

Consultant General Surgery

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Western Isles Health Board
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Job Advert



CONSULTANT General Surgery

**Consultant Salary £111,430 – 148,064 per annum
plus Distant Island Allowance £1,406 per annum**

**plus up to £8,000 relocation expenses
Permanent post**

Have you got a passion for remote and rural medicine? Are you keen to escape the rat race and embrace a healthier work life balance?

If you answered 'yes', NHS Western Isles has the perfect opportunity for you. This is an exciting chance to join our team of Consultants, where you will become part of the NHS Western Isles family, and will have the chance to contribute your skills and expertise whilst working within a supportive team, with the remote island location providing a very special extra sense of reward.

Known as Scotland's Atlantic Islands, the Western Isles are steeped in history and culture, with stunning landscapes, spectacular coastlines, a strong sense of community and identity, and renowned Hebridean hospitality. For those with young families, the Western Isles also offer a safe place to live, a high-quality education system, with low levels of crime.

We are inviting applications for the post of Consultant General Surgeon. Applicants must be on the GMC Specialist Register, with License to Practice, or be eligible for inclusion on the Specialist Register within 6 months of the date of interview. We pride ourselves in trying to match our needs with your aspirations and are open to discussions regarding alternative working models e.g. on/off island arrangements, annualised arrangements, part-time and job share options subject to the requirements of the service.

You will be based in Western Isles Hospital in Stornoway, a modern Rural General Hospital (Plus) containing 85 inpatient beds and 16 day surgery beds. Working in the largest of Scotland's islands offers a unique opportunity to combine modern and progressive clinical practice with a lifestyle that is difficult to match.

NHS Terms and Conditions of the New Consultant Grade (Scotland) 2004 apply. The post is for 10 (8DCC+2 SPAs) PAs per week plus up to a maximum of 2 EPAs per week and an 8% availability allowance subject to an agreed job plan. The on-call rota is 1:3.

For further information and an informal chat please contact Dr Sara Else, Medical Director sara.else@nhs.scot.

The successful applicant will be required to register with the PVG (Protecting Vulnerable Groups) Scheme. All NHS Western Isles vacancies appear on the NHS Scotland website: apply.jobs.scot.nhs.uk along with a job description.

If you have any further queries, please contact Tel: 01851 762027.



RURAL GENERAL HOSPITAL

CONSULTANT GENERAL SURGEON

1. THE WESTERN ISLES

The Western Isles lie approximately 30 miles off the West Coast of Scotland and consist of many small islands in the Outer Hebrides. The main ones being Lewis, Harris, the Uists and Barra, with a total population of 26,500. They are easily accessible by ferry from Ullapool, Skye and Oban and by air from Inverness, Edinburgh and Glasgow. There is a bus service to Inverness from Ullapool which runs in conjunction with the ferry timetables and links with rail services from Inverness.

Stornoway is the administrative “capital” of the Western Isles. It has a population of approximately 8,000 and has all the facilities one would expect to find in a town of this size. There are many primary schools on the islands as well as secondary schools. They are all well-equipped and have a good reputation for academic achievement. Adult education is provided through Lewis Castle Technical College which is part of the University of the Highlands & Islands. Degree courses are available at the College.

2. WESTERN ISLES HOSPITAL

The Western Isles Hospital is a Rural General Hospital (RGH) serving the Outer Hebrides area. The hospital was opened in 1992, is modern and well equipped. The main hub hospital is in Stornoway with 85 inpatient beds covering specialties including General Medicine, General Surgery, Orthopaedics and Trauma, Obstetrics and Gynaecology. Psychiatry, Paediatrics and Radiology. There is also a newly refurbished emergency department, acute assessment unit, 15 bed day surgery unit and an ambulatory care facility which includes provision of chemotherapy.


The Hospital has an up-to-date laboratory service covering the main disciplines of haematology, microbiology and clinical chemistry with ready access to more specialised investigations at other specialised laboratories in Scotland.


The Radiology Department is modern with fully digitized imaging, ultrasound, Doppler scanning and a 80-slice CT scanner. The obstetric ultrasound scans are performed by trained sonographers with direct links with the Fetal Medicine Ultrasound Department in the Southern General Hospital, Glasgow. Work is currently in progress to install an MRI scanner and due to be completed by August 2026. The department is fully integrated with PACS.

Locally based consultant services

- General Medicine
- General Surgery,
- Orthopaedics
- Anaesthesia
- Paediatrics
- Obstetrics and gynaecology
- Psychiatry
- Radiology
- Dental Services

Visiting Consultant Services

- Respiratory Medicine
 - Rheumatology
 - Dermatology
 - Oncology
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- Neurology
 - Ophthalmology
 - Renal Medicine
 - Otolaryngology
 - Urology
 - Child & Adolescent Mental Health

Tertiary referrals

The main referral centres are in Inverness and Glasgow, but hospitals in Edinburgh and other hospitals in Scotland are used when necessary in accordance with established referral management system.

Outpatient Facilities

There are excellent well equipped outpatient facilities within the hospital. Visiting consultants from Inverness and Glasgow (see above) support various subspecialties.

3. DEPARTMENT OF GENERAL SURGERY

Local Surgical services based in Western Isles Hospital include general surgery, orthopaedics and gynaecology. The general surgical service is provided for the population of the Western Isles which meets both elective and emergency needs.

Visiting surgeons from Inverness (NHS Highland) provide ENT, ophthalmology and urology services.

The locally based general surgical service includes: upper and lower gastrointestinal endoscopy, laparoscopic cholecystectomy, large bowel disease and basic support in urology. Some major general surgery and surgery in patients with severe concomitant medical disease is transferred to larger surgical units on the mainland.

The main base is the Western Isles Hospital in Stornoway but outpatient clinics and outreach services are also provided in the Uist and Barra Hospital in Benbecula.


There are no surgical in-patient facilities within Uist and Barra Hospital or St Brendan's Hospital, Barra.

The organization of surgical services within NHS Western Isles is kept under regular review in response to population health needs, national targets and guarantees. Close working with other surgical specialties and input to the overall modernization programme for the hospital will be among the areas that successful candidates will contribute to.

Workload

General Surgery deals with around 800 inpatients and 500 day cases per year. There are 1 – 4 (average 1.5) emergency admissions per day.

There are approximately 800 new outpatients per year and some 'return' patients. Our outpatient waiting times are shorter than the national average and we always met TTG targets before COVID-19 era.



Example Timetables of Departmental activities

Full-time on island job plan (week 3 alternates between a and b)

	Mon	Tues	Wed	Thurs	Fri	Sat	Sun
Week 1 (on-call week)	AM huddle Ward round Vetting/ACRT PM huddle	AM huddle Ward round Clinic PM huddle	AM huddle Ward round Admin PM huddle	AM huddle Ward round Clinic PM huddle	AM huddle Ward round Colorectal MDT PM huddle	AM huddle Ward round PM huddle	AM huddle Ward round PM huddle
Week 2	Endoscopy (all day)	SPA Endoscopy	Theatre (all day)	Clinic SPA	Minor ops SPA		
Week 3a	Minor ops (all day) <i>Benbecula</i>	Clinic (all day) <i>Benbecula</i>	Endoscopy (all day)	Endoscopy (all day)	Endoscopy SPA		
Week 3b	SPA (all day)	SPA (all day)	Endoscopy (all day)	Endoscopy (all day)	Endoscopy SPA		

Full-time on/off island job plan based on 1 in 3 weeks off island (other models open to discussion)

	Mon	Tues	Wed	Thurs	Fri	Sat	Sun
Week 1 (on-call)	AM huddle Ward round Minor ops Vetting/ACRT PM huddle	AM huddle Ward round Clinic PM huddle	AM huddle Ward round Clinic Admin PM huddle	AM huddle Ward round Clinic PM huddle	AM huddle Ward round Colorectal MDT PM huddle	AM huddle Ward round PM huddle	AM huddle Ward round PM huddle
Week 2a	Endoscopy (all day)	Endoscopy (all day)	Theatre (all day)	Endoscopy (all day)	Endoscopy (all day)		
Week 2b	Minor ops (all day) <i>Benbecula</i>	Clinic (all day) <i>Benbecula</i>	Endoscopy (all day)	Endoscopy (all day)	Endoscopy (all day)		
Week 3 (off-island)	SPA or annual/study leave						

The General Surgical Unit provides the following services:

In-patient care relating to emergency and elective patients with 12 in-patient beds, 4 High Dependency Area beds and a 15 bed day surgery unit.

The consultant surgeon is currently on call according to 1:3 rota. As there are usually no middle grade surgical personnel on call, the consultant surgeon is expected to attend unplanned admissions and plan the treatment including management of major GI haemorrhage. Due to the remote geographic location, there is also an expectation that the on-call surgeon, with remote support, will provide immediate support for patients with emergency urology and ENT issues. Training for this will be provided if required.

There is a monthly visiting oncology service from Raigmore. A video link paediatric surgical consultation takes place with the Royal Hospital for Sick Children in Glasgow once per month.

The General Surgical Consultants have educational, training and supervisory responsibilities for one Foundation Year 1 House Officer and one GPST trainee. There are also undergraduate students on phase IV placement from Aberdeen University 5 weeks every 4 months, for 20 weeks/year, one Phase V Edinburgh University undergraduate student and other undergraduates as and when clinical attachées are required

A video link gastrointestinal malignancy multi-disciplinary team meeting takes place every Friday. It involves Surgeons, Oncologists, Physicians, Histopathologists and Radiologists from Raigmore Hospital in Inverness, the Belford Hospital in Fort William and the Caithness General Hospital in Wick.

Undergraduate/Postgraduate Training

Medical students from the Universities of Aberdeen and Edinburgh, other UK and EU Universities and commonwealth countries are regularly attached to the department throughout the year. The post holder will be expected to contribute in teaching medical students and in training junior staff.

The Western Isles Hospital has an active and enthusiastic undergraduate and postgraduate training program including weekly Teaching meetings and various different teaching activities.

This is supported by a Medical Education Co-ordinator based in Clinical Skills at WiH.

Research

The Board encourages and where possible gives assistance to the pursuit of research by consultant staff.

Rehabilitation Services

There is a modern physiotherapy, occupational therapy and speech therapy department. These departments also provide services in the community.


Diagnostic services

The Laboratory in the Western Isles Hospital provides haematology, biochemistry and microbiology services. Raigmore Hospital, Inverness provides consultant haematological and histopathological services.

The Radiology Department is modern with fully digitized imaging, ultrasound, Doppler scanning and a 80-slice CT scanner. Work is currently in progress to install an MRI scanner and due to be completed by August 2026. The department is fully integrated with PACS.

Main Conditions of Services

- 1 The post is subject to the Terms and Conditions of Services for Hospital Medical and Dental Staff (Scotland), as amended from time to time.
- 2 Subject to agreement of a satisfactory job plan the Contract will be for 10 (8:2) Programmed Activities per week. The Health Board may offer up to 2 extra programmed activities subject to job planning agreement. The salary will attract an 8% availability allowance. Residence – the successful applicant will be required to reside within 30mins travel of the Western Isles Hospital during on-call periods.
- 3 Where relocation assistance has been agreed, the Board's Policy on Removal and Associated Expenses will apply and further details will be provided as and when required.
- 4 For pre-employment health assessment purposes, as part of the Board's Occupational Health Service, the successful applicant will be required to complete a health questionnaire. This will be treated in strict confidence. The successful applicant will be required to undergo a medical examination.
- 5 Active participation in SPSP with effective implementation of local and/or nationally agreed systems of care/care bundles.
- 6 Compliance with all approved Board policies and procedures
- 7 Annually revised and agreed job plan. The Job Plan will essentially be driven by the evolving and changing needs of the patients and services.
- 8 Theatre sessions may be required across the 7 days of the week in order to meet the TTG and the needs of patients
- 9 Cross cover for colleagues annual leave



In the event of NHS Scotland being placed on an 'Emergency Footing' and or NHSWI declaring a 'Major Incident', or similar critical service demand, the role will be subject to change based on the exigencies of the service and post holder competence.

Study and Training

Study leave entitlement is a maximum of 30 days including off duty days within the leave period, in any period of three years, in relation to leave with pay. Priority will be given to CME.

Rehabilitation of Offenders

Because of the nature of this work, the post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 (exemptions) Order 1975. You are therefore not entitled to withhold information about convictions, which for other purposes are "spent" under the provisions of the Act, and any failure to disclose such convictions could result in disciplinary action by the Board. Any information given will be kept in strict confidence, and used only in relation to the position to which the order applies.

STANDARD ELEMENTS

Confidentiality

Comply with all approved NHSWI Policies and Procedures.

Comply with NHSWI Communication Strategy and Media Strategy.

This involves taking the necessary precautions when transmitting information only disclosing it to those who have the right and need to know it.

All personal health information is held under strict legal and ethical obligations of confidentiality.

NHS staff must follow guidance (NHS Code of Practice on Protecting Patient Confidentiality) before disclosing any patient information. All staff must respect confidentiality of all matters that they may learn relating to their employment, other members of staff, patients and their families.

Health and Safety:

Assist in maintaining own and others' health, safety and security.


This involves:

- a) Complying with Board health and safety policies, procedures and participating in mandatory training.
- b) Maintaining a safe working environment and reporting any issues of concern as appropriate.

NHS Western Isles attaches the greatest importance to the health and safety of its employees. It is the Board policy to do all that is reasonable to prevent personal injury and hazard to health by protecting staff and others including the public from foreseeable hazards compatible with the provision of proper services to patients. The Board expects its entire staff to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions at work. More detailed information is given in departmental safety policies where appropriate.

Ensure own actions support equality, diversity and rights.

This involves:

- a) Acting in ways consistent with the Board's policies and procedures.
 - b) Treating those you come into contact with equitably and with respect.
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c) Recognising the need for aids or adaptations.

JOB DESCRIPTION AGREEMENT	
A separate job description will need to be signed off by each jobholder to whom the job description applies.	
Job Holder's Signature:	Date:
Head of Department Signature:	Date:

Visiting Arrangements

Prospective applicants are encouraged to visit the hospital and to meet the Consultants. Informal enquiries to Boards Medical Director Dr Sara Else or email: sara.else@nhs.scot

NHS WESTERN ISLES - PERSON SPECIFICATION GUIDANCE

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	<ul style="list-style-type: none"> Wide experience of General Surgery. At least 6 years in an accredited training programme approved by SAC. Experience of handling a wide range of surgical emergencies and trauma. 	<ul style="list-style-type: none"> ATLS Provider Status
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	<ul style="list-style-type: none"> MBChB or equivalent FRCS Evidence of higher specialist training leading to CCT or be within 6 months of confirmed entry on the GMC Specialist Register from date of interview. Alternatively, applicants should possess a CESR / CESR (CP). 	<ul style="list-style-type: none"> Attended teaching / communication skills courses. Trainer recognition. Post Graduate Diploma or Certificate in medical training and clinical/educational supervisor status.
KNOWLEDGE AND SKILLS	<ul style="list-style-type: none"> Knowledge of General Surgery commensurate with the completion of training. Ability to manage a wide range of general surgical conditions including emergency paediatric, urology and ENT presentations (with remote support from specialists) JAG accreditation (or equivalent) in diagnostic gastroscopy and colonoscopy with ability to manage acute GI bleeding Experience in laparoscopic surgery 	<ul style="list-style-type: none"> A special clinical interest in an aspect of general surgery complementary to interests of other surgeons. Ability to manage risk including decisions about when to transfer patients to tertiary facilities taking into account clinical factors, local facilities, staffing and wider issues such as weather
MOTIVATION	<ul style="list-style-type: none"> Realises the opportunities (and challenges) of working in a Remote and Rural Hospital. Commitment to provide a high-quality service by team working. Caring, motivated and enthusiastic 	<ul style="list-style-type: none"> Previous experience of working in Remote and Rural environment Evidence of experience and contribution to service improvement or development
COMMUNICATION	<ul style="list-style-type: none"> Good Communicator. Able to work well with colleagues. A team player. Aware of impact on others. 	<ul style="list-style-type: none"> Ability to motivate others Leadership skills
TEACHING	<ul style="list-style-type: none"> Evidence of commitment to postgraduate and/or undergraduate teaching 	<ul style="list-style-type: none"> Clinical or educational supervisor status Trainer recognition Postgraduate Diploma or Certificate in medical training
MANAGERIAL	<ul style="list-style-type: none"> Willingness to contribute to the management of all aspects of the surgical service 	<ul style="list-style-type: none"> Previous managerial experience Managerial training or qualification

A Place to Live

The quality of life in the Western Isles, particularly for those with families, is outstanding: a safe space to bring up children, stress-free commutes with jaw-dropping views, and the opportunity to stroll along our pristine beaches or explore our dramatic scenery on your days off.

Community spirit is at the heart of the Western Isles. It is close-knit and welcoming, residents are proud of the place where they live and are keen to support young and old. The islands have a strong cultural identity stemming from their distinctive history.

Although the islands are remote, you can still keep connected with the wider world. There are frequent transport links to the mainland via ferries and three island airports – Barra, Benbecula, and Stornoway. The Air Discount Scheme (cheaper flights for islanders) and Road Equivalent Tariff (subsidised ferry fares) ensure transport is affordable. High-speed internet is widely available and allows islanders to stay connected globally.

Local Primary and Secondary Schools provide high quality education with the opportunity to learn through the Gaelic language. There is a network of excellent sport and leisure facilities in the Western Isles with annual cultural festivals and venues with live entertainment.

Key worker housing can be applied for through Hebridean Housing Partnership.

Useful Information

cne-siar.gov.uk Comhairle nan Eilean Siar (Western Isles Council - for more information on Schools, leisure and culture)
visitouterhebrides.co.uk (for more information on our islands and what to see and do)

A Place to Work

NHS Western Isles employs over 1000 staff over a number of sites, including:

- Ospadal nan Eilean Siar (Western Isles Hospital), Stornoway
- Ospadal Uibhist agus Bharraigh (Uist and Barra Hospital), Benbecula
- St Brendan's Hospital, Barra
- A number of GP and Dental Practices across the island chain
- A variety of community-based health services

Being part of a smaller team with a flat management structure provides the opportunity to widen your experience and be involved in a range of planning and decision-making that you might not otherwise experience in a larger setting. Our patients are our community, and there is opportunity to contribute to multi-disciplinary and holistic care to patients and families across healthcare settings.

Support and development are central to NHS Western Isles' ethos, and this involves working in partnership with the University of the Highlands and Islands, NHS Education for Scotland, and other higher education institutions. Our Professional Practice and Learning team will support and advise you on your learning journey. Many opportunities can now be accessed remotely through online learning. Regular clinical training is available and scenario-based learning is available in our sim lab.

The Western Isles has a range of employment opportunities in the public and private sector for those that are relocating as a family. Please contact us and we can direct you to vacancies that might be suitable.

All staff are valued equally and we welcome and encourage those from diverse backgrounds to come and work for us.

