



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
Medicine for the Elderly***



**POSITION: Consultant Physician
Medicine for the Elderly**



Reference	MED755	<i>Please quote on all correspondence</i>
Grade	Consultant	
Location	Borders General Hospital	
Hours / PA's	Full time – basic 10 PAs per week	
Salary Scale	Consultant scale - £77529 - £104525 + on-call supplement with availability supplement	
Closing Date	Not currently advertised – contact Medical Staffing if interested.	

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>				
Contact Details	<table> <tr> <td>Telephone</td><td>01896 826167</td></tr> <tr> <td>Email</td><td>Medical.staffing@borders.scot.nhs.uk</td></tr> </table>	Telephone	01896 826167	Email	Medical.staffing@borders.scot.nhs.uk
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Application Process  Application Pack MED737	<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> <p>Interview Date: Week of Monday 22 August or Monday 29 August</p>				
Visits and Enquiries	<p>Informal visits can be arranged and informal enquiries regarding this post will be welcomed by:-</p>				

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	Dr Janet Bennison	Consultant Physician	01896 826629 or 01896 826 019 (secretary)									
Date post is vacant	Flexible – a start date will 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 Medicine for the Elderly department operates on a needs related basis. Acute medical emergencies of all ages requiring active technological support are admitted to the Medical Unit. There are approximately 500 admissions to the 30 -bedded Medicine for the Elderly ward per annum of whom most are emergency admissions via the medical unit, the remainder are transfers from orthopaedic and surgical wards. There are a small number of elective admissions. Length of stay is reducing progressively and is now averaging 15 - 20 days.</p> <p>The Department is made up of the following:</p> <table><tr><td>Assessment and Rehabilitation</td><td>30 beds</td><td>DME ward</td></tr><tr><td>Acute stroke</td><td>12 beds</td><td>Borders stroke unit (BSU)</td></tr><tr><td>Specialist outpatient clinics</td><td>Syncope and Falls Movement disorder Neurovascular Cardiovascular Osteoporosis General medical / geriatric</td><td>Day Hospital</td></tr></table> <p>Want to know more about why you should work for us? – your future colleagues can tell you - see the videos at our microsite http://www.nhsborders.scot.nhs.uk/recruitment-fair.</p>			Assessment and Rehabilitation	30 beds	DME ward	Acute stroke	12 beds	Borders stroke unit (BSU)	Specialist outpatient clinics	Syncope and Falls Movement disorder Neurovascular Cardiovascular Osteoporosis General medical / geriatric	Day Hospital
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POST INFORMATION	
The Post	<p>The Department of Medicine for the Elderly (DME), within the Borders General Hospital, has a team of 7 Consultants covering both general and specialist areas in care of the elderly medicine. We currently have an opportunity for a consultant to join the DME Consultant team. The post is required as soon as possible as an additional post to support the development of the DME services provided both to acute hospital admissions and to avoid acute admission. The post comprises 10 PAs per week but applicants wishing to work part-time are welcome.</p> <p>Successful applicants will be responsible, along with their colleagues, for the general care of patients in the Department of Medicine for the Elderly and, through close liaison with GPs and the primary health care team, the integrated management of elderly patients. They will also be expected to act as leads in the development and support of identified specialist services, according to their particular interests and the needs of the service. They will be expected to assist the moves towards integrated care for the Scottish Borders.</p> <p>Successful applicants will also be expected to contribute to on call for general medicine on an approximate 1:16 basis and to have ongoing responsibility for some of the general medical patients admitted under their care.</p> <p>This position provides a unique opportunity not only to develop and enhance the existing service for Medicine for the Elderly but also, working closely with Primary Care Health Services, to play a major role in the further development of both integrated and specialist elderly care in the community Borders wide.</p>
Reporting Arrangements	You will report to the Head of Clinical Service, who will agree your job plan on an annual basis.
Health and Safety	You are required to comply with NHS Borders Health and Safety Policies.
Training Grade Medical Staff	You will be responsible for the training and supervision of the Training Grade Medical staff (Foundation Trainees, GPSTs 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.

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Medical Staffing within Unit	<u>Consultant /Career Staff establishment in Department of Medicine for the Elderly</u>	
	Dr P Syme	- Medicine for the Elderly/General Internal Medicine / Stroke
	Dr J Bennison	- Medicine for the Elderly/ General Internal Medicine Head of Clinical Service
	Dr A T McLaren	- Medicine for the Elderly/General Internal Medicine
	Dr S Kerr	- Medicine for the Elderly/General Internal Medicine / Stroke
	Dr J Inglis	- Medicine for the Elderly/General Internal Medicine
	Dr R Stewart .	- Medicine for the elderly / General Internal medicine
	Dr J Lonnen .	- Medicine for the elderly / General Internal medicine
	Junior Medical Staff for Department of Medicine for the Elderly	
	Speciality Registrar (ST3 level)	2 (one is attached to General Medicine)
	Core Medical Trainee (ST2 level)	1
	GPST	2
	FY2	3
	Specialty Clinics at BGH include respiratory medicine, cardiology, gastro-enterology, diabetes, endocrinology, neurology and haematology and dermatology. There are visiting consultants in renal and clinical genetics.	

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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 ●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 live 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> <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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<p>The Department of Medicine for the Elderly</p> <p>Services and Special Interests</p>	<p>Inpatient Work</p> <p>The Department of Medicine for the elderly manages frail elderly in-patients. The consultants' responsibility covers both the BGH DME Ward / Borders Stroke Unit and the relevant community hospital inpatients. Patients are admitted to BGH according to the clinical need. Each consultant carries out 3 ward rounds and one case conference each week in the BGH Wards. The successful applicant will contribute to the general medical on-call rota and will have ongoing responsibility for some medical inpatients.</p> <p>The successful applicant will support the continuing development of an older people's liaison service to provide early comprehensive geriatric assessment for appropriate patients in the medical and surgical wards and ED. The post will also support the development of ambulatory care for older, frail patients within the acute assessment unit.</p>																

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Day Hospital clinics

The Day Hospital sees 1,217 new patients each year and functions as a rapid response assessment and triage unit with a high turnover and acute function. It encompasses the following one-stop clinics:

- (a) Neurovascular (Commenced 1997) (371 new patients per year). (Consultant cover Dr Syme and Dr Kerr) - All transient ischaemic attacks and minor strokes are reviewed within 4 days of referral. CT scans and carotid dopplers are performed the same day of attendance. Specialist investigations, including transcranial doppler are performed as necessary. (Dr Syme). Secondary prevention of stroke is initiated including referral for carotid endarterectomy and patent foramen ovale closure. (Echo Contrast Studies – Dr Syme)
- (b) Syncope and falls (Commenced 1997) (479 new patients per year) (Consultant cover Dr Bennison / Dr Stewart / Dr Norris, including investigation of carotid sinus hypersensitivity with full tilt table phlebysmography (190 patients per year) and Carotid Sinus Massage testing, for the investigation of syncope and falls.
- (c) Cardiovascular (Commenced 1998) (149 new patients per year) One stop clinic for predominately elderly patients with heart failure held fortnightly in the day hospital with same day echo cardiogram facility. Assessment of atrial fibrillation and management/stroke prevention with cardiac nurse specialist heart failure clinic in parallel.
- (d) Parkinson's (Commenced in 2002) (73 new patients per year). (Consultant cover Dr McLaren). We are part of the PD Med Randomised Controlled Study on Parkinson's Disease aiming to determine most cost effective and reliable drug treatments for early and late stages of Parkinson's Disease.

In addition, urgent and emergency general assessments of the elderly are carried out.

The day hospital also provides a venue for other clinics.

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The Day Hospital also acts as a resource and information centre for nursing support, with a monthly Parkinson's Disease drop-in clinic and availability of telephone advice for patients, carers and staff.

Each consultant also has a fortnightly general medicine / geriatric medicine outpatient clinic in the day hospital.

Stroke Services

A specialist stroke multidisciplinary team has been established including physiotherapy, speech and language therapy, occupational therapy, dietician input and social work. Video fluoroscopy can be performed and there are fully developed rehabilitation facilities including hydrotherapy. Dr Susan Kerr is the clinical lead for stroke services. A full-time stroke coordinator is now in post.

Dr Syme, Medicine for the Elderly Consultant and Senior lecturer, University of Edinburgh, has completed three years of a major research project funded by the Chief Scientist Office and Chest, Heart & Stroke Scotland, the Scottish Borders Stroke Study.

A 2-year Designed Healthcare Initiative project resulted in a comprehensive strategy for stroke services in the Borders. A stroke/rehabilitation unit based (the Borders Stroke Unit) opened in 2004 and has recently moved to upgraded facilities. This is a key element of a comprehensive integrated stroke service throughout the Borders.

NHS Borders views as a key priority the development of a robust and effective Managed Clinical Network for Stroke Services, in accordance with the CHD and Stroke Strategy for Scotland, and closely aligned to the newly established Borders Rehabilitation Network.

Ortho Geriatric Service

The orthopaedic unit has participated in the National Hip Fracture Audit for several years and is implementing the SIGN Guideline on Hip Fracture with the aim of involvement of Medicine for the Elderly physician from admission, linked with timely rehabilitation where appropriate in the Medicine for the Elderly unit. There are on average three hip fracture patients a week in the Borders General Hospital. Currently a DME consultant provides a thrice weekly ward round for all frail elderly trauma patients. The new post will support the continued development of this service.

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	<p>Dementia Services</p> <p>There is a well established Mental Health for the Older Adult Team (MHOAT) covering the Borders region with medical cover provided by Dr Paul Morris, full-time Consultant in Old Age Psychiatry, Dr Gill Yellowlees, part-time Consultant, Dr Ingrid Swan, part-time Consultant and full supporting team. Inpatient care is provided in a 24-bedded dementia assessment unit (Cauldshiels) within BGH and a Continuing Care Unit (Melburn Lodge) on BGH site. MHOAT and dementia specialist nurses link closely with the DME assessment / stroke wards.</p> <p>Young Physically Disabled</p> <p>This is a specialist assessment and rehabilitation service, including post-head injury and spinal cord injuries, younger patients with severe stroke and chronic neurological disabilities.</p> <p>Although patient numbers are small, these patients require intensive medical, nursing and support input.</p> <p>Community Links</p> <p>In addition to the informal links each consultant has developed with the GPs and community teams in their relevant geographical areas, there are well-established formal links between the Department of Medicine for the Elderly and community health services and social work.</p> <ul style="list-style-type: none"> • Weekly visits to Community Hospitals and Day Hospitals enable reviews of GP acute and slow stream rehabilitation patients and for multidisciplinary team meetings to take place. • Consultants in the Department of Medicine for the Elderly participate in numerous Borders-wide groups involved in providing health and social care for the Borders population • The <i>Clients Choice</i> project (1998-2000), was a 2-year social work funded programme that demonstrated that NHS continuing care can provide effective slow-stream rehabilitation to discharge home (39% - mean length of stay 12 weeks) and reduce long-term institutionalisation (5%). The report was accepted as an example of good practice by the Audit Commission for Scotland. The Scottish Health Advisory Service inspection visit in February 2000 commented that this was “very highly regarded and an example of good practice”.
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	<p>Clients Choice demonstrated the effectiveness of joint working between Consultants, GPs and Community Hospital staff. Although still active within Kelso Hospital, it is anticipated that the working patterns developed within the project could be replicated.</p> <p>Network Links</p> <p>The Department has specialty registrars on rotation with Edinburgh and also accepts medical students from Edinburgh. There are postgraduate meetings at the Department of Geriatrics in Edinburgh and Stroke research meetings take place at the Western General Hospital.</p> <p>The Department also has good links with the Northumberland Parkinson's Disease Network, which is working towards Managed Clinical Network status. There are also good academic links with Newcastle University through membership of the Northern Syncope Group.</p> <p>We also have good links with the Parkinson's Interest Group in Edinburgh. The stroke MCN has good links with the units in Edinburgh.</p> <p>Departmental Special Interests</p> <p>The following are special interests identified as required to maintain and develop the current service. The Department would welcome and do their best to accommodate other special interests that postholder would bring to the service.</p> <p>Cardiovascular Disease (Dr Norris) - involves management of elderly patients with heart failure (1 clinic per fortnight). Member of CHD Strategy Group, working towards development of CHD Managed Clinical Network.</p> <p>Stroke (managed by Dr Kerr, Dr Syme) – Dr Kerr provides the lead physician role in relation to stroke inpatients, stroke team follow-up and development of stroke services in the Borders. Services include a neurovascular clinic held within the Day Hospital and a specialist Transcranial Doppler clinic, for diagnostic assessment, bubble tests and collateral flow estimation.</p> <p>Parkinson's (Dr McLaren) – Commenced in 2002 (73 new patients per year). We recently joined the PD Med Randomised Controlled Study on Parkinson's Disease aiming to determine most cost effective and reliable drug treatments for early and late stages of Parkinson's Disease.</p>
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	<p>DATSCAN facility is available since 2004 to aid the diagnosis of Parkinson's Disease, as required.</p> <p>Falls / orthogeriatrics / osteoporosis (Dr Bennison, Dr Stewart, Dr Norris) As above</p>
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DUTIES AND RESPONSIBILITIES	
Main Duties	<p>Acute</p> <ul style="list-style-type: none"> (a) The post holder will take part in the Acute General Medical take rota as above with other general physicians, with responsibility for ongoing care of medical inpatients. (b) Responsible for emergency admissions / routine transfers to Medicine for the Elderly and younger disabled for their allocated beds. They will assess his/her own admissions as soon as possible and ideally within 1 working day of admission / transfer. (c) Responsible for reviewing referrals to DME from other areas of the hospital including orthogeriatric liaison / inpatients. (d) Responsible for general geriatric rapid assessment clinic / ambulatory care of frail elderly. (e) Other duties will include education, administration, continuing medical education and committee work. (f) The post holder will participate in the Clinical Audit programme and undertake audit and research in accordance with their own ideas as discussed and agreed with the other physicians. (g) The post holder will undertake an appropriate share in the running of the clinical department.

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Community

The post-holder will be expected to display an open and active approach to achieving more integrated systems of care:

- (a) Manage emergency admissions to the Department of Medicine for the Elderly, including follow-up outpatient clinics
- (b) Manage slow stream rehabilitation / continuing care patients within designated community hospitals and liaise with relevant GP superintendent and other GPs and staff, where necessary, regarding the operation of the relevant community hospital.
- (c) Provide community-based clinics and other visits as outlined above to designated geographical areas
- (d) Provide on an ongoing basis consultant input and resource on management of elderly patients for community health services in designated geographical area, including input to networks and initiatives specifically connected to geographical area
- (e) Participate in relevant Managed Clinical Networks and other Groupings.

Educational

- (a) Expected to contribute to the training and supervision of training grade doctors in Medicine for the Elderly, General Medicine, General Practice and Foundation House Officers. Will also participate in the teaching of undergraduate students.
- (b) The Medical Department is an examination centre for MRCP(PACES) and FRCS A & E (Medicine) examinations.

Office accommodation and secretarial support will be provided.

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WORK PROGRAMME AND OUTLINE JOB PLAN

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.

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.

Agreed Support Programmed Activities (SPAs) include your own CPD, appraisal and revalidation and examples of other activities such as:

- undergraduate and postgraduate medical education
- audit and committee work
- service management/development

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.

It is likely that the post will rotate through different aspects of DME – e.g. general / orthogeriatrics / liaison and that the final agreed timetable will reflect this.

OUTLINE JOB PLAN

Job Plan - example – 10 PAs

	Morning	Afternoon
Monday	Ward round medical / DME	SPA / clinical admin / on call
Tuesday	MDT meeting DME ward	OFF
Wednesday	Ward round medical / DME	Community hospital
Thursday	Liaison / ambulatory care / SPA	Outpatient clinic
Friday	Ward round medical / DME	SPA
Saturday	On-call in accordance with rota	On-call in accordance with rota
Sunday	On-call in accordance with rota	On-call in accordance with rota

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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 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.

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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.

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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. Glentworth 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. 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 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).

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

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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 or see the video at <http://www.nhsborders.scot.nhs.uk/recruitment-fair>

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Person Specification –Consultant Physician – Medicine for the Elderly

FACTOR	ESSENTIAL	DESIRABLE
Training and experience	<p>Wide experience in all aspects of Medicine for the Elderly and General Internal Medicine.</p> <p>Training record culminating in award of CCT in geriatric medicine and GIM or equivalent.</p> <p>Experience of clinical audit.</p> <p>Teaching experience at undergraduate and postgraduate level.</p>	A special interest which complements the current establishment.
Qualifications	<p>Primary Medical Degree.</p> <p>Full registration with GMC with a license to practice.</p> <p>Possession of MRCP, or equivalent</p> <p>GMC Specialist Registration for both Geriatric Medicine and General Internal Medicine by date of taking up appointment or within 6 months of attainment of CCT at date of interview</p>	<p>Higher degree (MD, Dphil, PhD) in relevant subject area.</p> <p>Teaching qualification.</p>
Skills, abilities and knowledge. Managerial	<p>Experience in day to day organisation of Medicine for the Elderly services.</p> <p>Knowledge of recent NHS guidelines, quality standards and recommendations.</p> <p>Knowledge of clinical governance.</p>	<p>Familiar with structure of Scottish Health Service and recent initiatives.</p> <p>Basic management skills training</p>
Skills, abilities and knowledge. Audit	Thorough understanding of principles of medical audit.	Experience in undertaking and completing audit projects
Skills, abilities and knowledge. <u>Research and publications</u>	<p>Knowledge of the principles of medical research</p> <p>Up to date knowledge of current literature.</p>	<p>Research experience</p> <p>Publication of research and /or review article(s)</p>

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Personal Attributes	<p>Self motivated to undertake service evaluations 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 and co-operate with medical, nursing and all other healthcare staff.</p> <p>Demonstrably good team player.</p> <p>Efficient administration. Reliable. Professional approach to work.</p>	
Other	Able to travel independently	Car driver with full driving licence

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<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 both Geriatric 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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