Career /Training Grade Medical Staff for Department of Medicine for the Elderly (DME)</p>		
	Specialty Registrar/ST3+	1
	Core Medical Trainee ST2	1
	GPST 1 or 2	2
	FY2	3
<p>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.</p>		

DUTIES AND RESPONSIBILITIES	
Main Duties	<p>Development and support of clinical services in all aspects of respiratory medicine and an ongoing commitment to the medical unit as a whole.</p> <p>To provide a high standard of care within the department and to work within the respiratory team to ensure excellent patient care and in partnership with the existing team.</p> <p>Development of Respiratory Service clinical guidelines and protocols, undertaking audits of these guidelines, and advising on their implementation.</p> <p>Continuing responsibility for the care of patients in his/her charge and will undertake duties associated with the care of his/her patients and an appropriate share in the running of the Clinical Department.</p> <p>Participation with other colleagues in the acute medical on-call rota at the Borders General Hospital at a frequency of approximately 1:16.</p> <p>Participation in the clinical audit programme and undertake research in accordance with his/her own ideas and as discussed and agreed with other clinicians in the team.</p> <p>The Consultant will be expected to contribute to the training of Specialist Registrars, ST1, ST2 & ST3+, FY1, FY2 doctors in General Medicine and GPST doctors rotating through medicine. This will include clinical supervision as a formal supervisor but also informally in the day to day duties.</p>

	<p>The appointee will also be expected to be involved in the teaching of:</p> <ul style="list-style-type: none">- Final year medical students who are attached to the medical unit for 8 weeks at a time.- Junior medical students when undertaking appropriate modules.-Year 3 students coming every 7 weeks for bedside teaching <p>The appointee will also share responsibility with other Consultants for supervision of training grade medical staff in accordance with hospital policies.</p> <p>At all times comply with the GMC’s guidance on “Good Medical Practice” as amended or substituted from time to time.</p> <p>Ensure that patient confidentiality is maintained at all times.</p> <p>On commencement to ensure personal attendance at the hospital’s corporate induction (or arranged Consultant induction).</p> <p>Participation in the Statutory & Mandatory training programme.</p>
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<p>NHS Borders Description</p>	<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 <ul style="list-style-type: none"> ●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>Some key statistics:</p> <ul style="list-style-type: none"> (a) Size of Area – 1804 square miles (5.9% of the area of Scotland) (b) Population – 113,000 (2.2% of the Scottish population) (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 lives outwith towns of 1,000 population or more (compared to Scottish average of 12%).
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	<p>(d) The proportion of the population over 65 is the highest in Scotland</p> <table border="0" style="margin-left: 40px;"> <tr> <td style="padding-right: 20px;">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, rehabilitation and NHS continuing care beds – primarily for frail elderly patients.</p> <table border="1" style="margin-left: 40px; width: 60%;"> <thead> <tr> <th style="text-align: center;">Hospital</th> <th style="text-align: center;">No. of beds</th> </tr> </thead> <tbody> <tr> <td>Peebles (Haylodge Hospital)</td> <td style="text-align: center;">23</td> </tr> <tr> <td>Duns (The Knoll Hospital)</td> <td style="text-align: center;">18</td> </tr> <tr> <td>Kelso Hospital</td> <td style="text-align: center;">23</td> </tr> <tr> <td>Hawick Community Hospital:</td> <td style="text-align: center;">23</td> </tr> </tbody> </table> <p style="margin-left: 40px;">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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WORK PROGRAMME AND OUTLINE JOB PLAN	
	<p>As required under Section 3 of the Terms and Conditions of Service, the duties and responsibilities are supported by a job plan and work programme. The outline job plan is attached below. On taking up post, the formal job plan will be agreed by the Head of Service and the successful applicant and subject to an annual cycle of review.</p> <p>The job plan will include specific responsibilities as well as on-call commitment and sub specialty sessions. Therefore the content of the job plan will be dependent on the successful candidate’s subspecialty training and interests and may also be modified for part-time or job share postholders.</p>

	<p>Agreed Support Programmed Activities (SPAs) include your own CPD, appraisal and revalidation and examples of other activities such as:</p> <ul style="list-style-type: none"> • undergraduate and postgraduate medical education • audit and committee work • service management/development • development of a simulation programme with the BGH • development of service in line with your specialty skill or interest. <p>The job plan below is an indicative work plan intended to give an idea of likely workload and working arrangements. The specific job plan would be agreed with successful applicant on commencement of employment.</p>
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Outline Job Plan	Days	Timing	Type of Work
	Monday		AM
		PM	SPA
Tuesday		AM	Outpatient Clinic
		PM	SPA
Wednesday		AM	Ward Round
		PM	Clinic
Thursday		AM	Clinic
		PM	Lung Cancer MDT
Friday		AM	Ward round
		PM	MAU/ Outpatient Clinic/Ward round
	Saturday		1 in 16 commitment to On-call
	Sunday		1 in 16 commitment to On-call

Outline Job Plan	Days	Timing	Type of Work
	Monday		AM
		PM	Bronchoscopy
Tuesday		AM	SPA
		PM	On call
Wednesday		AM	Ward Round (post take)
		PM	OFF (post on-call ½ day)
Thursday		AM	Ward Round
		PM	Lung Cancer MDT
Friday		AM	Ward round
		PM	MAU/ Outpatient Clinic/Ward round
	Saturday		1 in 16 commitment to On-call
	Sunday		1 in 16 commitment to On-call

*** The above job plan is for illustration purposes only and is subject to change following negotiation Prospective cover for annual leave of Respiratory consultant colleague will also be required within this job plan. ***

Borders General Hospital

The Borders General Hospital is the district general hospital serving the Scottish Borders Region. It has 320 beds with 93 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 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. 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, with excellent facilities in the Educational Centre operated by Napier University.

Educational Facilities and Development

All new consultants are welcome to join the consultant development programme. The programme has a planned duration of 2 years (probably a protected 1/2 day every alternate month) and seeks to provide you with support for the development of leadership and management skills. The content of the programme includes modules on consultants as leaders, managing people and performance. Workshops provide a structured opportunity for facilitated discussion, learning through experience, reflective practice and networking with peer consultants. There are also opportunities for professional coaching and mentoring – an established BGH consultant will be identified as a “buddy” in your first few weeks. The Training & Professional Development Department is available as consultancy and advisory facility to advise on development activities tailored to particular service needs and for individual consultants.

There is an excellent staffed library within the Borders General Hospital grounds with good Internet access. The library is staffed Monday – Friday and security swipe card access in out of hours period, 7 days per week. As well as a range of textbooks and journals, there is access the health e-library and to the online clinical enquiry and response service (CLEAR) from Healthcare Improvement Scotland and NHS Education for Scotland.

Post graduate and continuing medical education is actively encouraged and supported. There is a weekly clinical audit meeting, and a hospital wide monthly educational half day. There is an excellent weekly x-ray meeting with the department of radiology which has a spiral CT scanner and Gamma camera, up to date Doppler echo facilities and a purpose-built CT and MRI suite.

The Borders General Hospital is a teaching unit for undergraduate students in medicine. Appointed consultants act as educational supervisors for individual students attached to different teams.

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 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 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 downhill 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. 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. Excellent Fitness Centre in Galashiels and other Borders towns. There is a purpose built nursery in the grounds of the hospital.

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 in the last year or so.

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).

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>

See the microsite for the views of some of your prospective colleagues on living and working in the Scottish Borders video at <http://www.nhsborders.scot.nhs.uk/recruitment-fair>

PERSON SPECIFICATION – Consultant Respiratory Physician		
Attributes	Essential	Desirable
Qualifications	<p>Primary Medical Degree.</p> <p>Full registration with GMC with a licence to practice.</p> <p>Possession of MRCP, or equivalent</p> <p>On GMC Specialist Register for Respiratory Medicine and General Internal Medicine (GIM).</p> <p>Holds a CCT/CESR or equivalent or training grade doctor within 6 months of attainment of CCT</p>	<p>Higher degree (MD, Dphil, PhD) in relevant subject area.</p> <p>Teaching qualification. Sub Specialty interest</p>
Training and Experience	<p>Range of experience in Respiratory Medicine and General Internal Medicine</p> <p>Recent and relevant clinical experience and competent in all major areas of Respiratory Medicine and General Internal Medicine</p> <p>Training record culminating in award of CCT/CESR or equivalent.</p> <p>Teaching experience at undergraduate and postgraduate level.</p>	<p>Experience in health services research and evaluation.</p>
Skills, abilities and knowledge. Managerial	<p>Experience in day to day organisation of respiratory and general medical services.</p> <p>Knowledge of recent NHS guidelines, quality standards and recommendations.</p> <p>Knowledge of clinical governance.</p> <p>Basic management skills training</p>	<p>Familiar with structure of Scottish Health Service and recent initiatives.</p> <p>Ability to progress and complete projects related to development of respiratory medicine service</p> <p>Knowledge of service redesign methodology and change management.</p>
Skills, abilities and knowledge. Audit	<p>Thorough understanding of principles of medical audit.</p> <p>Experience of clinical audit.</p>	<p>Experience in undertaking and completing audit projects</p>
Skills, abilities and knowledge.	<p>Knowledge of the principles of medical research and current</p>	<p>Research experience Publication of research and /or</p>

Research and Publications	literature.	review article(s)
Personal Attributes	<p>Self motivated to evaluate and develop patient services.</p> <p>Effective communicator with patients, relatives, colleagues across primary and secondary care.</p> <p>Proven ability to work in a multi-disciplinary team with medical, nursing, primary care and all other healthcare staff.</p> <p>Demonstrably good team player.</p> <p>Efficient administration.</p> <p>Reliable high level of integrity/ probity.</p> <p>Professional approach to work.</p>	
Other		Car driver with full driving licence

SPECIFICATION OF NHS VALUES

	Value Description	Method Of Assessment
NHS Values	<p>Care and Compassion Expectations</p> <ul style="list-style-type: none"> • Treat people as though they matter • Involve people • Consider people as individuals and acknowledge diversity • Puts the patient first • Shows they care 	Interview and Assessment
NHS Values	<p>Dignity and Respect Expectations</p> <ul style="list-style-type: none"> • Team player • Manages own attitudes and behaviour • Addresses concerns with colleague as they arise • Communicates respectfully, openly and professionally • Listens and turns that into action • Sees things from another persons perspective 	Interview and Assessment
NHS Values	<p>Openness, Honesty and Responsibility Expectations</p> <ul style="list-style-type: none"> • Takes person responsibility for actions • Sharing of ideas for improvement • Observes processes • Ability to work across boundaries • Commitment to work to best of their ability 	Interview and Assessment
NHS Values	<p>Quality and Teamwork Expectations</p> <ul style="list-style-type: none"> • Works as part of a tem to support others and improve service provision • Acknowledges mistakes • Takes responsibility • Inspires the team 	Interview and Assessment

<p>TERMS AND CONDITIONS</p>	<ul style="list-style-type: none"> i. The Terms and Conditions of Service are from the Consultant Grade Terms and Conditions of Service (New Consultant’s Contract) issued March 2004 by the Scottish Executive Health Department. ii. The appointment will be made by NHS Borders on the recommendation of a Recruitment Panel, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations 2009 - NHS Circular CEL 25 (2009). Any person suitably qualified and experienced who is unable for personal reasons to work full-time, will be eligible to be considered for the post on a part-time basis. iii. The full-time salary for 10-programmed activities will be on the scale £77529 - £104525 (+ on-call supplement) per annum with scale placing as appropriate to previous consultant level experience and background. The appointment is available on a 10PA basis but applicants who wish to work part-time are welcome. iv. The Job Plan must be agreed in association with the Head of Clinical Service, with input from the General Manager and Associate Medical Director. Changes will be discussed and agreed with yourself in line with service needs and subject to annual review, or more frequently on request by either party. v. Possession of MRCP or an equivalent certificate is essential and you should be fully registered with the General Medical Council with a licence to practice and preferably your name should appear in the Specialist Register for Respiratory Medicine and General Internal Medicine. You should have obtained a CCT or equivalent or be within 6 months of award of a CCT. vi. The person appointed may be expected to take part in the undergraduate and postgraduate teaching programmes. vii. The person appointed will have a continuing responsibility for the care of patients in his or her charge and will undertake the administrative duties associated with the care of his or her patients and an appropriate share in the running of the clinical department.
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	<p>viii. 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.</p> <p>ix. It is a requirement that the private residence of the person appointed shall not be more than 30 minutes travelling time by road from the Borders General Hospital unless specific approval is given.</p> <p>x. NHS Borders is legally liable for the negligent acts or omissions of the employees in the course of their NHS employment. Medical staff are however advised to ensure that they have defence cover for activities not covered by the Board's indemnity.</p> <p>xi. All entrants to the NHS Borders must be certified medically fit and the appointment is conditional on such certification. Arrangements for medical screening (usually by questionnaire) are the responsibility of the Occupational Health Service.</p> <p>xii. Termination of the appointment will be subject to a 3 month notice period of notice on either side in accordance with the terms and conditions of service.</p> <p>xiii. For locum appointments assistance will be provided with temporary accommodation costs if required. Depending on circumstances support for relocation may be available for successful candidate in accordance with NHS Borders' Relocation Policy.</p> <p>xiv. 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>
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	<p>xv. 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>xvi. The Ionising Radiation (Protection of Persons Undergoing Medical Examinations) Regulations 1988 will apply to this post.</p> <p>xvii. 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>xviii. It should be noted that the offer of appointment is subject to confirmation that the successful candidate is HEPATITIS B immune. This is checked by the Occupational Health Service.</p>
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