



CLINICAL FELLOW IN EMERGENCY MEDICINE

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LIVING IN TAYSIDE

When choosing somewhere to work and live, quality of life is key. Tayside is well known for its beautiful scenery, historic links, high quality of life and excellent local schools. It is situated in the heart of Scotland and offers excellent links within one hour to Edinburgh, Glasgow and Dundee. Both Dundee and Perth combine the best of both worlds – city facilities on a friendly community scale and easy access to some of the most stunning countryside in Scotland. The area is rapidly expanding and offers a range of lifestyle choices and house prices unbeaten by other Scottish cities.

Dundee has the highest levels of annual sunshine, more green spaces and excellent air quality making it a pleasant place to live and comparatively low levels of traffic cut the daily “hassle factor” considerably. Tayside is home to a wide geographical area including rural Perthshire and Angus. Between them they are home to 38 of the 282 Munros including Ben Lawers, Ben Vorlich and Schiehallon and they are surrounded by stunning lochs and glens.

Dundee is a very friendly city where it is easy to mix and if your passion lies with the green. Tayside and North East Fife is one of the best places in the world for access to quality and affordable golf. 18 championship golf courses lie within an hour and include St Andrews, the home of golf, Carnoustie and Gleneagles; which hosted the Ryder Cup in 2014. Within similar reach lie spectacular opportunities for everything from water sports to mountaineering and skiing to hillwalking.



View from Kinnoull Hill

Dundee City has recently undergone significant redevelopment work and provides a vibrant cultural quarter – home to Scotland’s award-winning Dundee Rep Theatre and the highly acclaimed Dundee Contemporary Arts which has become a lively social hub and film house as well as a champion of leading edge arts. In addition, Dundee is the home of the ‘V&A At Dundee’, housed in an award-winning, iconic building designed by Kengo Kuma.

The University of Dundee is involved in a range of partnership initiatives including a strong access programme and social, education, cultural, business and voluntary partnerships aimed at raising confidence, skills and achievement. The University is a key economic driver for prosperity, particularly in life sciences and medicine. There are strong international links within the University and many student participate in exchange programmes of study. The University is one of the three biggest employers in the area and the ratio of students and university personnel to general population is among the highest in Scotland.

Whether you chose to live in the city of Perth or Dundee, in the surrounding towns and villages or the rural countryside, Tayside has something to offer everyone. The cost of living is very comparable, if not better than many other UK cities, with rentals in Perth or Dundee around 50% cheaper than in Edinburgh and Glasgow.

Dundee is just a 90 minute drive from 90% of Scotland’s population. Edinburgh is less than an hour away and Glasgow around an hour and a half by road or rail. You can also travel from Dundee Airport, flying direct to London Heathrow. Short check-in times are an extra bonus and crystallise the quality of life enjoyed in this part of the world.



V&A Museum and The Discovery

BACKGROUND INFORMATION



This post offers the opportunity to live and work in the Tayside region of central Scotland, widely regarded as one of the most scenic areas in the UK with a high quality of life.

NHS Tayside is the 4th largest board in Scotland led by our Chief Executive, Nicky Connor, our Medical Director, Dr James Cotton and our Nurse Director, Simon Dunn.

Tayside covers a wide geographical area with three local council areas (Perth & Kinross, Angus and Dundee City). Patients from North Fife also access services in Tayside. There are joint services between NHS Tayside and NHS Fife including ENT, Vascular Surgery and Interventional Radiology.

The approximate populations are:

- Tayside Population 410,000
 - Angus 116,000
 - Dundee 149,000
 - Perth and Kinross 148,000
- North East Fife 74,000

Ranked 1st in the UK for Medicine in the Complete University Guide 2021 and the Guardian University Guide 2021, the University of Dundee Medical School is integrated into the Ninewells Hospital campus and has an international reputation for excellence in teaching and high impact clinical research placing it amongst the best places in the world to study and to practice medicine.

NHS Tayside is regarded as a forward looking health board. Each local council now has an Integrated Joint Board (IJB). Medicine for the Elderly is also hosted by the IJBs and further development for other health services to be hosted by IJBs rather than NHS Tayside is ongoing. NHS Tayside has a national reputation for models of service development, health informatics and quality improvement.

The new Academic Health Sciences Partnership in Tayside [AHSP] provides a unique environment and opportunity in Scotland to improve patient outcomes through a cohesive and integrated infrastructure for delivering service improvement, research, education and learning underpinned by world leading informatics.

There are two hospitals which admit acute general medical patients and provide in-patient services; Ninewells Hospital, Dundee and Perth Royal Infirmary. The hospitals are 20 miles apart and there is a direct bus service to facilitate travel. There are a number of intermediate care hospitals across Tayside which also provide out-patient services.

Ninewells Hospital and Medical School in Dundee provides centralised care for acute surgical acute surgical specialties and some emergency medical services such as coronary angiography, dialysis and hyper-acute stroke. Specialty services work closely across sites to provide sub-specialty access for patients, but also allow clinicians to develop subspecialty interests, with many clinicians delivering subspecialty care on both sites.



Loch Rannoch with the peak of Schiehallion reflected

PERSON SPECIFICATION

NHS Tayside is committed to the principle of equality of opportunity in employment and accordingly its advertising and recruitment literature will not imply that there is a preference for any one group of applicants, e.g. by the use of discriminatory job titles or material depicting or describing certain sexual or racial groups.

In general, the shortlisting process will be conducted so as to give all candidates equal consideration against defined selection criteria. The following criteria will, therefore, be applied equally to all candidates irrespective of age, sex, religion, ethnic origin or disability and avoiding judgements on the basis of assumptions or stereotypes.

Criterion	Essential	Desirable
Qualifications and Clinical Experience (-accredited by relevant committee)	<ul style="list-style-type: none"> Recognised primary medical qualification Full GMC registration with licence to practise Completion of UK Foundation Programme, or equivalent with completed CREST form Current Advanced Life Support (ALS) Provider (Accredited by RCUK/ERC) * 	<ul style="list-style-type: none"> - Additional related qualifications e.g. additional degrees - Experience working in emergency medicine and/or adjacent specialties Additional life support courses
Teaching Experience	<ul style="list-style-type: none"> Enthusiastic clinical teacher Evidence of contribution to teaching and learning of both undergraduates and postgraduates 	<ul style="list-style-type: none"> Clinical skills training Simulation training Evidence of teaching and training development

*Candidates must have a valid ALS certificate. ALS or one-day eALS are accepted, but ACLS will not be accepted. Candidates must have a valid certificate at the time of submitting their application.

Criterion	Essential	Desirable
Academic & Research Skills	<ul style="list-style-type: none"> • Understanding of the principles of audit, clinical risk management and evidence based practice • Understands basic research principles • Evidence of active participation in audit and QI work 	<ul style="list-style-type: none"> • Publications / Posters • Demonstrated completion of QI work • Evidence of involvement in research
Personal Attributes	<ul style="list-style-type: none"> • Capacity to operate effectively under pressure • Awareness of limitations and when to seek help • Sound communication skills with patients, relatives • Capacity to problem solve with an analytical and flexible approach • Demonstrates effective clinical judgement • Key team player 	
Probity & Integrity	<ul style="list-style-type: none"> • Takes responsibility for own actions • Demonstrates respect for the rights of patients and colleagues from all backgrounds • Awareness of ethical principles, patient safety, confidentiality and consent. 	

THE POST



Clinical Fellow posts offer an excellent opportunity to gain clinical experience, develop procedural skills, perform quality improvement work including teaching opportunities as well as work towards passing postgraduate exams. They can also provide training tailored to an individual's needs to enhance their CV.

Our clinical fellow posts in Emergency Medicine are ST1+ equivalent and rotate between Perth Royal Infirmary and Ninewells Hospital. This rota is full shift based including weekend and nightshift working.

Each clinical fellow in the Emergency Department will be assigned a named consultant mentor who can provide advice and support throughout the year.

There is a study budget of £250 per six months, or a total of £500 over a 12 month period.

EMERGENCY MEDICINE



Both departments in Tayside have performed well against the 4 hour standard in recent years and currently have the best performance of any mainland board in Scotland. The ethos of the department is that the Emergency Department should be used to manage emergencies rather than accept patients who should be managed by Primary Care or other more appropriate services.

Ninewells Hospital

The Emergency Department at Ninewells Hospital opened in 1998. The clinical areas include a 4-bay Resuscitation Room with X-ray facility, two High Dependency Treatment Rooms, a Procedures Room, a Plaster Room, 15 general purpose treatment bays and an 8-bed Observation Ward. The Department is well equipped and monitoring and resuscitation equipment is new and to a high specification. It currently uses the "TRAKcare" patient tracking system to produce a range of clinical and patient flow data. Consultants provide a minimum of 16 hours of clinical cover every day of the week.

In addition to the above, within the Emergency Department there is a dedicated x-ray Unit, Child and Adult waiting areas, Relative's Rooms, Bereavement Room, Staff Room and Seminar Room. There is also office space and secretarial support.

There are approximately 60,000 new patients per year with a higher than average proportion of serious illness and major trauma cases. Approximately 25% of patient attendances are children.

Launched in November 2018, Ninewells is the site of the East of Scotland Major Trauma Centre, one of four major trauma centres of the Scottish Major Trauma Network. The Tayside Trauma Team provides pre-hospital medical support over the large geographical area in Tayside and Fife and is staffed by senior medical and nursing staff from the Emergency Department.

Recently the department has set up a Flow Navigation Centre (FNC) model of working supported by the Scottish Governments Redesign of Urgent Care programme (RUC). FNC and Prof-to-Prof Clinical Decision making support provides 24/7 Senior Clinical Decision Makers (ST4+) telephone support to

- Junior doctor colleagues / ANP / ACPs in PRI
- Primary Care/OOH
- Scottish Ambulance Service
- Telephone call back service for all NHS 24 referrals with a 4 hour outcome for ED attendance.

Both departments are also developing Injury Assessment Centre (IAC) models of working as per Urgent & Unscheduled Care Collaborative.

The Emergency Department at Ninewells deals purely with self-presentations, 999 ambulance cases and those requiring immediate resuscitation and stabilisation. The department does not function as an assessment area for inpatient specialties and all general practitioner referrals go directly to the relevant ward area unless the GP or Ambulance Service feel that their condition suggests they require immediate attention or resuscitation.

Perth Royal Infirmary

The Emergency Department at Perth Royal Infirmary is located in the new phase of the Infirmary and was opened in 1993.

Currently, some 25,000 new patient attendances per year are seen. The department is modern with dedicated waiting and reception areas. It has a good provision of examination cubicles and rooms. The resuscitation area is well equipped and within the adjacent fracture clinic there is a separate plaster room with plaster room staff available during normal working hours. The department, although not having a dedicated x-ray unit, is situated adjacent to the Department of Radiology which arrangement allows easy access for Emergency Department patients. Consultants currently provide on site supervision 9-5pm on weekdays and clinical advice remotely out with these hours.

Diversions are in place with the Scottish Ambulance Service to take moderate to severe trauma, general surgery, orthopaedics, paediatrics, hyperacute stroke, vascular and obs & gynae cases to the Emergency Department at Ninewells Hospital.

Other features include direct ward admissions for GP referrals which has eased congestion within the Emergency Department.

The Out of Hours Primary Care Emergency Centre is co-located close to the Emergency Department in PRI.



THE EM TEAM



Consultant Team

- Dr K Tonge (Clinical Lead)
- Dr A Baird
- Dr K Black
- Dr A Bogacz
- Dr C Bowbeer
- Dr C Donald
- Dr M Donald
- Mr R Duncan
- Dr J Headley
- Dr E Matthew
- Dr J Morrison
- Dr C Munro
- Dr C Murray
- Mr A Paterson
- Mr A Reddick
- Dr J Ronald
- Dr E Skelly
- Dr K Smith
- Dr A White
- Dr R Hendry
- Dr P Robinson

EM Specialist Trainees / ACCS / GP Trainees / FY

- ST4-6 = 5-8 doctors
- ST 1-3 = 8-10 doctors
- FY2 = 12 and FY1 = 2 (ED Observation Unit)
- GPwSI = 1 WTE

Total Nursing Complement = 67 WTE incl ENPs

ANPs/ACPs in Training = 6 + 3

Reception Staff = 11

Secretaries = 2

CLINICAL & MANAGERIAL LEADERSHIP

Emergency Medicine is located within the Medicine Division and is placed within Clinical Care Group 1, Unscheduled Medicine. Other departments in CCG1 are Acute Medicine, General Medicine, Stroke Medicine, Medicine for the Elderly and Medicine at Perth Royal Infirmary Medicine.

The Clinical Care Groups within the organisation are managed by triumvirates of Clinical Director, Clinical Service Manager and Lead Nurse. The Unscheduled Clinical Care Group management team are

- Dr Helen Elder, Clinical Director
- Audrey Shepherd, Clinical Service Manager
- Shaun Robertson, Lead Nurse.

The CCG is supported by an Associate Medical Directors for the Medicine Division, Dr Douglas Lowdon and Dr Chris Schofield and the Associate Director for Medicine, Joanne Cowburgh.

Within the ED, Dr Kirsty Tonge is the Clinical Lead.

Carol-Ann Pereira is the Senior Nurse for Emergency Medicine in Tayside.

A review of the delivery of Unscheduled Medicine across Tayside is currently ongoing as part of Urgent & Unscheduled Care Collaborative.

FURTHER INFORMATION



For further information and informal enquiries, please contact

Dr Kieran Smith (ED Consultant) - kieran.smith2@nhs.scot

Please note at this time we are unable to offer clinical attachments in the emergency departments in NHS Tayside