



Borders General Hospital, Melrose, Scottish Borders

Job Description and particulars for the post:

Emergency Medicine Clinical Development Fellow (CDF)

(Post FY2 level with previous EM experience)

Post is for 1 year

Pathway 1: General Emergency Medicine (adults and paediatrics)



Grade	<p>Post FY2 level, equivalent to ST1 A CDF post is in the grade Locum Appointment for Service (LAS)</p> <p>Additional applications above level of ST1 are invited and will be assessed on a case-by-case basis.</p>
Location	Borders General Hospital
Hours / PA's	Full time Part time / flexible applications also welcome
Salary Scale	<p>Basic Salary £50,341 - £56,846 per annum (pro rata for LTFT working)</p> <p>The rota attracts a banding supplement according to the rota (currently equivalent to Band 1A, 50%).</p> <p>Salary scale maps to Specialty Registrar (fixed term) R0-R2 level on the NHS Scotland Resident pay scale. Salary is adjustable according to the scale for those with experience/qualification above the level of ST2.</p>
Duration	Available for 1 year with potential of extension
Closing Date	30 April 2026

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	<p>To apply: NHS Scotland Recruitment Website please log onto NHS Scotland Jobs Search here for your perfect career - Jobs Page</p>
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Visits and Enquiries	Informal visits can be arranged and informal enquiries regarding this post will be welcomed by:-		
	Emergency Department	Sandra Jeffs	01896 826195

Date post is vacant	There is some flexibility for start dates to be agreed with the successful candidates
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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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<p>Department Briefing</p>	<p>The Emergency Department provides facilities for the reception, triage, resuscitation, examination and treatment of patients in the NHS Borders Area who require emergency admission, or immediate care and discharge. The department currently sees approximately 35,000 patients a year, equating to approximately 100 patients per day.</p> <p>The Department has 3 resuscitation rooms, with full capability to manage adult and paediatric patients presenting with medical, surgical, traumatic and obstetric conditions. There are 19 additional rooms for majors and minor presentations, with a further 5 bedded area for patients awaiting in-patient beds.</p> <p>The Department is managed by four Consultants in Emergency Medicine:</p> <ul style="list-style-type: none"> • Dr Colm McCarthy (Lead Clinician) • Dr Steve Dauncey • Dr Fiona Struthers • Dr Sarah Richardson <p>The department is staffed on a senior rota by Specialty Doctors in Emergency Medicine, with a junior rota of LAS doctors, CDFs and an Advanced Paramedic Practitioner. GPST and FY2 doctors also rotate to shifts in the ED as part of the orthopaedic rotation.</p> <p>The Consultant body is currently not at the size to enable 24 hour on-call capability, however the night shift senior rota is staffed by Speciality Grade Doctors and on-call consultant services are provided by anaesthetics, surgery, orthopaedics and medicine.</p> <p>There is an excellent team of nursing staff working in the ED, supported by their SCN and CN team. They provide formal triage, x-ray requesting, venepuncture and IV access, alongside core nursing skills. A team of ENPs provide a minor injuries service 7 days a week in the co-located minor injuries rooms.</p> <p>The specialists services within the hospital are extremely supportive of the ED, with the medical team being co-located to see GP referrals for medical care 24 hours a day and surgical services being provided for general surgery and orthopaedic registrars on call. Psychiatric specialist input is provided through the crisis team. Intensive care colleagues provide an outreach service to the ED, in addition to Anaesthetists providing support for patients requiring level 2 and level 3 care.</p> <p>The Department is a Trauma Unit within the Major Trauma Network. Sitting within a catchment area of significant agriculture, industry and rural roads, trauma presentations are relatively common and can be of high acuity.</p>
<p>POST INFORMATION</p>	
<p>The Post – Clinical</p>	<p>We are delighted to offer an opportunity to work in our rapidly expanding and developing Emergency Department. This post allows you to be part of a dynamic emergency care team, with the benefits of the team approach of a rural hospital and the acuity of designated Trauma Unit, all within an hour’s commute of central Edinburgh.</p> <p>There are three components to the CDF post:</p> <ul style="list-style-type: none"> • Clinical Experience with an in-hours service component • An out of hours service commitment • Personal and professional development opportunities <p>A total of 30 development days will be available to take over a 12-month period. These days are allocated for development activity and can be applied for during allocated periods on the rota. Further details of these days is provided in the section below.</p>



	<p>You will work under supervision of the Emergency Department senior clinical team and consultants to develop skills in the rapid diagnosis and management of undifferentiated patients. You will gain a wide experience of emergency medicine procedures, minor injuries management, resuscitation skills and interdisciplinary working.</p> <p>This is a rare opportunity to gain pre-hospital exposure prior to entry into specialist training, to develop and evidence your professional CV and increase your likelihood of acceptance into Emergency Medicine training.</p>
<p>The Post – Development</p>	<p>The development in this post is focused on gaining core emergency medicine skills, which can be flexible according to your specific needs, level of experience and interests.</p> <p>Examples of types of available opportunities which can be supported for allocated development days are as follows:</p> <ul style="list-style-type: none"> • Supernumerary days spent in Anaesthetics, Intensive Care, Paediatrics, Acute Medicine and other on-site specialities to gain core emergency care skills • Ultrasound skill development time • Audit and QI projects specific to the Emergency Department to support future training applications • Attendance and/or delivery of emergency medicine specific training to support development of your portfolios and core skills requirements <p>A supervisor with pre-hospital experience will be allocated for approving Development days, and other opportunities and activities can be developed according to your specific interests.</p> <p>This post is not recognised for training purposes, however offers an excellent grounding for future applications both into training and into future sub-speciality training. You will be able to access study level and funding equivalent to a training grade doctor.</p> <p>The Department has a strong history of those in CDF posts being successful in their applications to training. The ED is also in the process of developing a full formal Emergency Medicine CESR pathway for those that are not following conventional training and prefer a portfolio career approach.</p> <p>Assessment, Appraisal and Revalidation: You 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?</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 test for the NHS values during our recruitment and assessment process.</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</p>



	<p>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>
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DUTIES AND RESPONSIBILITIES	
Main Duties	<p>Post Format The exact format of each post will be agreed with the successful applicant, the Consultant body and the allocated Supervisor.</p> <p>Within a 47 hours (programmed activity) contract, each fellow will contribute an average of 90% FTE in a clinical facing role, 10% in development days.</p> <p>Summary of Role</p> <ul style="list-style-type: none"> • Clinical management of undifferentiated patients in the Emergency Department across the full spectrum of emergency presentations according to local and national guidelines. • Administrative Duties within the ED. • Shared clinical care with other nursing and medical members of the ED workforce in a team context. • Clinical liaison with all acute specialties within the BGH when they deliver care in the ED. (Includes Orthopaedic Surgery, Anaesthetics, General Medicine, General Surgery, Paediatrics, Medicine for the Elderly, Mental Health, Women’s Health.) • Liaison with all Allied Health Professionals involved in ED patient care. • Participation in quality control of the ED note-keeping and correct use and interpretation of investigations • Participation in teaching activities of all ED staff, both medical and nursing and also medical students. • The successful candidates will be encouraged to participate in ongoing audit and quality improvement work in the ED

The Scottish Borders
<p>The Hospital is situated on the outskirts of Melrose in the Scottish Borders. Easily accessible from Edinburgh and the surrounding Lothians, The Scottish Borders covers a large and scenically beautiful area of the Southern Uplands of Scotland.</p> <p>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</p>



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. There are Fitness Centres in Galoshes and other Borders towns. 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.

A purpose-built nursery within the hospital grounds provides childcare support for staff.

Support with Relocation Benefits may be available if you are moving your main household residence to the Borders area. House prices and property rentals in the Scottish 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. There is usually accommodation available for rent in the local area. Overnight on-site accommodation or rest facilities are also available for late and night shift cover to avoid commuting. Many of our resident doctors live in Edinburgh.

Melrose was recently named the best place to live in Scotland in a national ranking, reflecting the area's outstanding quality of life. Near-by Galashiels was named as Scotland's happiest place to live, more than 22,000 people across the UK took part in the survey.

Person Specification: CDF in Emergency Medicine

APPOINTMENT 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 UK 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 	ALS/ATLS/CRISP Instructor Status MRCEM Part A	CV
Experience	<ul style="list-style-type: none"> Current UK experience at FY2 / SHO level particularly in Emergency Medicine etc. Recent development in areas of acute care e.g. ED, acute medicine, ICU within an NHS setting Minimum 12 months UK NHS practice 	Well-presented log book or professional portfolio	CV/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	CV/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 		CV 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 Evidence of active participation in audit 	Evidence of participation in risk management.	CV 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, 		Interview

POSITION: Clinical Fellow



<p>Probity & Integrity</p>	<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 		<p>Interview References</p>
<p>Other</p>	<ul style="list-style-type: none"> • Be able to satisfy working visa Sponsorship Regulations. • Satisfactory pre-employment health screening including Hepatitis B immune status. 		<p>Pre employment checks.</p>



SPECIFICATION OF NHS VALUES

	Value Description	Method Of Assessment
NHS Values	<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 	Interview and Assessment
NHS Values	<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 	Interview and Assessment
NHS Values	<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 	Interview and Assessment
NHS Values	<p>Quality and Teamwork Expectations</p> <ul style="list-style-type: none"> • Works as part of a team to support others and improve service provision • Acknowledges mistakes • Takes responsibility • Inspires the team 	Interview and Assessment



<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. The entitlement to study leave is a local arrangement and protected study leave would apply at an equivalent level to a trainee. A £500 study leave grant can be accessed on application to your Clinical Director.</p> <p>The appointment will be made by NHS Borders.</p> <p>Salary is aligned to the Specialty Registrar (fixed term) Resident Doctor scale, at R0-R2 level depending on experience. In addition the rota attracts a banding supplement according to the rota (currently equivalent to Band 1A, 50%).</p> <p>There is flexibility and applicants who wish to work part-time, lesser hours or a job share arrangement are welcome (pro rata salary scales apply).</p> <p>The Job Plan will be agreed in association with the Emergency Medicine Consultant with input from the Clinical Director and/or Education Supervisor.</p> <p>Possession of MRCEM or an equivalent certificate is <u>not</u> required and support may be available for the examination if this is an agreed part of the personal development plan. You must be fully registered with the General Medical Council with a licence to practice.</p> <p>There may be an opportunity to take part in undergraduate and postgraduate teaching programmes.</p> <p>Annual leave with public holidays included in the combined leave allowance, amounts to 288 hours in a year. The Emergency Department operates a leave application policy.</p> <p>The Emergency Department service operates as per a normal day 365 days a year, service equity across the 7-day working is required, therefore flexibility to work evening, weekend and nights is required within the role.</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 is however advised to ensure that they have defence cover for activities not covered by the Board's indemnity.</p> <p>Termination of the appointment will be subject to a 1-month notice period of notice on either side.</p>
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	<p>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> <p>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>The Ionising Radiation (Protection of Persons Undergoing Medical Examinations) Regulations 1988 will apply to this post.</p> <p>Termination of the appointment will be subject to a 1-month notice period of notice on either side.</p> <p>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> <p>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>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. 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. Immunisation status (clearance for E.P.P.s) is checked by the Occupational Health Service</p>
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