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| Grade | Locum Consultant - 1 Post |
| Location | University Hospital Hairmyres - Regional Vascular Unit |
| Hours / PA’s | 10 PAs per week |
| Salary Scale | £107,144 - £142,369 based on 10PAs per week |
| Interview Date | TBC |

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| Your Application | Thank you for expressing an interest in the above job within NHS Lanarkshire.  All applications for the job are made through https://apply.jobs.scot.nhs.uk/vacancies.aspx Guidance notes for the completion of the Medical & Dental Application Form are available on the advert. Please note CV’s will not be accepted.  Please follow the link below should you wish any further information on NHS Lanarkshire  Recruitment | NHS Lanarkshire (scot.nhs.uk)  NHS Lanarkshire are happy to consider requests for this publication to be in another accessible format i.e. large print, braille, etc.  Please contact us via either of the undernoted methods clearly stating which format is required:  **For any application queries, please contact**  **Praise Alo HR Assistant on 01698 754350 or email medical.dentalSAS@lanarkshire.scot.nhs.uk**  Should you require further information regarding this post you can contact the HR Medical & Dental team or make informal enquiries with the department using the contact details below: | | |
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| Additional Arrangements | Informal enquiries regarding this post will be welcomed by:- | | |
| Mr T Siddiqui  Dr A Mitchell  Mr David Wallace | Deputy Clinical director and Vascular Surgeon  Clinical Director of Surgery  Vascular Lead Clinician | 01355 585000 |
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| Date when the post is Vacant | The post is vacant immediately and a start date will be agreed with the successful candidate. | | |
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| NHS Lanarkshire | For further information regarding NHS Lanarkshire and it’s hospitals, please visit our website:- https://www.nhslanarkshire.scot.nhs.uk/ | | |
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| We are an Equal Opportunities Employer and Disability Confident Employer. | | | |

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| **Integrated Health and Social Care Partnerships**  Legislation requiring the integration of health and social care came into effect in April 2016. This resulted in significant change to the way we care for and improve the health of our people in their community. NHS Lanarkshire has 2 Health and Social Care Partnerships one in the North and one in the South.  NHS Lanarkshire, our Local Authority Partners in North and South Lanarkshire Councils, our third sector partners and the people of Lanarkshire recognise the importance of a system of health and social care that is robust, effective and efficient and which reliably ensures a high quality of support and care which is the right of the people of Lanarkshire.  Further details on the Integration of Adult Health and Social Care are available at: www.scotland.gov.uk/publications/2012/07/5082/0  **The Monklands Replacement Project team welcome approval of Wester Moffat as preferred site for new hospital**  The Monklands Replacement Project (MRP) team are delighted that Wester Moffat has been selected as the preferred site for the new, state-of-the-art University Hospital Monklands. This will be Scotland’s first digital hospital and through the use of available technologies, we will enhance the patient journey and staff experience. The project team look forward to working with all stakeholders and will share our exciting plans in the coming months to ensure the public and our staff are fully aware of developments and can continue to provide input.  Exciting plans to replace University Hospital Monklands with a new landmark facility have taken a giant leap forward following Scottish Government approval of the outline business case.  The approval gives NHS Lanarkshire and the people of Lanarkshire an extra special reason to celebrate the NHS’s 75th Anniversary as they look to a future with a trailblazing fully-digital hospital set to be the most advanced in Scotland when it opens.  The new hospital is a hugely significant capital project with massive benefits for healthcare, the economy and local community across Lanarkshire and Scotland.  Following a thorough review at the highest levels, including support from the First Minister, the Scottish Government has invited NHS Lanarkshire to submit a full business case for the Monklands Replacement Project (MRP). The final programme timescales and cost will be agreed when the full business case is submitted in 2024. |

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| **Management Structure** | The supporting operational and clinical management structures are focused on enhancing patient safety, quality improvement and local delivery at hospital level, with visibility of clinical leadership and support for individual professional accountability. Our Medical Managers will provide professional leadership to medical staff, ensuring that they are effectively developed, organised, integrated and managed to support the strategic aims of each Division and meet the needs of the patient. |
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| **POST INFORMATION** | |
| The Post | This initial 12-month locum Consultant Vascular Surgeon post is for the South West Scotland Vascular Network (SWSVN) based at University Hospital Hairmyres. This is the second major vascular unit in the West of Scotland providing elective and emergency vascular services for the populations of NHS Lanarkshire, Ayrshire and Arran and Dumfries and Galloway. This post offers an excellent opportunity to contribute to vascular and endovascular surgery in a large, expanding unit serving a population of approximately 1.2 million and therefore one of the largest vascular units in Scotland. Significant investment and infrastructure has been put in place to support the centralized unit including a state-of-the-art hybrid endovascular operating theatre and refurbished angiography suite to compliment the fantastic surgical facilities already available.  The successful applicant will be based at University Hospital Hairmyres which is the centre of the South West Scotland Vascular Network. There may also be allocated sessional commitments to clinics, ward rounds, theatre and other elective vascular activities in NHS Ayrshire and Arran where clinical sessions are delivered in University Hospital Crosshouse and University Hospital Ayr. The emphasis will be on building a strong team structure to support all aspects of the regional vascular service.  This post is for a full-time consultant vascular surgeon to support the elective and emergency vascular workload.  The constituents of the team are the following-   * x10 Permanent Vascular Consultants * x3 Specialty Vascular Trainees – allocated by Specialty Training Programme * x3 Vascular Specialty Doctors * x2 Final Year 1 Doctors (FY1s) * x2 Vascular Nurse Specialists * x1 Vascular Physician Associate * x2 Vascular Scientists * Perioperative Medicine for Older People Undergoing Surgery (POPS) Team   There is close collaboration and team working with colleagues in Interventional Vascular Radiology of whom there are 5 substantive consultant posts based at the Hairmyres site and a further 2 interventional radiologists at University Hospital Ayr, who provide an interventional radiology day time on-call rota and contribute to an out of hours regional West of Scotland interventional radiology rota. The SWSVN is renowned for the excellent relationships between vascular surgery and interventional radiology and there will be ample opportunities and encouragement provided to develop an endovascular practice.  The successful applicant will take part in a 1 in 10 on call rota.  The SWSVN undertakes the full remit of open and endovascular surgery. These include including complex open aortic interventions for occlusive and aneurysmal disease, EVAR, TEVAR and FEVAR, carotid artery surgery (with clear referral pathways from stroke / ophthalmology teams to the vascular service), complex open and endovascular peripheral vascular reconstructions including atherectomy and intravascular lithotripsy, endovenous interventions for superficial and deep venous disease, and renal access surgery.  The unit treats patients identified through the National Abdominal Aortic Aneurysm Screening Programme (NAAASP); NHS Lanarkshire is currently amongst the top performing Health Boards exceeding the NAAASP key performance indicators underlining the team’s commitment to excellence.  The SWSVN had a reputation for innovation and excellence and the team have consistently been at the forefront of adopting new technology. The vascular unit continues to push the boundaries of modern vascular surgery with infrastructure support including a state-of-the-art modern vascular hybrid theatre and refurbished angiography suite with the latest imaging technology. Our team goal is to ensure high quality care for our patients and excellent training and development opportunities for trainees and middle grade staff, via a strong team working ethic.  The department has a strong commitment to teaching, training and career advancement. As a result of the experience and training provided in the unit, a number of our Specialty Doctors have been appointed to substantive consultant posts in prestigious vascular units across the United Kingdom. This has been both through the Specialty Training Programme and also via Certificate of Eligibility for Specialist Registration (CESR).  This job is offered as 10 Programmed Activities - 9 direct clinical care (DCC) and 1 supporting professional activity (SPA). Applications will be considered from those wishing to work less than full-time. Up to 2 additional EPA’s may be negotiated depending on the circumstances. The precise details of the job plan will be dependent on the successful candidate’s subspecialty training and interests.  We are supportive of applications from individuals with well-developed ideas for improving services who are able to demonstrate a commitment to quality improvement, patient safety (including human factors training), Medical Education and Research & Development.  Our team goal is to provide a fantastic vascular service in a large regional center of excellence in vascular and endovascular surgery. |
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| General Provisions | You will report to the Clinical Director, who will agree your job plan. |
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| Health and Safety | You are required to comply with NHS Lanarkshire Health and Safety Policies. |
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| Junior Medical Staff | You will be responsible for the training and supervision of Junior Medical staff 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. If appropriate, you will be named in the contracts of Doctors in training grades as the person responsible for overseeing their training and as the initial source of advice to such Doctors on their career. |

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| Resources | The successful candidates will work within the following teams:- |
| **Consultant Vascular Surgeons**  Mr S Boom  Miss S Montgomery  Mr M Nair  Mr J Sathianathan  Mr T Siddiqui - (Deputy Clinical Director)  Mr A Vesey  Mr D Wallace - (Lead Vascular Consultant)  Vacancy - this post  **Consultant Interventional Vascular Radiologists**  Dr S Hasan  Dr F Lau  Dr N Mathias  Dr C Murch – Locum  Dr G Sundar  Dr M Ablett  Dr J P Charon  **Specialty Trainees in Vascular Surgery:**  X3  **Specialty Doctors:**  Dr C Chua  Dr U Prasad  Dr P Yang  **Vascular Nurse Specialists:**  Ms. Nicole Simpson  Mr Gavin Byres  10 Bed ITU, 4 bed HDU, 2 bed vascular level 1 care area, 28 bed vascular ward  An excellent Pre assessment service with access to a respiratory lab with CEPX facilities |
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| **DUTIES AND RESPONSIBILITIES** | | | | |
| Main Duties | The duties and responsibilities will be supported by a job plan and work programme. (the details of which will be agreed between the successful applicant and the Clinical Director):  At University Hospital Hairmyres you will be expected to work closely with colleagues providing team based delivery of care including team ward rounds and reviews, out-patient clinics and elective/emergency theatre.  Clinical activities at University Hospital Crosshouse, University Hospital Ayr may be integrated into the job plan and may include elective theatre, clinic, and ward review of referrals.  Time will be allocated for clinical administration.  You will be expected to work towards achieving targets in respect of early intervention for symptomatic carotid patients, early assessment and treatment of Screen Detected Aortic Aneurysm patients, ensuring maximum native fistula rates in the renal dialysis patient population, and out-patient and treatment time targets.  Opportunities for continued professional development will be provided.  *In addition to the above, other activities not occurring at fixed times include:*   * Provision of cover for colleagues during period of annual, study or sickness leave within the terms and conditions of service. * Participation in the supervision and training of junior medical staff. * Involvement in undergraduate and postgraduate teaching. * Compliance with recommendations on Continuing Medical Education. * Participation in clinical audit. * Participation in annual appraisal and revalidation. * Participation in appropriate internal and external quality assurance activities. | | | |
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| Work Programme | 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 detailed as follows:  **Job Planning/Programmed Activities**  SPA will be included in the job plan but please refer to the guidance above under the general description of the post.  On taking up post a Job Plan will be agreed between the person appointed and the Clinical Director. This job plan is subject to review at least once a year by the post holder and the Clinical Director as noted in the terms and conditions. The procedures set out in the ‘Terms & Conditions of Service’ must be followed if it is not possible to agree a job plan, either initially or at an annual review.  The timetable is indicative and subject to negotiation with the Clinical Director. A core 10 PA working week will be based on 9 PA’s of Direct Clinical Care (DCC) duties and 1 PA of SPA time for this part-time post-holder. This will be pro-rata for part-time posts.  The 10 PA timetable below **is for illustration only** and may be subject to change prior to commencement of the post and dependent on negotiation with the Clinical Director.  2 PAs / week are provided for on-call. | | | |
| Fixed Commitments | **Days** | **Hours** | **Type of Work** | **Location** |
| Monday | AM | SPA | Hairmyres |
|  | PM |  |  |
| Tuesday | AM | Outpatient Clinic | Monklands |
|  | PM | Outpatient Clinic | Hairmyres |
| Wednesday | AM | Ward round | Hairmyres |
|  | PM | SPA | Hairmyres |
| Thursday | AM | Theatre | Hairmyres |
|  | PM | Theatre | Hairmyres |
| Friday | AM | Ward Round / MDT | Hairmyres |
|  | PM |  |  |
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| In addition, other activities not occurring at fixed times. | * Reviewing new admissions. * Discussing referrals, in- patient and out-patient with Colleagues. * Discussing management/investigation of patients with colleagues in other appropriate Clinical Support Services * Discussing patient management/ reviewing patients with doctors, nursing and other staff. * Speaking to GP’s, outpatients re results etc. * Vetting Fast Track clinic referrals/ allocating appointments. * Dealing with results, discharge summaries * CPD and Appraisal * Audit | | | |
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| Audit and research | The successful candidate will be expected to participate in audit processes and there is an active clinical audit department available to assist.  We are also ambitious to build a portfolio of research projects backed by enthusiastic and dynamic individuals. There is an active Research and Development department and would welcome discussion regarding a potential research interest. | | | |
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| Continuing Professional Development | Study leave is available within the terms and conditions of service with the approval of the Clinical Director. The appointee will be required to fulfill such demands for continuing professional development as the Royal College of Surgeons (or other relevant bodies) may make. | | | |
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| Honorary Academic Status | If involved in undergraduate teaching status can be applied for. Applications can be made via the Hospital Sub-dean and then to the appropriate academic department within the University. | | | |

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| **PERSON PROFILE** | | | | | |
| Attributes | **Essential** | | | **Desirable** | |
| Qualifications | MBChB or equivalent.  FRCS (or equivalent).  Current full registration with GMC with a license to practice.  . | | | Higher Degree or other Diploma.  Further educational certificates, diploma etc  Postgraduate exam (or equivalent).  Other e.g. ALS Provider  Inclusion on GMC’s Specialist Register or within 6 months of CCT at interview. CESR route doctors must be awarded CESR at time of interview. | |
| Training | In keeping with completion of Specialist Training or equivalent. | | | Courses relevant to vascular surgery and trauma.  Training at ST/SPR level in communication teaching or management.  Experience within UK training establishments.  Human Factors Training  In possession of CCT/awarded CESR at the time of interview or be within 6 months of CCT. | |
| Experience | Recent and relevant clinical Experience in Vascular surgery including open and endovascular surgery.  Recent and relevant experience in renal access surgery.  Recent and relevant experience and personal qualities to work in a busy unit dealing with the high turnover of planned and unscheduled admissions.  Ability to supervise the clinical work of doctors in training and relevant staff in other disciplines.  Confident with indirect supervision of varying grades of doctors in training. | | | Familiarity with working processes in NHS.  Well-developed subspecialty interest.  Administrative / Management experience.  Previous experience in organizing NHS Services or equivalent. | |
| Audit/Research | Understanding of the principles of medical audit.  Evidence of contribution to audit at least at local level.  Awareness of principles of research with an ability to critically analyse medical literature. | | | Experience and interest in Audit of surgical practice and experience of design of audit  Research within general or vascular surgery  Involved in design of research relevant to clinical practice | |
| Publications | Named author on published research. | | | Presentations including posters at national meetings | |
| Teaching | Previous involvement in the delivery of undergraduate or postgraduate teaching.    Experience of providing supervision and or mentorship | | | Interest in and commitment to teaching and training.  Experience of providing problem-based teaching.  Experience of organising teaching programmes.  Formal training in educational/clinical supervision. | |
| Knowledge and  Skills | In keeping with a fully trained consultant vascular surgeon.  Broad based knowledge and skills in diagnosis and clinical management within the Specialty and encompassing most sub-disciplines. | | | Able to manage broad range of unplanned activity and emergency surgery that is admitted during on call period.  Further educational certificates, diploma’s, etc  Good IT skills. | |
| Disposition | Committed to Quality Patient Care.  Able to be understanding of and sensitive to the needs of patients.  Excellent communication skills (verbal and written)  Ability to work under pressure.  Ability to work effectively in a multidisciplinary team.  Responsive to change and innovation, promoting a culture for organisational development.  A flexible approach to duties, which satisfies the needs of the Service in a changing environment.  Ability to demonstrate reflective practice with evidence of regular appraisal with clear Personal Development Plan relating to Continuing Professional and Personal Development.  Good time management and organisation.  Demonstrates commitment and enthusiasm to service delivery. | | |  | |
| Managerial | Knowledge of service provision at a local level.  Awareness of the principles and core practices involved in service management, project management and effective meetings. | | | Involvement in service re-design.  Involvement in project delivery.  Involvement in NHS-related meetings. | |
| Leadership | Awareness of the principles of team leadership and effective people management.  Commitment to the Values of NHS Lanarkshire: - Fairness, Respect, Quality, Working Together. | | | Evidence of role as leader within groups. | |
| Other | Satisfactory medical clearance by NHS Lanarkshire Occupational Health Service.  Satisfactory PVG Check.  Fluent in medical English and evidence of ability to communicate in stressful situations. | | | Preference to work in a District General Hospital.  Current full driving licence.  Personal & Organisational skills to contribute to running a busy service. | |
| If there is any reason why a disabled person should not be considered suitable for this post, please provide details: | | | The post requires physical dexterity. Uncorrected motor, visual or hearing defect would be incompatible with the nature of the work. | | |
|  | | Prepared By:- | | | Approved By:- |
| Name | | Dr A Mitchell | | |  |
| Designation | | Clinical Director Surgery | | |  |
| Date | | 05/12/2024 | | |  |

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| **TERMS AND CONDITIONS**   1. This appointment is offered on the Terms and Conditions of the Consultant Contract on a locum basis.   Additional NHS Lanarkshire Policies which support the Contract are listed below and are available on request:   * Non-Direct Clinical Care Activities * Fee-Paying Work in the New Consultant Contract * On-Call Availability and Payment of Supplement * Generic Objectives * Resident On-Call Duties * Waiting List/Additional Sessions * Job Plan Review  1. On 1st April 2015 a new NHS Pension scheme (NHS 2015) was introduced. If you are joining the NHS Pension Scheme for the first time you will be in the 2015 scheme and your normal pension age (NPA) will be equal to your state pension age (SPA). If you have re-joined the scheme after a break of five years or more, you will be a member of the NHS 2015 scheme. All new employees commencing employment will automatically become a member of the pension scheme. Further information on the scheme, protection and/or members guides are available at www.sppa.gov.uk. Alternatively contact an advisor of The Scottish Public Pensions Agency (SPPA) Tel: 01896 893000. 2. The employment is subject to 1 months’ notice on either side subject always to the appeal and other provisions of paragraphs 10.4 & 10.5 of the Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health and the Community Health Service Consultant Grade. 3. The successful candidate must be contactable throughout any on-call period. NHS Lanarkshire will provide the facility for this. 4. The successful candidate, if not already employed by the NHS Lanarkshire, will be required to complete a medical questionnaire to obtain medical clearance from the Occupational Health Physician. 5. The successful candidate will be required to complete a Disclosure Scotland PVG (Protecting Vulnerable Groups Scheme) form. An email link will be sent to the successful candidate for completion. No approach will be made without written permission of the successful applicant who will be asked to sign and complete a disclosure PVG application, giving authorisation for the check to be undertaken. If you are a non EEA National and are currently based out with the UK a Country of Origin check/criminal records certificate will also be required from each country in which you have resided continuously or cumulatively for 12 months or more in the last 10 years. 6. NHS Lanarkshire does not negotiate salary placements. On commencement the salary will be in line with paragraph 5.1 of the terms and conditions of the consultant contract. Appointees start on the scale minimum except in the circumstances of paragraphs 5.1.2 – 5.1.7 of the terms and conditions of service. 7. From 1st April 2024 the starting salary for the post is £107,144 per annum (based on 10 Programmed Activities per week). The successful candidate’s total salary will be dependent on his/her previous service history. Remuneration for any extra programmed activities will be dependent upon the job plan agreed at the time of appointment. |