



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 Haematologist***

Opportunity for proleptic appointment alongside current consultant haematologist.  
Ideally a start date is November 2016 but this is flexible.  
Final year StRs acting up also considered.



Reference	<b>MED761</b>	<i>Please quote on all correspondence</i>
Grade	Consultant	
Location	Borders General Hospital	
Hours / PAs	Full time – basic 10 PAs per week	
Salary Scale	Consultant scale - £77529 - £104525 + on-call availability supplement	
Closing Date	<b>Not currently advertised contact Medical Staffing if interested.</b>	
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>	<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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<b>Application Process</b>   Application Pack MED761	<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>	<p>Informal visits can be arranged and informal enquiries regarding this post will be welcomed by:-</p>				

	Dr Jenny Buxton	Consultant Haematologist	01896 826234
	Dr Rosie Jones	Consultant Haematologist	01896 826227
<b>Date post is vacant</b>	There is an opportunity for proleptic appointment with a current consultant who is retiring in the Spring of 2017. Ideally a start date is November 2016 but this is flexible and will be agreed with the successful candidate		
<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>Department Briefing</b>	<p>The Haematology service in Borders General Hospital is based in the Area Laboratory and the Medical Unit.</p> <p>Clinical and Laboratory Haematology Services:</p> <p>The Department of Clinical &amp; Laboratory Haematology at Borders General Hospital provides the following services;</p> <ul style="list-style-type: none"> <li>• Haematology and Blood transfusion laboratory service.</li> <li>• Provision of haematological advice to medical, surgical, paediatric and obstetric/gynaecological units.</li> <li>• Provision of a haematology referral service for out-patients and in-patients with a wide range of haematological disorders.</li> <li>• Haematology/Oncology Unit for provision of chemotherapy services.</li> <li>• In patient haematology beds.</li> </ul> <p>The Haematology Department at the Borders General Hospital provides Haematological advice and input to services within the hospital and for the GP and community services across Scottish Borders. The Department prides itself on excellent working relationships with GPs and hospital colleagues, with easy access for consultation and outpatient waiting times in the region of 2 weeks.</p> <p>There are four outpatient clinics which will be shared by the consultants in post.</p>		

	<p>Diagnostic investigations such as lumbar puncture or bone marrows are carried out either in the Borders Macmillan Centre or on the ward.</p> <p>Patients receiving day case chemotherapy and those receiving shared care with Edinburgh Cancer Centre attend a purpose built modern area within Borders Macmillan Centre (BMC) and are supported through treatment by an experienced team of chemotherapy trained nurses.</p> <p>There are good links with nursing teams in the community and specialist palliative care allowing for ease of transfer between services as required.</p> <p>Clinical Haematology Services in the Borders General Hospital support Haematology patients up to and including Level 2a. where staff have developed skills and expertise in the management of haematology conditions and work closely with the Borders Macmillan Centre.</p> <p><b>Nursing Staff</b></p> <p><b><i>Borders Macmillan Centre</i></b></p> <p>The Borders Macmillan Centre is staffed by a full complement of experienced nursing staff. The unit is seen as providing high-quality care and has achieved ISO 9001 as a mark of quality systems. The unit is led by a Nurse Consultant.</p> <p>A recently appointed specialist nurse undertakes procedures including bone marrows.</p> <p>Patients are offered support and information from our Cancer Information and Support Service based within Borders Macmillan Centre and have access to a wide range of support services locally.</p> <p>Staff caring for haematology inpatients receive regular refresher training within the Macmillan Centre</p> <p><b><i>Transfusion Practitioner</i></b></p> <p>There is a dedicated post of Transfusion Practitioner Nurse at Borders General Hospital.</p> <p>NHS Borders supports the delivery of an active transfusion service to both primary and secondary care environment. We have some patients who get their transfusion done on a regular basis in the Community Hospitals. The delivery of a safe effective and efficient service is supported by the Transfusion Practitioner Nurse – Mrs Susan Cottrell. Her role is to help NHS Borders Hospital Transfusion Team (HTT).</p>
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	<p>The work of the HTT is endorsed by a multi-disciplinary NHS Transfusion Committee.</p> <p>NHS Borders Transfusion Committee is chaired by a Consultant Anaesthetist. The Committee is attended by Consultant Haematologist whose role is fundamental in supporting the local team to take forward Better Blood Transfusion and Safe Transfusion Practice.</p> <p>It would be expected that the Borders-Lothian Consultant Haematologist will be an active participant in delivery of this service.</p> <p><b>Haematology Laboratory</b></p> <p>The Haematology Laboratory at Borders General provides a high quality service to hospital clinicians and the local GP community. This service is available 24/7. The laboratory is CPA accredited and BSQR compliant. The department also provides an area semenology service covering both post vasectomy and infertility investigations.</p> <p><b>Laboratory Staff Administration &amp; Clerical Staff</b></p> <p>There is a team of laboratory staff including the Department Manager, Section Manager, Specialist BMSs, Trainees and MLAs. The Haematology Service is supported by 2 Medical Secretaries based within the Laboratory. The Consultants offices are also based in the Laboratory.</p> <p><b><u>Clinical</u></b></p> <p><b>Medical Services</b></p> <p>Haematology admissions are generally admitted via acute admissions to general medicine. The Haematology service has equal admitting rights within the Medical Directorate of which the Consultant Haematologists are members. There are single rooms for isolation purposes and the Haematologists have a dedicated FY1 House Officer for ward work. There is a Hickman line insertion service.</p> <p>Outpatient facilities are provided, where both new and return patients are seen. The newly opened Borders Macmillan Centre provides an excellent focus for Day Case treatments and procedures. This is staffed 4 days per week by a team of nurses and ancillary staff managed by the Clinical Nurse Specialist in Haematology/Oncology, Mrs Judith Smith. All</p>
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	<p>chemotherapy is administered by nursing staff.</p> <p>There is a weekly multidisciplinary team meeting to discuss both in- and out-patients. A great emphasis is put on teamwork to allow seamless delivery of care to the patient in his/her journey. There is close liaison with colleagues within hospital and primary care. Consultant haematologists are proactive in developing this further to allow shared management of Haematology problems.</p> <p>Primary care in the Borders offers excellent support for patients on chemotherapy with pre-and post treatment FBC checked in the community by the district nurse, hence avoiding unnecessary journeys to hospital. In addition to having access to existing specialist Palliative care, terminally ill patients are readily cared for by their general practitioner in the community.</p> <p>Want to know more about why you should work for us? – your future colleagues can tell you - see the videos at our microsite <a href="http://www.nhsborders.scot.nhs.uk/recruitment-fair">http://www.nhsborders.scot.nhs.uk/recruitment-fair</a>.</p>
<b>POST INFORMATION</b>	
<b>The Post</b>	<p>The appointee will provide a comprehensive laboratory and clinical haematology service to the Board and to surrounding general practitioners. This is a permanent post available as a proleptic appointment with a current consultant who is retiring in the Spring of 2017. Ideally a start date is November 2016 but this is flexible and will be agreed with the successful candidate.</p> <p>Successful applicants will also be expected to contribute to the regional haematology on call service.</p>
<b>Reporting Arrangements</b>	You will report to the Head of Clinical Service, who will agree your job plan on an 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 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.
<b>Staffing within Unit</b>	<p>Consultant – Dr Jenny Buxton</p> <p>Consultant – Dr Ashok Okhandiar</p> <p>Consultant – Dr Rosie Jones (Retiring)</p> <p>Advanced Nurse Practitioner - Jen Smith</p> <p>An FY1 House Officer in Haematology, Oncology and Palliative supports ward work.</p> <p><u>Regional On-call Service</u></p> <p>The new postholder will join the regional clinical Haematology on-call service with NHS Lothian colleagues, there are options for the service at Western General Hospital (WGH) or Royal Infirmary of Edinburgh (RIE).</p> <p>The following NHS Lothian Consultant Haematologists provide reciprocal on-call cover to NHS Borders.</p> <p>Dr Peter Johnson, WGH  Dr Fiona Scott, WGH  Dr Angus Broom, WGH  Dr Zor Maung, WGH  Dr Huw Roddie, WGH  Dr Robbie McNeil, RIE  Dr Julia Anderson, RIE  Dr Nicole Priddee, RIE  Dr Ryan Rodgers, RIE</p> <p>The first point of contact is the NHS Lothian Haematology Registrar on-call who will triage the call and escalate to either on-call WGH or RIE Consultant.</p>
<b>NHS Borders</b>	<b>Why work for us?</b>

<b>Description</b>	<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 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"> <li>(a) Size of Area – 1804 square miles (5.9% of the area of Scotland)</li> <li>(b) Population – 113,000 (2.2% of the Scottish population)</li> <li>(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%).</li> <li>(d) The proportion of the population over 65 is the highest in Scotland</li> </ul> <table data-bbox="597 1793 1341 1911"> <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> </table>	45 – 59 years	20.84% (19.29% Scottish average)	60 – 74 years	15.83% (13.98%)
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	<p>75+ years 8.86% (7.09%)</p> <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 border="1"> <thead> <tr> <th>Hospital</th><th>No. of beds</th></tr> </thead> <tbody> <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> </tbody> </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>	Hospital	No. of beds	Peebles (Haylodge Hospital)	23	Duns (The Knoll Hospital)	18	Kelso Hospital	23	Hawick Community Hospital:	23
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## DUTIES AND RESPONSIBILITIES

<b>Main Duties</b>	<p>The post holder will be expected to participate in all aspects of the clinical and laboratory services at the BGH as appropriate to his/her qualifications and experience, in collaboration with existing consultant staff. This will include a consultative service to other hospital specialties. Laboratory commitments will include working to ensure continuing CPA accreditation.</p> <p>It is expected that he/she will have an interest in haemato-oncology that complements existing interest within the department.</p> <p>The post holder will be expected to take an active role participating in, and developing the Southeast Scotland managed clinical network for haematological malignancies.</p> <p>The post holder will be encouraged to promote research within the department; this may be in collaboration with current research groups.</p> <p>The post holder will be expected to contribute to the management of the department at a level commensurate with his/her qualifications and experience, and to co-operate with the operational policies of the department and division.</p>
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	<p>The post holder will be expected to maintain his/her professional knowledge and competence and to participate in the Royal College of Pathologists' continuing professional development scheme</p> <p>The post holder will be expected to communicate with other professionals and departments in order to ensure a co-ordinated approach to patient care.</p> <p>The post holder will be expected to participate in establishing and monitoring clinical audit projects involving the service delivery of the department.</p> <p>The post holder will be expected to participate in the consultant appraisal process within NHS Borders.</p> <p>The post holder will be expected to assist with the training, supervision and continuing education of technical and junior medical staff.</p> <p>The clinical Haematology on-call service cover is a regional service jointly with NHS Lothian, recently introduced in April 2016 which improves robustness for the service. meaning we are not relying on only 2 individuals,</p>
<b>WORK PROGRAMME AND OUTLINE JOB PLAN</b>	
	<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"> <li>• undergraduate and postgraduate medical education</li> <li>• audit and committee work</li> <li>• service management/development</li> </ul>

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.

## OUTLINE JOB PLAN

### Job Plan - example

	Morning	Afternoon
<b>Monday Edinburgh</b>	OFF	RIE/WGH (SPA) according to interests
<b>Tuesday BGH</b>	Out patient clinic / patient administration (DCC)	Haematology teleconference/grand round ward round lab film and marrow reporting (DCC)
<b>Wednesday BGH</b>	Out patient clinic / Patient administration (DCC)	Medical student teaching SPA / administration Laboratory film reporting. (SPA / DCC)
<b>Thursday BGH</b>	New patient clinic (alternate weeks) Ward round/patient admin if not doing clinic (DCC)	MDM BMC planning meeting SPA / administration Laboratory (DCC / SPA)
<b>Friday BGH</b>	Ward round Transfusion incident meeting or transfusion committee or HTC. 1-3 anticoagulation committee every 3 months (chair) Chemocare prescribing. (DCC)	Laboratory film and marrow reporting. (DCC)
<b>Saturday Regional</b>	On-call in accordance with regional rota	On-call in accordance with regional rota
<b>Sunday Regional</b>	On-call in accordance with regional rota	On-call in accordance with regional rota

### **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.



## **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 in the Borders 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. 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. House prices in the Borders Region are significantly less than in major cities and also less than many other rural parts of the country. See the Borders Property web site at [www.bspsc.co.uk](http://www.bspsc.co.uk). There is usually accommodation available for rent in the local area and for a temporary period occasionally in our on-site residencies in the grounds of the Borders General Hospital. Appreciate it's not for everyone to "live above the shop" but it may help you out for a short while pending your search for your dream abode in the Borders.



Ask H.R. for the relocation guide which contains some advice, rules and all of the forms that you need to make an application for relocation benefits.

Please see Websites:

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

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
<b>Qualifications</b>	<p>Primary Medical Degree.</p> <p>Full registration with GMC with a licence to practice and specialist registration by date of appointment.</p> <p>Fully trained Haematologist holding a CCT (or equivalent) and on the Haematology specialist register or eligible for CCT or equivalent within 6 months of the date of interview.</p> <p>MRCPPath or equivalent.</p>	<p>Possession of a higher degree in an area relevant to the post.</p> <p>Further training in research methods, teaching and/or management.</p>
<b>Training and Experience</b>	<p>Wide experience in all aspects of haematology.</p> <p>Completed higher specialist training in Haematology or equivalent.</p> <p>Training record culminating in Award of CCST or equivalent.</p> <p>Experience of teaching basic medical skills to medical students</p> <p>Evidence of experience of supervising basic (FY1/FY2) and higher (ST) trainees</p>	<p>A special interest to compliment the current services.</p> <p>Ability to supervise postgraduate and undergraduate teaching.</p> <p>Courses in teaching skills</p>



<b>Skills, abilities and knowledge</b> <u><b>Managerial</b></u>	<p>Experience in day-to-day organization of Haematology services.</p> <p>Basic management skills</p> <p>Thorough understanding of healthcare governance.</p>	<p>Familiar with structure of Scottish Health Service and recent initiatives.</p> <p>Developing multi-disciplinary clinical service.</p>
<b>Skills, abilities and knowledge</b> <u><b>Audit</b></u>	<p>Thorough understanding of principles of clinical audit and healthcare governance.</p>	<p>Experience in undertaking and completing audit projects</p>
<b>Skills, abilities and knowledge</b> <u><b>Research and Publications</b></u>	<p>Knowledge of the principles of medical research</p> <p>Thorough understanding of recent Haematology literature.</p>	<p>Research experience</p> <p>Publication of research and /or review article(s)</p>
<b>Personal Attributes</b>	<p>Effective communicator with patients, relatives, colleagues across primary and secondary care.</p> <p>Able to work in a small inter-disciplinary team and co-operate with medical, nursing and other healthcare staff.</p> <p>Reliable.</p> <p>Professional approach to work.</p>	
<b>Other</b>		<p>Car driver with full driving license</p>

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

<p><b>TERMS AND CONDITIONS</b></p>	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> <li>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.</li> <li>v. Possession of MRCPPath 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.</li> <li>vi. The person appointed may be expected to take part in the undergraduate and postgraduate teaching programmes.</li> <li>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.</li> </ul>
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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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