

Working for NHS Borders



Job Description and particulars for the post:

Consultant Paediatrician

Borders General Hospital, Melrose TD6 9BS

Grade	Consultant
Location	Borders General Hospital
Hours / PAs	Full-time basis available – 10 P.A.s
Salary Scale	Consultant scale: £84,984 - £112,925 pa with 5% availability supplement
Closing Date	
Interview Date	

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/vacacies.aspx .
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Visits and Enquiries	Informal visits can be arranged and informal enquiries regarding this post will be welcomed by:-	
	Dr Clare Irving	Clinical Director 01896 826673 01896 826677 (secretary) clare.irving@borders.scot.nhs.uk

Date post is vacant	The post is vacant immediately and a start date will be agreed with the successful candidate.
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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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The Department	<p>The 11 bed mixed speciality Paediatric Ward and the 8 cot Special Care Baby Unit, are situated on the 2nd floor of the Borders General Hospital. Contained on the same floor are the adjacent Labour Ward and Obstetric Ward, as well as the Theatre Suite.</p> <p>The Paediatric Ward has beds for Medical Paediatrics and General Surgery, Orthopaedic Surgery, Oral Surgery, Ophthalmology and ENT. Children with Surgical conditions are looked after on a shared care basis with Surgical Colleagues. Day Surgery is provided within a central Day Procedure Unit on dedicated children's sessions. An additional 4 (non-staffed) beds are available within the ward for managing peaks of activity (subject to appropriate staffing). The Paediatric Unit deals with a wide range of general paediatric conditions including the medical management of paediatric surgical cases. Children requiring sub speciality care are referred to the Royal Hospital for Sick Children in Edinburgh with subsequent joint follow up (shared care) as appropriate. From RHSC, Edinburgh we have visiting outpatient services in Growth and Endocrinology, Neurology, Paediatric Surgery,</p>
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	<p>Urology and Epilepsy. The department is part of a number of managed clinical networks for co-ordination of clinical care, eg Epilepsy, Nephrology.</p> <p>There are close links with the Obstetric Unit, which has around 1000 deliveries per annum. Neonates requiring special care and short term intensive care are admitted to the Special Care Baby Unit. Those requiring long term intensive care are transferred to the regional neonatal unit at the Royal Infirmary, Edinburgh (or elsewhere depending on cot availability)</p> <p>Department of Child and Adolescent Mental Health</p> <p>Dr Ashley Cameron, Dr Ruth Ashman and Dr Laura Keen, Consultant Child and Adolescent Psychiatrists, and their team are based in Selkirk and provide an outpatient based service. The department works closely with Child Health, has access to Paediatric beds in cases of emergency and provides support to the medical paediatric service in the BGH.</p> <p>Medical Services within the BGH</p> <p>The Paediatric Department also works very closely with the Obstetric team including a monthly Perinatal meeting. Our Anaesthetic colleagues are an invaluable source of support with children who are seriously ill and require higher levels of care including transfer and retrieval. We have a joint meeting with them on a yearly basis to discuss all the children who have required input. There are transition clinics for young people with Diabetes and there are links with other areas of adult medicine to facilitate transition. There are 2 Paediatric Radiologists within the BGH and there is a monthly radiology meeting.</p>
POST INFORMATION	
The Post	<p>A replacement Consultant General Paediatrician post is offered for the successful candidate to join the combined Child Health Department of NHS Borders. The department is interested in appointing a Paediatrician with areas of special interest complimentary to the current Consultants. Experience in Paediatric Rheumatology, Allergy and/or Hearing and Vision would be advantageous. (See Medical Staffing within Unit section)</p> <p>This is a permanent appointment available whole time or part-time within the Child Health Department at the Borders General Hospital in Melrose. The post, in the combined Department of Child Health will be based at the Borders General Hospital, which is the Acute General Hospital for the Borders and also hosts the Community Paediatric Services Department</p>
Reporting Arrangements	<p>You will report to the Clinical Director, who will agree your job plan on an annual basis.</p>
Health and Safety	<p>You are required to comply with NHS Borders Health and Safety Policies.</p>
Training Grade Medical Staff	<p>You will be responsible for the training and supervision of the Training Grade Medical staff (GPSTs and Specialty Registrars) who work with you, and you will be expected to devote time to this on a regular basis. In addition, you will be expected to ensure that staff have access to advice and counselling.</p>

Medical Staffing within Unit	Consultant and Career Grade Staffing and existing special interests: -		
	Dr Clare Irving	Consultant Paediatrician & Clinical Director	Cardiology
	Dr Graeme Eunson	Consultant Paediatrician	Diabetes, Endocrine and Complex Respiratory
	Dr J Macdonell	Consultant Paediatrician	Epilepsy
	Dr Andy Duncan	Consultant Paediatrician	Renal, Neonates and Asthma
	Dr Clare Ketteridge	Consultant Paediatrician	Child Protection
	Dr Alexander McNeil	Consultant Paediatrician	Epilepsy
	Dr Anna Dall	Consultant Paediatrician	Gastroenterology
<p>Also within the department are Medical Trainees, Advanced Nurse Practitioners and Trainee Nurse practitioners</p> <p>1 Specialty Registrar allocated to Community Paediatrics 2 Specialty Registrars in Paediatrics for acute experience 3 General Practice Specialty Trainees (GPST) 5 Advanced Neonatal Nurse Practitioners 5 Advanced Paediatric Nurse Practitioners</p> <p>Evening, Night and weekend resident cover is provided by our excellent group of ANPs and 1 Locum Specialty Doctor. The GPSTs cover evening shifts (with support of the resident consultant) and contribute to the generic adult Hospital at Night Team at weekends.</p> <p>The Paediatric STs contribute to Weekend and Night shifts either at RHSC Edinburgh or the Neonatal Unit in Edinburgh</p>			

DUTIES AND RESPONSIBILITIES	
Main Duties	<p>A job plan will be negotiated with the new consultant (see attachment for a draft job plan and an outline on page 7).</p> <p>a) The appointees will be responsible for the following weekly programmed activities dedicated to direct patient care.</p> <ol style="list-style-type: none"> I. Up to 3 programmed activities covering duties in the Paediatric Ward and Neonatal Unit. II. Up to 2 programmed activities for Community Child Health III. Up to 2 programmed activities covering outpatient duties, both within the Borders General Hospital and at peripheral clinics. IV. A further programmed activity is dedicated for non resident out of hours clinical commitments.

V. A direct evening care session to support the first call rota of Advanced Paediatric / Neonatal Practitioners.

Depending on the interests of the successful candidate, the job plan direct patient care activities may be more directed towards duties in the Paediatric Ward, Neonatal Unit and intensive care.

If the successful applicant determines that they wish to work part-time, the scheduled clinical commitments would be revised in the agreed job plan.

b) Supporting Professional Activity (SPA) will be incorporated in the agreed job plan and will be discussed with the successful applicant. On appointment, or at any time thereafter Supporting Professional Activity time will be negotiated for specific, clearly identified duties and these activities would be reflected in the job plan (examples given in paragraphs (c) (f) and (g) below). The outline job plan on page 14 is a guide.

c) The undertaking of research or further continuance or development of an additional area of speciality interest will be encouraged. An appointee would be expected to have an area of special interest, which they would be responsible for developing (including audit, protocols and management of the service).

d) The appointee will have a continuing responsibility for the care of patients in his/her care and will undertake the administrative duties associated with the care of his/her patients and an appropriate share in the running of the clinical department. All Consultants will share responsibilities for general receiving including clinical responsibility for patients in the Neonatal unit and for actual / suspected child protection / child abuse cases when the postholder is the Consultant on-call.

e) You will be expected to participate in a 1 in 7 Consultant of the week acute cover and 1 in 7 on-call rota. One of the Consultants will always be present in the Borders General Hospital, during normal working hours, and until 9pm Monday to Thursday to provide senior medical cover for the Junior staff. The appointee will be expected to participate in prospective cover when colleagues are on annual, study and short term sick leave.

f) The appointee should take an active part in undergraduate and postgraduate teaching and if applicable SPA time will be incorporated in the agreed job plan. The Unit has a regular commitment to the Department of Child Life and Health of the University of Edinburgh, to take five students for 4-week attachments throughout the year. The Hospital and Community have active postgraduate programmes. We have a superbly equipped Education Centre and Library.

g) There is an opportunity to take part in the development of clinical guidelines and, general administration both within the Child Health Department and in the Borders General Hospital and if applicable SPA time will be incorporated in the agreed job plan.

- The post holder will participate in the Clinical Audit and QI programme and undertake audit and research in accordance with their own ideas as discussed and agreed with the other physicians.
- The post holder will undertake an appropriate share in the running of the clinical department.

- Other SPA work as identified by the department.

Office accommodation and secretarial support will be provided.

WORK PROGRAMME AND OUTLINE JOB PLANS

As required under Section 3 of the Terms and Conditions of Service, the duties and responsibilities are supported by a job plan and work programme. The outline job plan is attached below. On taking up post, the formal job plan will be agreed between the Clinical Director and the successful applicant and will be subject to an annual cycle of review.

The job plan will include specific responsibilities as well as the on-call commitment and sub-specialty sessions. The content of the job plan will therefore be dependent on the successful candidate's sub-specialty training and interests and may also be modified for part-time or job share postholders.

Agreed Support Programmed Activities (SPAs) include your own CPD, appraisal, revalidation and other activities such as:

- undergraduate and postgraduate medical education
- audit and committee work
- service management/development

The job plan below is an indicative work plan intended to give an idea of likely workload and working arrangements. The specific job plan would be agreed with the successful applicant on commencement.

NHS SCOTLAND OUTLINE JOB PLAN - DRAFT FOR CONSULTANT IN PAEDIATRICS

Principal Place of Work: ***Borders General Hospital***

Contract: *Full Time* **Programmed Activities:** *10*

Availability for Out of Hours: *Level 1*

Number of consultants on OOH rota: *7*

Availability Supplement : *- 5%*

1. **Managerially Accountable to:** *Clinical Director, Child Health Dept. NHS Borders*

Timetable of activities which have a specific location and time

DAY	HOSPITAL/ LOCATION	TYPE OF WORK
Monday From / To		
09:30 – 15:00	BGH	Ward Round / SCBU, Paediatric Ward and Neonatal Unit. – 1.5 DCC
12 noon – 13:00	BGH	X- ray meeting - monthly
15:00 – 17:00	BGH	SPA Commitments e.g. job planning, appraisal and revalidation 0.5 SPA

Tuesday From / To 09:00 – 13:00	AM – BGH PM – OFF 14:00 – 21:00	Departmental Education & Management Meeting SPA Commitments 0.5 SPA. Patient Admin time 0.5 DCC OFF SCBU, Paediatric Ward and Neonatal Unit (1 week in 7)
Wednesday From / To 09:00 – 17:00	Eildon Locality Community Premises - Schools, GP Practices etc e.g. in Galashiels, Earlston and other Borders towns.	Community Paediatrics 2 PA DCC
Thursday From / To 09:00 – 17:00	AM: Ambulatory Care BGH PM: BGH	OP Clinic 1PA DCC OP Clinic 1 PA DCC
Friday From / To 09:00 – 17:00	BGH BGH	SPA Ward Round / SCBU Paediatric Ward and Neonatal Unit. 1PA DCC
Saturday From / To		On-call 1 in 7 1 PA DCC (in total for work as a result of on-call)
Sunday From / To		On-call 1 in 7

Notes on Job Plan

Job plan will be modified if successful candidate agrees to work less than full time commitments.

The job plans for the consultant team include resident evening sessions Monday to Thursday as well as non resident out of hours commitments

Usually two Supporting Professional Activities (SPA) are available and will be agreed for various activities including your own CPD, undergraduate and postgraduate medical education, audit, committee membership, appraisal and revalidation, service management/development.

Supporting Secretarial and Administrative Staff including Medical Secretarial support are attached to this post.

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

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 Revivers, 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 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.

After an absence of almost 50 years, the Borders Railway has now opened, with 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. On opening the railway Her Majesty Queen Elizabeth said "**The Borders railway brings so much promise for sharing and invigorating this most beautiful countryside as a place to work, live and enjoy.**" 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:

Scottish Borders Tourist Board - www.scot-borders.co.uk
Southern Reporter - www.borderstoday.co.uk
NHS Borders – <http://www.nhsborders.co.uk>

See the microsite for the views of some of your prospective colleagues on living and working in the Scottish Borders video at <http://www.nhsborders.scot.nhs.uk/recruitment-fair>

Our Scottish Borders
Your future

PERSON SPECIFICATION		
Attributes	Essential	Desirable
Qualifications	<p>MBChB or equivalent.</p> <p>MRCP, or equivalent (e.g. MRCPCH for current trainees looking for post with CCT)</p> <p>CCT or equivalent on date of taking up appointment.</p> <p>Full registration with GMC and on Specialist Register for Paediatrics on date of taking up appointment. Eligible for entry to Specialist Register within 6 months of interview.</p>	
Training and Experience	<p>Wide experience in all aspects of general Paediatrics.</p> <p>Training record culminating in award of CCT or equivalent</p> <p>Experience in motivating and training junior medical and other healthcare staff.</p>	<p>A special interest area complimentary to the current Consultants – Rheumatology and/or Allergy or a willingness to develop such an interest would be advantageous</p> <p>Clinical experience in community child health, including child protection.</p>
Skills, abilities and knowledge <u>Managerial</u>	<p>Experience in day-to-day organisation of child health services.</p> <p>Basic management skills</p> <p>Thorough understanding of healthcare governance.</p>	<p>Familiar with structure of Scottish Health Service and recent initiatives.</p> <p>Developing multi-disciplinary clinical service.</p>
Skills, abilities and knowledge <u>Audit</u>	<p>Thorough understanding of principles of clinical audit and healthcare governance.</p>	<p>Experience in undertaking and completing audit projects</p>
Skills, abilities and knowledge <u>Research and Publications</u>	<p>Knowledge of the principles of medical research</p> <p>Thorough understanding of recent child health literature.</p>	<p>Research experience</p> <p>Publication of research and /or review article(s)</p>
Personal Attributes	<p>Effective communicator with patients, relatives, colleagues across primary and secondary care.</p> <p>Able to work in a small inter-</p>	

	disciplinary team and co-operate with medical, midwifery, nursing and other healthcare staff. Reliable. Professional approach to work.	
Teaching	Post graduate education. Experience and commitment to the teaching and development of junior medical staff.	Teaching skills course. Recognised teaching qualification.
Other	Ability to travel independently.	Car driver with full driving licence

SPECIFICATION OF NHS VALUES

	Value Description	Method Of Assessment
NHS Values	Care and Compassion Expectations <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	Dignity and Respect Expectations <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	Openness, Honesty and Responsibility Expectations <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	Quality and Teamwork Expectations <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 	Interview and Assessment

TERMS AND CONDITIONS

- The Terms and Conditions of Service will be drawn from the New Consultant Contract (2004)
- The appointment will be made by NHS Borders on the recommendation of an Advisory Appointment Committee, 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.
- Possession of MRCP or an equivalent certificate (e.g. MRCPH for current trainees with CCT) is essential. You must also be fully registered with the General Medical Council with a licence to practice and your name should appear in the Specialist Register for Paediatrics. Alternatively you may be within six months of the expected date of obtaining your CCT/CESR or equivalent.
- The full-time salary, exclusive of any discretionary points or distinction award, will be on the scale £84,984 - £112,925 per annum with scale placing as appropriate to experience and qualifications. There is a 5% availability supplement for participation on the on-call rota.
- Annual leave allowances and public holidays are combined 8 weeks per annum for a full time appointment.
- The appointment will be superannuable if the person appointed chooses. He or she will be subject to the regulations of the National Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless he or she opts out of the Scheme.
- The NHS Board 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 NHS indemnity.
- All entrants to the Borders General Hospital must be certified medically fit and the appointment is conditional on such certification. Arrangements for medical screening are the responsibility of the Occupational Health Service. Candidates must show evidence of immune status to HEPATITIS B, or agree to undergo the necessary procedures. The Occupational Health Service will check this.
- The normal notice period in the Terms and Conditions of Employment is 3 months notice from either side to terminate the appointment.
- Assistance with removal expenses / temporary accommodation etc. may be provided in accordance with the Relocation Benefits Policy and up to full Inland Revenue limits. In this post you can reside in the Borders or in Edinburgh and qualify for relocation benefits.
- It is a requirement that the private residence of the successful candidate shall not be more than 20 minutes travelling time by road from the

	<p>Borders General Hospital. This relates to the minimum recall time for being on-call, so your permanent main residence can be elsewhere and we offer the facility of 2 bedroom shared house in the on-site residencies (house number 6) for the almost exclusive use of Consultants when they are on-call. This has permitted colleagues to live full time in Edinburgh for example, commute daily but stay in the local residencies in dedicated comfortable surroundings when they are rostered on-call.</p> <ul style="list-style-type: none">• 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 policy and the legal requirements on smoking in public places.• The 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.
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