

**POSITION: Consultant Anaesthetist(s)**



**Borders General Hospital, Melrose, Scottish Borders**

Job Description and particulars for the posts:


**Consultant Anaesthetist**  
**Consultant Anaesthetist with an interest in Intensive Care**

**2 posts available**

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Reference	<b>MED 738</b>	Please quote on all correspondence
Grade	Consultant(s) in Anaesthetics	
Location	Borders General Hospital	
Hours / PA's	Full time – At least 10 PAs per week (Part-time /Job Share also considered) E.P.A. (s) offered by mutual agreement	
Salary Scale	Consultant scale	
Closing Date	Not currently advertised – contact Medical Staffing if interested.	
Interview Date		

<b>Your Application</b>	<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>		
<b>Contact Details</b>	Telephone	01896 826167	
	Email	Medical.staffing@borders.scot.nhs.uk	
<b>Application Process</b>   Application Pack MED738	<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: <a href="mailto:medical.staffing@borders.scot.nhs.uk">medical.staffing@borders.scot.nhs.uk</a>.</p> <p><b>If emailing your CV please telephone 01896 826167 to confirm safe receipt.</b></p>		
<b>Visits and Enquiries</b>	Informal visits can be arranged and informal enquiries regarding this post will be welcomed by:-		
	Dr Chris Richard	Head of Service, Consultant Intensivist	01896 826322
	Dr Jonathan Aldridge	Consultant Anaesthetist	01896 826322

<b>Date post is vacant</b>	The post(s) are vacant and a start date will be agreed with the successful candidate(s).
<b>NHS Borders Website</b>	For further information regarding NHS Borders, please visit our website:- <a href="http://www.nhsborders.org.uk">www.nhsborders.org.uk</a>
<b>NHS Borders</b>	<p><b>Why work for us?</b></p> <p>Our Values are at the heart of all that we do:</p> <ul style="list-style-type: none"> <li>•Care and Compassion</li> <li>•Quality and Teamwork</li> <li>•Dignity and Respect</li> <li>•Openness, honesty and responsibility</li> </ul> <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 was one of the first NHS Boards in Scotland with 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 moving forward the integration of health and social care.</p>
<b>The Department Of Anaesthesia &amp; Critical Care</b>	<p>The department provides anaesthesia for the following surgical services:</p> <ul style="list-style-type: none"> <li>• General Surgery (Including major colorectal and breast surgery)</li> <li>• Urology</li> <li>• Trauma and Orthopaedic Surgery</li> <li>• Ophthalmology</li> <li>• Paediatrics</li> <li>• Dental</li> <li>• Oral Surgery</li> <li>• ENT</li> <li>• Gynaecology</li> <li>• Anaesthetic support for maternity unit (1200 deliveries per annum)</li> </ul>

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	<p>There is a 9 bedded Intensive Therapy Unit (6 level 2/3 beds, 3 level 1 Surgical beds) which provides full ITU support including ventilation, cardiovascular support and renal replacement therapy. The Critical Care Outreach programme for critically ill patients is internationally-acclaimed. The Intensive Therapy Unit has been newly equipped with state-of-the-art patient monitors and ventilators.</p> <p>There is an Anaesthetic Seminar room, which acts as a focus for meetings and education within the department. This has a newly installed videoconference suite and is used for joint meetings and educational events with NHS Lothian.</p> <p>There is excellent IT access throughout the department.</p> <p>Patient safety and active participation in the Scottish Patient Safety Programme is a major focus of our work, and two members of our department are graduates of the SPSP Fellowship.</p> <p><b><u>Medical Staff</u></b></p> <p>Medical staffing posts within the Department consist of:</p> <ul style="list-style-type: none"> <li>• 14 Consultant Anaesthetists</li> <li>• 6 Specialty Doctor / Associate Specialists</li> <li>• 2 Specialist Trainee Anaesthetists (usually ST5 or above)</li> <li>• 2 Core Trainee Anaesthetists</li> <li>• One Pre-Registration Foundation Doctor (FY1)</li> </ul>
<b>POST INFORMATION</b>	
<b>The Post</b>	<p><b><u>Post 1. Consultant Anaesthetist</u></b></p> <p>The successful candidate will contribute fully to elective and emergency duties of the Department and may have the opportunity to develop a special interest.</p> <p>The new Consultant will share the work load of the other Consultant Anaesthetists providing anaesthetic services for general surgery (including paediatrics), urology, orthopaedic trauma surgery, gynaecology, dental and oral surgery, ENT and ophthalmology, and cover for an anaesthetic-led Pre-operative assessment Clinic. On-call duties currently include cover for the Intensive Care Unit. The appointee will also be expected to take on a role in the ongoing development of an aspect of our service, (for example, but not restricted to) obstetrics, acute and chronic pain, ERAS, regional anaesthesia and day surgery. Appropriate SPA time will be made available for such specific responsibilities.</p> <p>On occasion, consultants may need to conduct inter-hospital transfers of critical care patients, as part of elective or on-call duties.</p> <p>The content of the job plan will be dependent on the successful candidate's specialty training and interests and would also be modified for part-time or job share post-holders. The sessions may vary week to week.</p> <p>It is anticipated that the work programme will be as follows:</p>

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	<p>An average commitment of up to 7 clinical sessions per week, (depending on agreed job plan, and once allowance is made for pre and post operative ward work, out-of-hours work etc. from a 10 PA / week contract), which may involve:-</p> <ul style="list-style-type: none"> <li>• Elective and day time emergency theatre work</li> <li>• Critical Care duties</li> <li>• Day Procedure Unit theatre work</li> <li>• Obstetrics and acute pain work</li> <li>• Chronic pain work</li> <li>• Emergency on-call duties including obstetrics and ITU</li> <li>• Pre-operative assessment clinic work</li> </ul> <p>Sessions worked will vary from week to week, with the average number of PAs equaling the agreed contracted number. This allows flexibility to the mutual benefit of Consultant and Service.</p> <p>Further agreed Support Programmed Activities (SPA) per week may include:</p> <ul style="list-style-type: none"> <li>• undergraduate and postgraduate medical education</li> <li>• audit and committee work</li> <li>• service management/development</li> </ul> <p>Non-resident consultant on-call duties, as part of a rota currently containing 14 Consultants, in support of resident on-call trainees / middle grades.</p> <p>No resident on-call duties are intended except in occasional emergency situations (e.g. due to trainee sickness or rota gaps) or, if desired on a regular basis, may be negotiable in the job plan.</p> <p>It is the goal of the Department to move to separate Anaesthesia and Intensive Care on-call rotas in the future; job plans will change to reflect the change in duties and on-call frequencies / intensities when this happens.</p> <p><b><u>Post 2. Consultant Anaesthetist with an Interest in Intensive Care</u></b></p> <p>The successful candidate will contribute fully to elective and emergency duties of the Department and may have the opportunity to develop a special interest.</p> <p>The new Consultant will share the work load of the other Consultant Anaesthetists providing anaesthetic services for general surgery (including paediatrics), urology, orthopaedic trauma surgery, gynaecology, dental and oral surgery, ENT and ophthalmology, and cover for an anaesthetic-led Pre-operative assessment Clinic. On-call duties include cover for emergency surgery and the Intensive Care Unit. The appointee will also assist in the ongoing development of critical care, and any candidate-specific special interest may be accommodated. Appropriate SPA time will be made available for such specific responsibilities. On occasion, consultants may need to conduct interhospital transfers of critical care patients, as part of elective or</p>
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	<p>on-call duties.</p> <p>The content of the job plan will be dependent on the successful candidate's specialty training and interests and would also be modified for part-time or job share postholders. The sessions may vary week to week.</p> <p>It is anticipated that the work programme will be as follows:</p> <p>An average commitment of up to 7 clinical sessions per week, (depending on agreed job plan, and once allowance is made for pre and post operative ward work, out-of-hours work etc. from a 10 PA / week contract), which may involve:-</p> <ul style="list-style-type: none"> <li>• Elective and day time emergency theatre work</li> <li>• A regular 5-day week of ITU cover</li> <li>• Day Procedure Unit theatre work</li> <li>• Obstetrics and acute pain work</li> <li>• Emergency on-call duties including obstetrics and theatres</li> <li>• Pre-operative assessment clinic work</li> </ul> <p>Sessions worked will vary from week to week, with the average number of PAs equaling the agreed contracted number. This allows flexibility to the mutual benefit of Consultant and Service.</p> <p>Further agreed Support Programmed Activities (SPA) per week may include:</p> <ul style="list-style-type: none"> <li>• undergraduate and postgraduate medical education</li> <li>• audit and committee work</li> <li>• service management/development</li> </ul> <p>No resident on-call duties are intended except in occasional emergency situations (e.g. due to trainee sickness or rota gaps) or, if desired on a regular basis, may be negotiable in the job plan.</p> <p>It is the goal of the Department to move to separate Anaesthesia and Intensive Care on-call rotas in the future; job plans will change to reflect the change in duties and on-call frequencies / intensities when this happens.</p>
<b>Reporting Arrangements</b>	You will report to the Head of Service for Anaesthetics and Intensive Care, who will agree your job plan on annual basis.
<b>Health and Safety</b>	You are required to comply with NHS Borders Health and Safety Policies.
<b>Training Grade Medical Staff</b>	You will be responsible for the training and supervision of the Training Grade Medical staff (Foundation Trainees, GPSTs, Core Medical Trainees and Specialty Registrars), and you will be expected to devote time to this on a regular basis. If you are a clinical supervisor time will be dedicated in the job plan for this purpose.



### **Borders General Hospital**

The Borders General Hospital is the district general hospital serving the Scottish Borders Region. It has 284 beds in total across all specialties. There is a 6 bedded ITU and an active outreach programme for critically patients. There are 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. January 2013 saw 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. Orthopaedic Outpatient and Fracture Clinic facilities are also provided within the Department. The department is managed by a consultant emergency physician, Mr J Kerr, who was appointed in November 2008, and he has lead administrative responsibility for the department. 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 an up to date laboratory service covering Haematology, Microbiology and Clinical Chemistry with ready access to more specialised investigations in Lothian laboratories and other laboratories in Scotland. The Radiology Department is well equipped for routine radiology, CT scanning, ultrasound, Doppler studies, nuclear medicine and MRI. CT coronary angiography and cardiac MRI are well established in the department.

There is an active post graduate programme under the direction of the Director of Medical Education, Dr Jane Montgomery (local Consultant Anaesthetist) with excellent facilities in the Educational Centre.

### **Educational Facilities and Development**

Medical education is highly valued within the department. There are ten half-days per year dedicated to Medical Education for all staff, for which elective work is not scheduled. There are excellent weekly meetings for mortality and morbidity reviews, X-ray teaching, and critical care journal club. 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 heath e-library and to the online clinical enquiry and response service (CLEAR) from Healthcare Improvement Scotland and NHS Education for Scotland.

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

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 a consultancy and advisory facility to advise on development activities tailored to particular service needs and for individual consultants.

### **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.

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 up to Inland Revenue limits.

Scottish Borders Tourist Board - [www.scot-borders.co.uk](http://www.scot-borders.co.uk)

Southern Reporter - [www.borderstoday.co.uk](http://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>



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 FRCA, or equivalent.</p> <p>GMC Specialist Registration for Anaesthetics at time 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>
Training and experience	<p>Wide experience in all aspects of Anaesthetics</p> <p>Training record culminating in award of CCT or equivalent.</p> <p>Experience of clinical audit.</p> <p>Teaching experience at undergraduate and postgraduate level.</p>	<p>Experience in health services research and evaluation.</p> <p>Interest and experience in Intensive Care , both Clinical and Organisational Management</p> <p>Training and experience of ultrasound for central and peripheral nerve blocks</p>
Skills, abilities and knowledge. <b>Managerial</b>	<p>Experience in organisation of Anaesthetics services.</p> <p>Capable of leading development and support of identified specialist 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. <b>Audit</b>	<p>Thorough understanding of principles of medical audit.</p> <p>Experience in undertaking and completing audit projects</p>	
Skills, abilities and knowledge. <b>Research and</b>	<p>Knowledge of the principles of medical research</p>	<p>Research experience</p> <p>Publication of research and /or review</p>

<b><i>publications</i></b>	Up to date knowledge of current literature.	article(s)
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.</p> <p>Reliable. Professional approach to work.</p>	
Other		Car driver with full driving licence

## **TERMS AND CONDITIONS**

### **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 on the recommendation of an Advisory Appointment Committee, 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.
- Possession of FRCA or equivalent is essential. You must also be fully registered with the General Medical Council with a licence to practice and your name should appear in the Specialist Registrar for Anaesthetics. Alternatively you may be within six months of the expected date of obtaining your CCST or equivalent at the time of interview.
- The full-time salary, exclusive of any discretionary points or distinction award, will be on the scale £76761 - £103490 per annum with scale placing as appropriate to experience and qualifications. An availability supplement is payable.
- Annual leave allowances and public holidays are combined 8 weeks 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

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either side to terminate the appointment.

- Assistance with removal expenses / temporary accommodation etc. may be provided 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.

## Job Plan Example Week 1

Sessions worked will vary from week to week, with the average number of PAs equaling the agreed contracted number

Work Timetable		Direct Clinical Care (hours)					Supporting Professional Activities (hours)					
	Description	Theatre / clinical	ITU	On Call Work	Pre/Post operative	Total hours	Teaching	Audit	CPD	Research	Other	Total hours
Mon a.m.	Theatre	4			1							
Mon p.m.	Theatre	4			1							
Tues a.m.	SPA						4					
Tues p.m.												
Wed a.m.	SPA						4					
Wed p.m.	SPA						4					
Thurs a.m.												
Thurs p.m.	Non Resident On-call			Average 1.6 PAs per week								
Fri a.m.												
Fri p.m.												
Saturday/Sunday	Weekend daytime CEPOD	16			2							
TOTALS		26		5	4			12				47

## NHS Borders – Job Information Pack

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### Job Plan Example Week 2

Work Timetable		Direct Clinical Care (hours)					Supporting Professional Activities (hours)					
	Description	Theatre / clinical	ITU	On Call Work	Pre/Post operative	Total hours	Teaching	Audit	CPD	Research	Other	Total hours
Mon a.m.	Theatre	4			1							
Mon p.m.	Theatre	4			1							
Tues a.m.												
Tues p.m.												
Wed a.m.	SPA								4			
Wed p.m.	SPA								4			
Thurs a.m.												
Thurs p.m.	Theatre / clinical	4			1							
Fri a.m.	Pre-Assessment Clinic	4										
Fri p.m.	Pre-Assessment Clinic	4										
Saturday/Sunday												
TOTALS		20			3			8				31

Sessions worked will vary from week to week, with the average number of PAs equaling the agreed contracted number