



**JOB DESCRIPTION AND PARTICULARS
RELATING TO THE POSTS OF**

Consultant Cardiologist

at

Borders General Hospital

TITLE: Consultant Cardiologist

BASE : Borders General Hospital, Melrose

The Post

This post will join our existing Consultant Cardiologists to provide cardiac care for the population of the Scottish Borders.

Based at the Borders General Hospital, the successful applicant will share responsibility for the care of cardiology in-patients within the Medical Unit, as well as outpatient services. The 12-bedded ward 5 functions as a high dependency / coronary care unit, with monitored and telemetry beds.

A full time post of 10 programmed activities is available but applications are welcome from candidates who may be interested in part time commitments. There is no out of hours on-call associated with this appointment.

Borders General Hospital

The Borders General Hospital is the district general hospital serving the Scottish Borders Region. It has 320 beds with 110 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 ill patients.

Within the Department of General Medicine there are specialists in Dermatology, Cardiology, Respiratory, Diabetes and Endocrinology, Gastroenterology, Neurology and Rheumatology. Visiting consultants provide clinics for Oncology, 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, Mr J Kerr. Specialty Doctors, Salaried GPs, training grade doctors (FY2s, GP, orthopaedic and surgical trainees), Emergency Nurse Practitioners manage ED patients supported by speciality medical staff from within the hospital.

There is a 6 bedded ITU run by the Anaesthetic Department. There is a well established outreach team based in ITU providing a excellent level of care to the hospital.

There is an up to date laboratory service covering Haematology, Microbiology and Clinical Chemistry with ready access to more specialised investigations within Lothian and other laboratories around 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. It is a proactive and progressive department who support patient care within the area to a high level and support the educational activities within the hospital.

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.

Cardiology Service

Within the cardiology team, there are 2 consultant cardiologists and Specialist Nurses with expertise in chest pain, heart failure and cardiac rehabilitation, and Physiological Measurement Technicians with expertise in echocardiography, pacemaker follow up, respiratory function testing, ambulatory monitoring and treadmill testing. We have 2 Phillips echo machines in the department and perform transthoracic and transoesophageal scans.

Cardiology inpatients are looked after in the HDU / CCU and on general medical wards. Medical staff provide a consultation service to other medical and non-medical specialties within the hospital and there is a combined medical and nurse led service for both chest pain and heart failure medical admissions.

There are Consultant cardiology clinics, nurse led rapid access chest pain clinics, nurse led heart failure clinics and technician led pacemaker follow up clinics. There is an annual clinic held jointly with a visiting specialist for adults with congenital heart disease and quarterly local clinics for these patients

The Borders General Hospital has close links with Lothian Health Board which provides tertiary cardiac services, coronary intervention, device implantation, electrophysiology and cardiac surgery are based at the Edinburgh Royal Infirmary, which is 37 miles from the BGH. Lothian provides TAVI services for the national program. National services for complex congenital heart disease, advanced heart failure and pulmonary hypertension are based in Glasgow and we have close working relationships with all of these services.

We have worked very hard to develop a high quality and accessible cardiology service in the Borders. We have a well established Managed Clinical Network and are active in research and teaching. There is ample scope for future development and we are seeking an enthusiastic colleague to help take this forward.

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. Glasgow also runs an annual festival in the early summer.

There are rail links to the rest of the country at Berwick Upon Tweed, and Carlisle and there is easy access to Edinburgh Airport (approximately 1 hour 15 minutes) and Newcastle Airport (approximately 1 hour 30 minutes).

House prices in the Borders Region are significantly less than in major cities and also less than many other rural parts of the country, particularly in the south. As part of our policy there is assistance with temporary housing costs and relocation allowances up to full inland revenue limits will be provided for the successful applicant.

Please see Websites:

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

The Job Plan

A sample job plan is outlined below and in more detail at the end of this job description. Actual plan will be agreed by negotiation between NHS Borders and the successful applicant.

Principal Duties and Responsibilities

The successful applicant will be expected to work alongside existing key staff members to improve delivery of inpatient and outpatient cardiac care. These key staff include:

Dr Paul Neary: Consultant Cardiologist
Dr Anne Scott: Consultant Cardiologist
Gillian Donaldson: specialist cardiology nurse and lead clinician for MCN
Austin Ramage: head of physiological measurement.

In addition, the post holder will have a close working relationship with physicians from the departments of medicine and medicine for the elderly, and will work in conjunction with cardiologists and cardiac surgeons from the South East Scotland region.

Components of this role will include:

Inpatient care

Care of inpatients, including 3 weekly ward rounds, and sharing of inpatient referrals. It is anticipated that the majority of cardiology patients will be managed by the cardiology team, which will provide a weekday chest pain triage service for acute admissions.

Outpatient clinics

Consultant cardiology clinics will be undertaken with support from training grade doctors and at times a locum/Associate Specialist. At present cardiology clinics are general, but re-organisation into specialist areas could be considered. In addition, the post holder will be expected to support the Nurse led Rapid Access Chest Pain Clinic and the Technician led pacemaker clinic, sharing these duties with Consultant Colleague(s).

Cardiac investigation

Most cardiac investigation is performed and reported by technicians. The post holder would be expected to support technicians as necessary in education, training and providing back up as necessary.

General Medicine

It is not expected that the successful candidate contributes to the general medicine on-call rota, though this could be negotiated if cardiology commitments allowed.

Planning for service development

There is an active MCN for cardiology and close links with general practitioners and colleagues in local tertiary centres. The successful applicant will have opportunities to influence the future direction of services at all levels.

Education and Supervision

The post holder will be expected to contribute to education meetings within the hospital and larger community, and to provide training and supervision for medical students, training grade doctors, nursing staff, physiological measurement technicians and others as necessary.

Specimen Job Plan: No Out of Hours On-call is involved.

	AM	PM
Monday	Clinic	SPA
Tuesday	WR/RACPC	Referrals, Teaching and admin
Wednesday	WR/Referrals	Clinic
Thursday	Ward round	Referrals / admin
Friday	Clinic and RACPC	Referrals/admin

Final job plans are agreed in association with the Head of Clinical Service on at least an annual basis. Developments and changes will be discussed and agreed in line with service needs. A full time post of 10 programmed activities is available but if the successful candidate is part-time the job plan will be amended accordingly.

Supporting Professional Activity(ies) (SPAs) will be incorporated in the agreed job plan. These activities would be agreed with the individual and acceptable to NHS Borders. The appointee may take part in the Undergraduate and Postgraduate teaching programmes.

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 a weekly clinical audit meeting in the Department of Medicine, and a monthly educational half day for all staff other than those on emergency receiving. 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 fortnightly visiting MRI facility. Work on a purpose-built CT and MRI suite is scheduled to commence imminently with a planned opening date of April 2005.

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

Consultant Colleagues

The successful applicant will be a Consultant member of the Department of Medicine.

Consultant Staff:

Dr P Neary	-	Consultant Cardiologist
Dr A Scott	-	Consultant Cardiologist
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 / Endo (Foundation Training Programme Director)
Dr R Williamson	-	General Internal Medicine/ Diabetes / Endo
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
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
Dr B Ibrahim	-	Locum Physician Acute / General Internal Medicine
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

Additional Services

Department of Medicine for the Elderly run the following services :

Neurovascular Clinic – Rapid Access to investigation for minor stroke or transient ischaemic episodes (echocardiography, Carotid doppler studies, 24 ECG tape)

Falls Fits Faints and Funny Turns Clinic – rapid access for diagnosis of patients with these clinical problems with additional facility for tilt table testing and EEG.

Cardiovascular - One stop clinic for predominately elderly patients with heart failure held weekly in the day hospital with same day echo cardiogram facility also assessment of atrial fibrillation and management/stroke prevention.

ITU facilities as described above with 4 beds and including an outreach service for haemodynamically unstable patients on the wards. Swan Ganz monitoring and more invasive haemodynamic investigation carried out by ITU service who are currently assisting the medical department to develop non-invasive ventilation in the medical area. There are plans to expand the ITU area to incorporate an HDU facility.

Main Conditions of Service

- - The Terms and Conditions of Service will be drawn from the New Consultant Contract (2004)
 - The appointment will be made by NHS Borders, locum appointment are fixed term and this post is available for an initial period of 6 months.
 - Possession of MRCP or equivalent certificate is essential. You must also be fully registered with the General Medical Council with a licence to practice and ideally your name should appear in the Specialist Registrar for Cardiology. Alternatively you may be within six months of the expected date of obtaining your CCT/CESR or equivalent.
 - The full-time salary, exclusive of any discretionary points or distinction award, will be on the scale: £77529 - 104525 per annum with scale placing as appropriate. The appointment will be on a full-time or part-time basis.
 - Annual leave allowances and public holidays are combined 40 days per annum for a full time appointment.
 - The appointment will be superannuable if the person appointed chooses. He or she will be subject to the regulations of the National Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless he or she opts out of the Scheme.
 - The NHS Board 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 NHS indemnity.
 - All entrants to the Borders General Hospital must be certified medically fit and the appointment is conditional on such certification. Arrangements for medical screening are the responsibility of the Occupational Health Service. Candidates must show evidence of immune status to HEPATITIS B, or agree to undergo the necessary procedures. The Occupational Health Service will check this.

- The normal notice period in the Terms and Conditions of Employment is 3 months notice from either side to terminate the appointment, for a locum appointment 1 month is usually agreed.
- Assistance with removal expenses / temporary accommodation in the local area may be given in accordance with the Relocation Benefits Policy.
- NHS Borders operates a No Smoking Policy. It is a condition of your employment that you must not smoke whilst you are on duty. Failure to observe this rule could result in disciplinary action. When selecting new staff, NHS Borders does not discriminate against applicants who smoke but applicants who accept an offer of employment will, in doing so, agree to observe the policy and the legal requirements on smoking in public places.
- The Equal Opportunities Policy affirms that all employees should be offered equal opportunities in employment, irrespective of their age, gender, marital status, race, religion, creed, sexual orientation, colour or disability.

Submission and Review of Job Plan

The specimen job plan appears earlier in the job description. Final job plans are agreed in association with the Head of Clinical Service. Developments and changes will be discussed and agreed in line with service needs.

Applications and Further Enquiries

For informal enquiries and to arrange an informal visit, please contact Dr Paul Neary, Consultant Cardiologist on 01896 826648 or Dr Anne Scott 01896 826631

CONSULTANT CARDIOLOGIST PERSON SPECIFICATION

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 Cardiology/Cardiovascular Medicine</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.</p>
Training and experience	<p>Wide experience in all aspects of Cardiology.</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. <u>Managerial</u>	<p>Experience in day to day organisation of Cardiology 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>
Skills, abilities and knowledge. <u>Audit</u>	<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. <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>
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-</p>	

	<p>disciplinary team with medical, nursing and all other healthcare staff.</p> <p>Demonstrably good team player.</p> <p>Efficient administration.</p> <p>Reliable.</p> <p>Professional approach to work.</p>	
Other		Car driver with full driving licence

Outline Job Plan – Locum Consultant Cardiologist, Borders General Hospital

Work Timetable		Direct Clinical Care (hours)					Supporting Professional Activities (hours)					
Time & Location	Description	Ward Round	Clinics	Referrals	Clinical Admin / other	Total hours	Teaching	Audit	CPD	Research	Other	Total hours
Mon a.m. BGH	Cardiology Clinic	4				4						
Mon p.m. BGH	S.P.A.						1	1	2			4
Tues a.m. BGH	Ward Round / RACPS	2	2			4						
Tues p.m. BGH	Referrals / Teaching / Admin			2	2	4						
Wed a.m. BGH	Ward Round / Referrals			4		4						
Wed p.m. BGH	Cardiology Clinic		4			4						
Thurs a.m. BGH	Ward Round	4				4						
Thurs p.m. BGH	Referrals / Admin			2	2	4						
Fri a.m. BGH	Cardiology Clinic / RACPS		4			4						
Fri p.m. BGH	Referrals / Admin .					4						
Variable	Supervision of Nurse led Rapid Access Chest Pain Clinic and the Technician led pacemaker clinic, sharing these duties with Consultant Colleague(s).											
Out of Hours On Call						0						
TOTALS						36						4