

Working for NHS Borders



Borders General Hospital, Melrose, Scottish Borders TD6 9BS

Job Description and particulars for the post:

**Consultant Physician in
Respiratory Medicine
Full Time 10 P.A.s available
Part-Time Applications Welcome (e.g. 8 P.A.s)**

Grade	Consultant in Respiratory Medicine
Location	Borders General Hospital
Hours / PA's	Full time – basic 10 PAs per week (8 clinical PA's + 2 SPA's) but applications are welcomed from candidates who are interested in a part-time commitment. Extra Programmed Activities (E.P.A.s) may be applicable, subject to mutual agreement and subject to a separate contract.
Salary Scale	Consultant scale £111,430 - £148,064 per annum
Closing Date	11 May 2026
Interview Date	28 May 2026

Application Process	To apply: NHS Scotland Recruitment Website please log onto NHS Scotland Jobs Search here for your perfect career - Jobs Page	
Visits and Enquiries	Informal visits can be arranged and informal enquiries regarding this post will be welcomed by the Clinical Director for General Medicine and Respiratory Medicine Lead:-	
	Dr Jonathan Manning (AMD)	jonathan.manning@borders.scot.nhs.uk
	Dr Tom Mackay (Respiratory Lead)	tom.mackay@borders.scot.nhs.uk
Date post is vacant	The post is vacant.	

<p>The Department</p>	<p><u>RESPIRATORY TEAM</u></p> <p>The Respiratory service at the Borders General Hospital has a vacancy for a Consultant in Respiratory Medicine. This offers the opportunity to develop and take the service forward in new directions. We welcome applicants who have any particular Respiratory sub speciality interest but especially those with an interest in Pleural Disease and Lung Cancer</p> <p>We have well established links with acute medicine and Hospital at Home and are reviewing how the Respiratory Team can support a virtual ward service.</p> <p>We are keen to actively support the successful candidate(s) to develop job plans that fit their own particular Respiratory interests.</p> <p>Securing capacity to deliver service development is recognised in our job plans.</p> <p>The successful candidate will join two other established Consultants (Dr Tom Mackay and Dr Roberto Rabinovich) and long term locums (Dr Hosni El-Taweel and Dr Kris Skwarski) currently 3.1 wte to provide a shared service for all respiratory inpatients and outpatients.</p> <p>In-patient referrals from other teams average 3-10 per day.</p> <p>There are currently 3 respiratory nurse specialists (2.4 wte) providing ward based reviews, outpatient advice, oxygen assessment clinics and home visits.</p> <p><u>GENERAL MEDICAL UNIT</u></p> <p>The Medical Unit has 2 inpatient wards (Ward 4 – 30 beds & Ward 5 – 12 beds) and a 37-bedded Medical Assessment Unit (MAU).</p> <p>MAU admits approximately 6,000 patients per year.</p> <p>Currently all referred patients to medicine are discussed with a senior clinician (Registrar/Consultant) and triaged appropriately.</p> <p>In addition, we also run an Ambulatory Care Service which reviews between 8-12 patients per day and treats a wide variety of conditions.</p> <p>Self presenting patients can also be referred through the Emergency Department to the Admitting Medical team.</p>
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	<p>Ward 5 is a combined High Dependency / Coronary Care area which comprises 12 monitored beds and there are facilities for 6 remote telemetry units (across both Ward 4 & MAU areas).</p> <p>The General Medicine wards provide the following range of Consultant led specialities - Cardiology, Respiratory, Gastroenterology, Diabetes, Endocrinology and Haematology.</p> <p>There are 30 Medicine for the Elderly beds in the Hospital, a dedicated 14-bedded Stroke Unit and 8 Specialist Palliative Care beds in the purpose built Margaret Kerr Unit.</p> <p>Neurology, Rheumatology, Dermatology and Renal Medicine Consultants provide outpatient clinics and an inpatient consultation service.</p> <p>Out-patient clinics are available for all specialists and run through the week, with an option for virtual consultations where appropriate.</p> <p>There is on site access to diagnostics such as pulmonary function tests, echocardiogram, radiology , bronchoscopy , EBUS and endoscopy.</p> <p>A Hospital at Night (HaN) team operates from 9.00 pm – 8.30 am.</p> <p>This comprises a HaN Team Leader (a Medical Registrar or senior GPST), a GPST/FY2 doctor, 1 FY1 doctor and 2 advanced nurse practitioners- one of whom acts as the co-ordinator.</p> <p>The HaN team provides a generic clinical service to all adult inpatient areas in the hospital (excluding ITU) with specialty support from general surgery, O&G, paediatrics, orthopaedics and anaesthetics</p>
<p>POST INFORMATION</p>	
<p>The Post</p>	<p>This is a pure Respiratory Medicine post with no commitment to General Medicine or on call unless the successful candidate wants to do so</p> <p>The successful applicant will join the two other accredited Respiratory Consultants and two long term locum Consultant colleagues to form one component of the Respiratory team (3.1 wte) and will provide a shared service for all respiratory inpatients and outpatients.</p>

	<p>In-patient referrals from other teams, on average 3-10 per day, are seen within 24 hours and can be taken over as needed.</p> <p>GP outpatient clinic referrals are vetted electronically by the Consultants</p> <p>We accommodate all referrals within a 12 week standard. Urgent and suspected lung cancer referrals are seen within 2 weeks.</p> <p>Referrals are currently seen in out-patient clinics with a mixture of new and review patients . Each clinic has 4 new and 4 review slots</p> <p>These clinics will be augmented by the new appointee who would be expected to have one general respiratory clinic and sub speciality clinic per week in NHS Borders.</p> <p>There is a need to develop Respiratory beds within the current General Ward 4 area. This would allow the Respiratory team to have ongoing care of Respiratory inpatients</p> <p>The successful candidate would join the current team to develop this service</p> <p>There is a weekly lung cancer MDT organised by the cancer tracking team and attended by the respiratory consultants, a thoracic radiologist, a clinical oncologist (Dr Kirsty MacLennan), the lung cancer nurse specialists, the thoracic surgical team (by telephone link) the palliative care team and the respiratory trainees.</p> <p>Lung Cancer one stop clinics are held on a weekly basis by a Respiratory Consultant.</p> <p>There are excellent links with the Thoracic Surgical service in Edinburgh (Mr Malcolm Will) for lung cancer, pleural disease, lung biopsy and VATS.</p> <p>A specialist registrar in respiratory medicine in the SE Scotland training scheme rotates to the BGH and it is likely that the appointee will act as educational supervisor for the trainee.</p> <p>There are 3 (2.4 wte) respiratory nurse specialist posts providing ward based reviews, outpatient advice, oxygen assessment clinics and home visits.</p> <p>The lead nurse is Emma Dodd.</p>
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	<p>There are 2 lung cancer nurse specialists (1 WTE) – Claire Irvine and a new appointee who attend the respiratory new patient clinic, the oncology clinic and the MDT meeting.</p> <p>The respiratory service is supported by 2 WTE cross covering medical secretaries working from a shared office</p> <p>State of the art EBUS equipment is available in the Hospital and there is a twice monthly dedicated pleural clinic.</p> <p>There is an opportunity to further develop the existing pleural and bronchoscopy services</p> <p>Lung function tests are carried out on site in the department of physiological measurement which is shared with cardiology. Detailed lung function including flow volume curves, body plethysmography, helium dilution, gas transfer testing are carried out by appointment and approximately 850 lung function tests are performed annually. Tests can all be requested electronically on the Trak order comms. system.</p> <p>For patients requiring cardiopulmonary exercise testing a service is provided by the Respiratory Physiology Centre in Lothian – (Ms Jill MacLeod, Clinical Scientist).</p> <p>There is a weekly advanced respiratory teaching session for the Respiratory Consultants and trainees. This includes review of lung function test results and topic teaching.</p> <p>The appointee will be expected to contribute equally to all respiratory and general medical training and education</p>
<p>Reporting Arrangements</p>	<p>You will report to the Clinical Director in General Medicine, who will agree your job plan on an annual basis.</p>
<p>Health and Safety</p>	<p>You are required to comply with NHS Borders Health and Safety Policies.</p>
<p>Training Grade Medical Staff</p>	<p>You will be responsible for the training and supervision of the Training Grade Medical staff (Foundation Trainees, GPSTs, Core Medical Trainees and Specialty Registrars) who work with you, and you will be expected to devote time to this on a regular basis.</p>

	In addition, you will be expected to ensure that staff have access to advice and counselling.
Medical Staffing within Unit	<p>The successful applicant/s will be a Consultant member of the Unscheduled Care Team which includes Consultants in Acute Medicine & Medicine for the Elderly.</p> <p>The medical staffing currently in post is outlined below:</p> <p>Consultant Staff:</p> <p>Dr E Palik - Acute Medicine / General Internal Medicine (GIM)</p> <p>Dr M Hume - Locum Acute Medicine/GIM</p> <p>Dr C Evans - Acute Medicine / GIM / Gastroenterology</p> <p>Dr T Mackay- Respiratory Medicine – Service Lead / GIM</p> <p>Dr Roberto Rabinovich Respiratory Medicine</p> <p>Dr H El-Taweel - Locum GIM / Respiratory Medicine</p> <p>Dr K Skwarski - Locum Respiratory Medicine</p> <p>Dr J Fletcher - GIM / Gastroenterology</p> <p>Dr J Manning - GIM / Gastroenterology Clinical Director General & Specialist Medicine</p> <p>Dr O Herlihy - Director of Medical Education</p> <p>Dr R Williamson - GIM / Diabetes and Endocrinology</p> <p>Dr B Muthukrishnan - GIM / Diabetes and Endocrinology</p> <p>Dr S Pacciti - GIM / Diabetes and Endocrinology</p> <p>Dr J Bennison - Medicine for the Elderly / GIM</p>

		Associate Medical Director (Acute)
Dr J Lonnen	-	Medicine for the Elderly / GIM
Dr R Stewart	-	Medicine for the Elderly / GIM Clinical Director Medicine for the Elderly
Dr A McLaren	-	Medicine for the Elderly / GIM
Dr J Inglis	-	Medicine for the Elderly / GIM
Dr S Turpin	-	Medicine for the Elderly / GIM
Dr E Dearden	-	Medicine for the Elderly / GIM
Dr R Woolcock	-	Medicine for the Elderly / GIM
Dr G Alcorn	-	Medicine for the Elderly/GIM
Dr S Kerr	-	Stroke Medicine
Dr D Simpson	-	Neurologist
Dr M Connor	-	Neurologist
Dr R Hogg	-	Consultant in Palliative Medicine
Dr J Brennock	-	Consultant and Clinical Lead in Palliative Medicine
Dr T Elliot	-	Speciality Dr in Palliative Medicine
Dr W Metcalfe / Dr J Goddard	-	Renal Medicine (visiting)
Dr R Richmond	-	Rheumatology
Dr A. Tan	-	Rheumatology
Dr P Neary	-	Cardiologist
Dr T Waszyrowski	-	Cardiologist

	<p>Dr Charlotte Robertson Haematologist</p> <p>Dr Simon Tilson Locum Consultant Dermatologist</p> <p>Training Grade Medical Staff for General Medicine</p> <table style="width: 100%;"> <tr> <td>Specialty Registrar/ST3+</td> <td style="text-align: right;">9</td> </tr> <tr> <td>GPST1</td> <td style="text-align: right;">5</td> </tr> <tr> <td>FY2</td> <td></td> </tr> <tr> <td>FY1</td> <td style="text-align: right;">10</td> </tr> </table> <p>Career /Training Grade Medical Staff for Department of Medicine for the Elderly (DME)</p> <table style="width: 100%;"> <tr> <td>Specialty Registrar/ST3+</td> <td style="text-align: right;">1</td> </tr> <tr> <td>Core Medical Trainee ST2</td> <td style="text-align: right;">1</td> </tr> <tr> <td>GPST 1 or 2</td> <td style="text-align: right;">2</td> </tr> <tr> <td>FY2</td> <td style="text-align: right;">3</td> </tr> <tr> <td>Clinical Development Fellows</td> <td style="text-align: right;">6 - 8</td> </tr> </table> <p>Specialty Clinics at Borders General Hospital include respiratory medicine, cardiology, gastroenterology, diabetes, endocrinology, haematology, neurology and rheumatology. There are visiting consultants in dermatology, clinical oncology, clinical genetics and renal medicine.</p>	Specialty Registrar/ST3+	9	GPST1	5	FY2		FY1	10	Specialty Registrar/ST3+	1	Core Medical Trainee ST2	1	GPST 1 or 2	2	FY2	3	Clinical Development Fellows	6 - 8
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DUTIES AND RESPONSIBILITIES	
Main Duties	<p><u>CLINICAL DUTIES</u></p> <p>Development and support of clinical services in all aspects of respiratory medicine and an ongoing commitment to the medical unit as a whole.</p> <p>To provide a high standard of care within the department and to work within the respiratory team to ensure excellent patient care and in partnership with the existing team.</p> <p>Development of Respiratory Service clinical guidelines and protocols, undertaking audits of these guidelines, and advising on their implementation.</p>

	<p>Continuing responsibility for the care of patients in his / her charge and will undertake duties associated with the care of his/her patients and an appropriate share in the running of the Clinical Department.</p> <p>Participation in the clinical audit programme is encouraged as well as undertaking research in accordance with his/her own ideas and as discussed and agreed with other clinicians in the team.</p> <p><u>LEADERSHIP</u></p> <p>Develop and maintain guidelines for emergency management.</p> <p>Assist in arranging rapid investigations to reduce the length of stay. Developing flexible and innovative systems to deliver patient care both in the BGH and the Community Hospitals.</p> <p>The post-holder will be expected to display an open and active approach to achieving more integrated systems of care in keeping with this principle.</p> <p>The Consultant will be expected to contribute to the training of Specialist Registrars, ST1, ST2 & ST3+, FY1, FY2 doctors in General Medicine and GPST doctors rotating through medicine. The appointee will also be expected to be involved in the teaching of:</p> <ul style="list-style-type: none"> - Final year medical students who are attached to the medical unit for 4 weeks at a time. - Junior medical students when undertaking appropriate modules - To share responsibility with other Consultants for the recruitment, appointment and supervision of training grade medical staff in accordance with hospital policies. <p>To at all times comply with the GMC’s guidance on “Good Medical Practice” as amended or substituted from time to time</p> <p>To ensure that patient confidentiality is maintained at all times</p> <p>On commencement to ensure personal attendance at the hospital’s corporate induction (or arranged Consultant induction)</p> <p>To participate in the Statutory & Mandatory training programme.</p>
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	<p><u>DEVELOPMENT</u></p> <p>This post offers additional job planned time to facilitate individual interests or specialty skills.</p>
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<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>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 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>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> <p>Some key statistics:</p> <ul style="list-style-type: none"> (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 lives 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
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	<p>45 – 59 years 20.84% (19.29% Scottish average)</p> <p>60 – 74 years 15.83% (13.98%)</p> <p>75+ years 8.86% (7.09%)</p> <p>(e) There are 4 Community Hospitals providing GP acute, intermediate care, palliative care, rehabilitation and NHS continuing care beds – primarily for frail elderly patients.</p>										
	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Hospital</th> <th style="text-align: center;">No. of beds</th> </tr> </thead> <tbody> <tr> <td>Peebles (Haylodge Hospital)</td> <td style="text-align: center;">23</td> </tr> <tr> <td>Duns (The Knoll Hospital)</td> <td style="text-align: center;">Closed</td> </tr> <tr> <td>Kelso Hospital</td> <td style="text-align: center;">23</td> </tr> <tr> <td>Hawick Community Hospital:</td> <td style="text-align: center;">23</td> </tr> </tbody> </table> <p style="text-align: center;">There are also community-based Day Hospitals within Duns Hospital, Kelso, Hawick and Peebles and the purpose built day hospital in Eyemouth each with 15 places.</p>	Hospital	No. of beds	Peebles (Haylodge Hospital)	23	Duns (The Knoll Hospital)	Closed	Kelso Hospital	23	Hawick Community Hospital:	23
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WORK PROGRAMME AND OUTLINE JOB PLAN

	<p>The duties and responsibilities are supported by a job plan and work programme. The outline job plan is negotiable. On taking up post, the formal job plan will be agreed with the Clinical Director.</p> <p>The job plan will include specific responsibilities as well as agreed sub specialty sessions. Therefore the content of the job plan is flexible and will be dependent on the successful candidate’s subspecialty training and interests and may also be modified for part-time.</p> <p>Agreed Support Programmed Activities (2 SPAs) include your own CPD, appraisal and revalidation and examples of other activities such as:</p> <ul style="list-style-type: none"> • undergraduate and postgraduate medical education • audit and committee work • service management/development • development of a simulation programme with the BGH • development of service in line with your specialty skill or interest.
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	Morning	Afternoon
Monday	Referrals / In-Patient	EBUS / Bronchoscopy
Tuesday	Outpatient clinic	SPA / OFF
Wednesday	Referrals / In-Patient	Admin
Thursday	Lung Cancer MDT	Outpatient clinic
Friday	Outpatient Clinic	SPA

Borders General Hospital

The Borders General Hospital is the district general hospital serving the Scottish Borders Region. It has 320 beds with 93 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. A recent development is the opening of the Margaret Kerr Unit in January 2013 has provided palliative care services in the Scottish Borders with a purpose-built environment from which to deliver specialist palliative care.

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 two consultant emergency physicians. Specialty Doctors, Salaried GPs, training grade doctors (FY2s, GP, orthopaedic and surgical trainees) manage ED patients supported by speciality medical staff from within the hospital. Nurse staffing within the ED is comprised of 23 registered nurses and 3 nursing assistants led by a senior charge nurse.

There is a 6 bedded ITU run by the Anaesthetic Department who also run an acute haemodynamic support service with outreach staff from ITU liaising with ward staff.

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 on-site Educational Centre.

Educational Facilities and Development

On commencement you will have the opportunity to attend the hospital's corporate induction programme (or if preferred we can arrange a bespoke Consultant induction).

Corporate Training and O.D. Leads are available as a consultancy to advise on development activities tailored to particular service needs and for individual consultants. Bespoke programmes seek to provide you with support for the development of leadership and management skills, such as difficult conversations, modules on consultants as leaders, managing people and performance. Workshops provide a structured opportunity for facilitated discussion, learning through experience, reflective practice and networking with peer consultants. There are also opportunities for professional coaching and mentoring – an established BGH consultant will be identified as a “buddy” in your first few weeks.

There is an excellent staffed library within the Borders General Hospital grounds 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 are weekly department education meetings and a hospital wide monthly educational half day.

There is an excellent weekly x-ray meeting with the department of radiology which has a spiral CT scanner and Gamma camera, up to date Doppler echo facilities and a purpose-built CT and MRI suite.

The Borders General Hospital is a teaching unit for undergraduate students in medicine. Appointed consultants act as educational supervisors for individual students attached to different teams.

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 maintains 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 downhill 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. 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. Excellent Fitness Centre in Galashiels and other Borders towns. There is a purpose built nursery in the grounds of the hospital.

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 including every year there is the world famous Edinburgh International Festival and Fringe Festival. Local transport links from Scottish Borders to Edinburgh have improved greatly in the last two years or so.

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) and Newcastle Airport (approximately 1 hour 30 minutes).

Please see Websites:

Visit Scotland: <https://www.visitscotland.com/places-to-go/scottish-borders>

Scottish Borders Information: [Where to live in Scotland: Scottish Borders](#)

Tripadvisor: [Tripadvisor: Scottish Borders 2024](#)

NHS Borders: [NHS Borders Website](#)

Borders Properties: www.rightmove.co.uk

PERSON SPECIFICATION – Consultant Physician in Respiratory Medicine & General Internal Medicine		
Attributes	Essential	Desirable
Qualifications	<p>Primary Medical Degree.</p> <p>Full registration with GMC with a licence to practice.</p> <p>On GMC Specialist Register for Respiratory Medicine</p> <p>Holds a CCT/CESR or equivalent or training grade doctor within 6 months of attainment of CCT</p> <p>Possession of MRCP, or equivalent</p>	<p>Higher degree (MD, Dphil, PhD) in relevant subject area.</p> <p>Teaching qualification.</p> <p>On GMC Register for General Internal Medicine (GIM).</p>
Training and Experience	<p>Range of experience in Respiratory and General (Acute) Medicine.</p> <p>Recent and relevant clinical experience and competent in all major areas of Respiratory & General Internal Medicine.</p> <p>Training record culminating in award of CCT/CESR or equivalent.</p> <p>Teaching experience at undergraduate and postgraduate level.</p>	<p>Experience in health services research and evaluation.</p>
Skills, abilities and knowledge. <u>Managerial</u>	<p>Experience in day to day organisation of medical services.</p> <p>Knowledge of recent NHS guidelines, quality standards and recommendations.</p> <p>Knowledge of clinical governance.</p> <p>Basic management skills training</p>	<p>Familiar with structure of Scottish Health Service and recent initiatives.</p> <p>Ability to progress and complete projects related to development of acute medicine service.</p> <p>Knowledge of service redesign methodology and change management.</p>
Skills, abilities and knowledge. <u>Audit</u>	<p>Thorough understanding of principles of medical audit.</p> <p>Experience of clinical audit.</p>	<p>Experience in undertaking and completing audit projects</p>
Skills, abilities and knowledge. <u>Research and</u>	<p>Knowledge of the principles of medical research and current literature.</p>	<p>Research experience</p> <p>Publication of research and /or review article(s)</p>

Publications		
Personal Attributes	<p>Self motivated to evaluate and develop patient services.</p> <p>Effective communicator with patients, relatives, colleagues across primary and secondary care.</p> <p>Proven ability to work in a multi-disciplinary team with medical, nursing, primary care and all other healthcare staff.</p> <p>Demonstrably good team player.</p> <p>Efficient administration.</p> <p>Reliable high level of integrity/ probity.</p> <p>Professional approach to work.</p>	
Other		Car driver with full driving licence

SPECIFICATION OF NHS VALUES

	Value Description	Method Of Assessment
NHS Values	<p>Care and Compassion</p> <p>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</p> <p>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</p> <p>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</p> <p>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

TERMS AND CONDITIONS	<ul style="list-style-type: none"> i. The Terms and Conditions of Service are from the Consultant Grade Terms and Conditions of Service (New Consultant’s Contract) issued March 2004 by the Scottish Executive Health Department. ii. This is a permanent appointment. The appointment will be made by NHS Borders on the recommendation of an Appointment Recruitment Panel, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations 2009 - NHS Circular CEL 25 (2009). Any person suitably qualified and experienced who is unable for personal reasons to work full-time, will be eligible to be considered for the post on a part-time basis. iii. The full-time salary for 10-programmed activities will be on the scale £111,430 - £148,064 per annum + on-call supplement (3% of full time salary) per annum with scale placing as appropriate to previous consultant level experience and background. The appointment is available full time on a 10PA basis but applicants who wish to work part-time are welcome. Extra Programmed Activities (E.P.A.s) may be applicable subject to mutual agreement and subject to a separate contract. iv. The Job Plan must be agreed in association with the Clinical Director, with input from the General Manager and Associate Medical Director. Changes will be discussed and agreed with yourself in line with service needs and subject to annual review, or more frequently on request by either party. v. Possession of MRCP or an equivalent certificate is essential and you should be fully registered with the General Medical Council with a licence to practice and your name should appear in the Specialist Register for Respiratory Medicine or you may be a training grade doctor within 6 months of obtaining a CCT or equivalent. vi. The person appointed may be expected to take part in the undergraduate and postgraduate teaching programmes. vii. The person appointed will have a continuing responsibility for the care of patients in his or her charge and will undertake the administrative duties associated with the care of his or her patients and an appropriate share in the running of the clinical department.
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	<p>viii. 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>ix. It is a requirement that the private residence of the person appointed shall not be more than 30 minutes travelling time by road from the Borders General Hospital. This relates to the minimum recall time for being on-call, so your permanent residence can be elsewhere and we offer the facility of 2 bedroom shared house in the on-site residencies (house number 6) for the exclusive use of Consultant Physicians and Anaesthetists when on-call. This has permitted colleagues to live full time in Edinburgh for example, commute daily but stay in the residencies when they are rostered on-call.</p> <p>x. NHS Borders is legally liable for the negligent acts or omissions of the employees in the course of their NHS employment. Medical staff are however advised to ensure that they have defence cover for activities not covered by the Board’s indemnity.</p> <p>xi. 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.</p> <p>xii. Termination of the appointment will be subject to a 3 month notice period of notice on either side in accordance with the terms and conditions of service.</p> <p>xiii. Support for relocation is available for successful candidate in accordance with NHS Borders’ Relocation Policy and up to full Inland Revenue limits.</p> <p>xiv. 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>
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	<p>xv. 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>xvi. The Ionising Radiation (Protection of Persons Undergoing Medical Examinations) Regulations 1988 will apply to this post.</p> <p>xvii. 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.</p> <p>xviii. It should be noted that the offer of appointment is subject to confirmation that the successful candidate is HEPATITIS B immune. This is checked by the Occupational Health Service.</p>
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