

Our Scottish Borders

Your future



Borders General Hospital, Melrose, Scottish Borders

Job Description and particulars for the post:

***Locum Appointment for Service
(ST1/ST2 level)***

Hospital at Home



Grade	ST1/ST2 level. Locum Appointment for Service - Non Training Grade (Hospital at Home)
Location	Borders General Hospital (base)
Hours / PA's	Less Than Full Time 0.8 Whole time equivalent 9am to 5pm
Salary Scale	The full-time salary is £1228.51 per week pro rata.
Duration	Post to commence 01/11/2025 - 04/08/2026
Closing Date	28/10/2025

Your Application	<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>
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Contact Details	Telephone	01896 826167
	Email	Medical.staffing@borders.scot.nhs.uk

Application Process	To apply: If you are an existing NHS Scotland employee please log onto https://apply.jobs.scot.nhs.uk/internal/vacancies.aspx or if you are external to NHS Scotland please log onto https://apply.jobs.scot.nhs.uk/vacancies.aspx .
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Visits and Enquiries	<p>Informal visits can be arranged and informal enquiries regarding this post are welcomed. In addition the current postholder would be happy to discuss the post with you informally – ask Cathy Wilson or Dr Mathew Topping below.</p>
	<p>Cathy Wilson General Manager Cathy.wilson@nhs.scot</p> <p>Dr Mathew Topping Mathew.topping@nhs.scot</p>

Date post is vacant	01/11/2025
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NHS Borders Website	For further information regarding NHS Borders, please visit our website:- www.nhsborders.org.uk
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Department Briefing	The Hospital at Home service in NHS Borders is currently based in offices in Huntlyburn Terrace, on the site of the BGH with a locality hub in Kelso. There is an expansion plan for 3 further locality hubs in Peebles, Hawick and Duns and you work between these sites.
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	<p>The Hospital at Home Team has been in operation since April 2023 and is continuing to develop and expand. The team is lead by Consultant Geriatricians and includes resident doctors, advanced nurse practitioners, nurse practitioners and a physiotherapist. This post is part of further expansion following a successful bid to the Scottish Government.</p> <p>The team provides hospital level assessment and treatment to patients in their own homes or Care Homes, as an alternative to hospital admission. This is of particular benefit to older patients with frailty who can be at particular risk in a hospital setting for complications such as deconditioning, delirium and falls. We are able to deliver rapid assessment and investigation, including frequent blood monitoring and ECGs, as well as treatments including intravenous medications, O2 and nebulisers.</p> <p>We commonly see patients with the following conditions: Acute exacerbations of congestive cardiac failure, COPD, lower respiratory tract infections, UTI, cellulitis, Covid, Acute kidney injury, electrolyte disturbance, delirium. However, we will consider any patient where we are able to provide appropriate treatment at home.</p> <p>Our referrals currently come from either the BGH, to discharge a patient home more quickly, or directly from GPs, and Scottish ambulance service to avoid admission altogether. We continue to develop good working relationships with our colleagues at the BGH and within primary care.</p>
<p>POST INFORMATION</p>	
<p>The Post – Clinical</p>	<p>You will be based within the Hospital at Home team Monday to Friday 9am to 5pm, with no out of hours commitment for this Service. The post is less than full time at 0.8 whole time equivalent.</p> <p>You will work alongside the consultants and the nursing team in a very supportive environment</p> <p>You will gain experience of looking after patients with a wide range of medical conditions, as well as experience of community based working</p> <p>This post is aimed at post foundation ST1 or ST2 level i.e. doctors having completed a UK Foundation medical training programme (or equivalent) and would be ideal for someone seeking out of programme experience to support career development, particularly those considering further training in medical specialties or General Practice.</p>
<p>The Post – Development</p>	<p>This post is not a doctor in a training grade and is not recognised for training purposes however we feel would offer an excellent grounding for future</p>



	<p>application for training. There will be plenty of opportunity for learning as well as the possibility for a Quality Improvement project should you wish</p> <p>Personal Development Plan An educational supervisor will be appointed to support you. You will formulate a Personal Development Plan after discussion with your supervisor. The content will be agreed with you and is flexible according to your needs and interests of the successful applicant.</p> <p>Assessment, Appraisal and Revalidation:</p> <p>The post holders will have access to an annual appraisal as required for revalidation purposes. NHS Borders would be your designated body and the Medical Director will be your Responsible Officer.</p>
<p>Health and Safety</p>	<p>You are required to comply with NHS Borders Health and Safety Policies.</p>
<p>NHS Borders Description</p>	<p>Why work for us – do you recognise our Values?</p> <p>Our Values are at the heart of all that we do:</p> <ul style="list-style-type: none"> • Care and Compassion • Quality and Teamwork • Dignity and Respect • Openness, honesty and responsibility <p>We apply Values Based Recruitment, and seek to test competence, clinical skills and knowledge in the interview/assessment process but also assess that the values and behaviours of individual candidates align to the Values of the NHS in Scotland.</p> <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 integrated structure for management of health services and social care, which has seen nationally recognised joint initiatives.</p> <p>The NHS Borders Board covers an area co-terminus with Scottish Borders Council, including the creation of a Joint Health and Care Partnership Board.</p> <p>Key statistics:</p>



- (a) Size of Area – 1804 square miles (5.9% of the area of Scotland)
- (b) Population – 113,000 (2.2% of the Scottish population)
- (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%).
- (d) The proportion of the population over 65 is the highest in Scotland

45 – 59 years	20.84% (19.29% Scottish average)
60 – 74 years	15.83% (13.98%)
75+ years	8.86% (7.09%)
- (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.

Hospital	No. of beds
Peebles (Haylodge Hospital)	23
Duns (The Knoll Hospital)	24
Kelso Hospital	23
Hawick Community Hospital:	23

There are also community-based Day Hospitals within Duns Hospital, Kelso, Hawick and Peebles and the purpose built day hospital in Eyemouth.



DUTIES AND RESPONSIBILITIES

Main Duties

The successful applicant will, with other team members, provide medical care for patients under the Hospital at Home service, Monday to Friday. This will include taking referrals from the BGH or GPs, initial assessments of patients including arranging appropriate investigations, overseeing treatment and monitoring response.

Communication with patients and Next of Kin is an important part of this role, and would include discussions regarding treatment escalation plans. Communication with primary care is also key and includes the production of high quality discharge letters

A contribution to informal teaching within the Hospital at Home team would be welcomed.



Borders General Hospital

The Borders General Hospital is the district general hospital serving the Scottish Borders Region. It has 284 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. The Margaret Kerr Unit provides palliative care services for the Scottish Borders within a purpose-built environment.

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 and the Specialty Doctors, Salaried GPs, training grade doctors (FY2s, GP, orthopaedic and surgical trainees), and a paramedic manage ED patients supported by speciality medical staff from within the hospital. Other healthcare professionals within the ED include emergency nurse practitioners, 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, with excellent facilities in the Educational Centre.

NHS Borders is currently undergoing exciting strategic change in the way it manages Frailty, focussing on rapid assessment in an Acute Frailty Unit with a Home First approach aiming to move care out into the community utilising Hospital at Home and other community services.

Educational Facilities

There is an excellent staffed library within the Borders General Hospital 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 an extensive postgraduate programme including weekly educational/audit meetings within the Department of Medicine Elderly and Department of Medicine, weekly X-ray meetings, monthly educational half days and a monthly peer review meeting. There is a monthly educational/audit stroke team meeting and a monthly radiology/stroke team meeting

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

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). Near-by Edinburgh is renowned for its cultural activities the world famous Edinburgh International Festival and Fringe Festival. Local transport links have improved greatly in recent years.

The Borders Railway has 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. 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).

Person Specification: Locum Appointment for Service (LAS) in Hospital at Home

ENTRY CRITERIA FOR APPLICANTS			
	Essential	Desirable	Assessed by:
Qualifications	<ul style="list-style-type: none"> Primary Medical Degree – MBBS/MB ChB or equivalent Successful completion of a Foundation Medical Training Programme (or equivalent) at time of application Full registration with the GMC at time of appointment and holds a current licence to practice. Evidence of achievement of postgraduate medical training in line with GMC standards/Good Medical Practice. 	ALS/ATLS/CRISP Instructor Status MRCP (or equivalent)	C.V
Experience	<ul style="list-style-type: none"> High preference to have an interest in pursuing a career in medical specialties or GP Experience at FY2 / ST1 level particularly in acute medicine and medical specialties e.g. Acute Medicine/General Internal Medicine / Emergency Medicine etc. Assessed as "acute take competent" under appropriate supervision. 	Well-presented log book or professional portfolio	C.V./Interview
Teaching	<ul style="list-style-type: none"> Enthusiastic in teaching clinical skills in the workplace or training environment. Evidence of contributing to teaching & learning of others 	Experience of simulation based teaching Has completed a 'training the trainers' or 'teaching skills' course	C.V./Interview
Fitness To Practise	<ul style="list-style-type: none"> Is up to date and fit to practise safely Has obtained FY2 level competencies or equivalent 		C.V. References
Academic/ Research Skills	<ul style="list-style-type: none"> Demonstrates understanding of the basic principles of audit, clinical risk management & evidence-based practice Understanding of basic research principles, methodology & ethics, with a potential to contribute to research Audit: Evidence of active participation in audit 	Evidence of participation in risk management.	C.V. Interview
Personal Skills	<ul style="list-style-type: none"> Capacity to operate effectively under pressure. Awareness of own limitations and when to seek help. Sound communication (verbal and in writing) and interpersonal skills with patients, relatives and colleagues throughout primary and secondary care. Able to discuss treatment options with patients in a way they can understand. Capacity to problem solve with analytical and flexible approach. Demonstrates effective judgement and decision making skills. Capacity to manage time and prioritise workload, balance urgent & important demands, follow instructions Understands importance & impact of information systems Understand importance of team working. 		Interview
Probity & Integrity	<ul style="list-style-type: none"> Takes responsibility for own actions Demonstrates respect for the rights of patients, relatives and colleagues from all backgrounds. Demonstrates awareness of ethical principles, patient safety, confidentiality & consent 		Interview References



<p>Other</p>	<ul style="list-style-type: none"> • Current UK drivers licence with access to car • Be able to satisfy EU Immigration / Sponsorship Regulations. • Satisfactory pre-employment health screening including Hepatitis B immune status. 		<p>Pre employment checks.</p>
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Specification of NHS Values	
NHS VALUE	Method of Assessment
<p>Care and Compassion Expectations</p> <ul style="list-style-type: none"> • Treat people as though they matter • Involve people • Consider people as individuals and acknowledge diversity • Puts the patient first • Shows they care 	<p>Supporting Statement</p> <p>Interview</p> <p>MDT Process</p>
<p>Dignity and Respect Expectations</p> <ul style="list-style-type: none"> • Team player • Manages own attitudes and behaviour • Addresses concerns with colleague as they arise • Communicates respectfully, openly and professionally • Listens and turns that into action • Sees things from another persons perspective 	<p>Supporting Statement</p> <p>Interview</p> <p>MDT Process</p>
<p>Openness, Honesty and Responsibility Expectations</p> <ul style="list-style-type: none"> • Takes person responsibility for actions • Sharing of ideas for improvement • Observes processes • Ability to work across boundaries • Commitment to work to best of their ability 	<p>Supporting Statement</p> <p>Interview</p> <p>MDT Process</p>
<p>Quality and Teamwork Expectations</p> <ul style="list-style-type: none"> • Works as part of a tem to support others and improve service provision • Acknowledges mistakes • Takes responsibility • Inspires the team 	<p>Supporting Statement</p> <p>Interview</p> <p>MDT Process</p>



<p>TERMS AND CONDITIONS</p>	<p>With the exception of terms specifically reserved for doctors in the training grades, the Terms and Conditions of Service for the post are drawn from the Hospital Medical and Dental Staff and Doctors and Dentists in Public Health Medicine and the Community Health Service Terms and Conditions of Service (TCS) - PCS(DD)2007/10. For the avoidance of doubt, paragraphs 18 – 24 inclusive (banding supplements) and paragraph 251 (study leave) do not apply to this post as you would not be appointed to a post in the training grades.</p> <p>The appointment will be made by NHS Borders. As a LAS appointment it is for fixed term duration to 4/8/26.</p> <p>The full-time salary is £1228.51 per week (pro rata if applicable). There is flexibility and applicants who wish to work part-time, lesser hours or a job share arrangement are welcome.</p> <p>The Job Plan will be agreed in association with the Head of Clinical Service, with input from a Consultant Physician / Educational Supervisor. Hours of work will not exceed 32 per week on average.</p> <p>Possession of MRCP or an equivalent certificate is not required and support may be available for the examination (or possibly other higher qualifications) if this is an agreed part of the personal development plan.</p> <p>You must be fully registered with the General Medical Council with a licence to practice.</p> <p>Annual leave is 5 weeks per annum with an addition of 2 weeks pro rata for public holidays. The service operates as per a normal day with the exception of public holidays at Christmas and New Year. Annual leave and public holidays is a combined allowance of 7 weeks and a leave application process is in place. Study leave allocation is a maximum of 10 days per year, pro rata for this post.</p> <p>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>NHS Borders is legally liable for the negligent acts or omissions of the employees in the course of their NHS employment. It is no longer a requirement of employment within the NHS that medical staff be registered with a medical insurance organisation. Medical staff are however advised to ensure that they have defence cover for activities not covered by the Board's indemnity.</p>
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All entrants to the NHS Borders must be certified medically fit and the appointment is conditional on such certification. Arrangements for medical screening are usually by questionnaire.

Termination of the appointment will be subject to a 1 month notice period of notice on either side.

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.

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.

The Ionising Radiation (Protection of Persons Undergoing Medical Examinations) Regulations 1988 will apply to this post.

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. It should be noted immunisation status (clearance for E.P.P.s) is checked by the Occupational Health Service.