



## Job Description

### Locum Appointment for Service (General Surgery)

#### Introduction

This post will be based at the Gilbert Bain Hospital in Lerwick, Shetland. The post is one of 4 junior doctor posts working within the surgical unit.

#### Gilbert Bain Hospital

The Gilbert Bain Hospital, Lerwick, Shetland ZE1 0TB, is the only acute general hospital in Shetland and it serves both the population of approximately 23,000 within the Shetland Health Board area and the 4000 offshore workers in the fishing and oil industries. The hospital is a 3-storey building, opened in 1961, with an extension opened in 1991 and a modern Outpatient department completed in 2008.

The bed complement is:

Ward 1	Surgical in-patients	22
Surgical HDU		2
Day Surgery		5
Ward 3	Medical	22
Maternity		6

#### Ward 1

This is a mixed-sex ward with 4 single sex bays, two side-rooms and a two-bedded High Dependency Unit. The surgical consultants share the 22 beds as needs dictate. Staffing levels are appreciably higher than on equivalent mainland wards and allow a thorough and patient-centred approach to surgical nursing.

#### Day Surgery Unit

This provides 5 day-case beds staffed by dedicated Day Surgery nurses. Under anaesthetic direction nurse clerking for elective patients has been successfully piloted recently and is being introduced throughout the different surgical specialities, allowing junior staff to concentrate on direct surgical intervention.

#### Theatre Suite

The suite was completed ten years ago and is spacious, modern and well equipped. It includes two large operating theatres with adjoining anaesthetic rooms, a two bay Recovery Unit. There is an extensive up-to-date range of surgical equipment including endoscopic and laparoscopic systems that enable the surgeon to undertake most elective and emergency procedures. Instrument sterilisation is undertaken within the integral HSDU and is compliant with the recent requirements for hospital sterilisation facilities.

## **Accident and Emergency Department**

This department serves not only the islands but also acts as a front-line station for personnel on marine vessels and offshore installations. A full range of medical and surgical conditions is treated, from minor injuries to major trauma requiring resuscitation, stabilisation and aero-medical evacuation to mainland Scotland. It is permanently staffed and has two fully equipped resuscitation bays, a plaster room and three individual cubicles. Medical cover is provided in-hours by a dedicated surgical junior doctor and junior medical staff, with support from a number of Nurse Practitioners. At night cover is provided by a medical or surgical junior doctor with medical, surgical and anaesthetic consultants available from home.

## **Ward 3**

The medical unit is based on Ward 3 a recently refurbished 22 bedded medical ward with adjoining consultant and medical secretarial offices. The ward environment is mixed sex and consists of 4 single sex bays, 4 side rooms and a 2 bedded area that can be adapted to manage higher dependency or bariatric patients. Nursing staff are flexible and expected to help manage the genuinely unselected admissions on the unit.

## **Ronas Ward**

This 12 bedded ward environment consists of 3 single sex bays and 5 side rooms. The clinical team is headed by one of the Consultant Physicians, Dr Pauline Wilson, and provides an environment that facilitates slow stream rehabilitation and some hospital based palliative care.

## **Outpatient Department**

The department is compact and friendly – a Band 7 staff nurse heads a nursing support team with extensive experience and extended skills. A 'one stop' surgical and pre-assessment clinic is established along with specialist nurse (MS, hypertension, stroke), dietetic and substance misuse clinics. Currently there are consultant led commitments in General Medicine, diabetes, thyroid disease/endocrinology, hypertension, rapid access chest pain, nephrology and rheumatology. Visiting specialist services provide expert support and there are established tele-neurology and videoconference ENT/nasal endoscopy.

## **Support Services**

These are more limited than a District General Hospital but many laboratory and radiological services, a physiotherapy and occupational therapy department. A number of invasive radiological investigations are performed locally on a regular basis under the supervision of a visiting radiologist, and the radiology department has recently procured a digital CR/PACS which allows viewing of an electronic image anywhere in the hospital. Images are sent digitally to NHS Grampian for reporting. A CT scanner is available.

**The hospital medical staff complement** is currently:

<b>General Medicine</b>	Consultant 1:	Dr Pauline Wilson MRCP
	Consultant 2:	Dr Dimitrios Amorgianos (Locum)
	Consultant 3:	Dr David Fryer
	Consultant 4:	Vacant
	Trainees:	1 FY1, 1 FY2, 2 CMTs, 2 GP Trainees

**Surgery and A&E** Consultant 1: Mr Gordon McFarlane ChM, FRCS  
Consultant 2: Mr Piotr Mikolajczak  
Consultant 3: Ms Beatrix Weber  
Specialty Doctor: Mr Kushik Lalla  
Trainees: 1 FY2, 3 GP Trainees

**Anaesthesia** Consultant 1: Dr Catriona Barr FRCA  
Consultant 2: Dr Som Gangaiah (Locum)  
Consultant 3: currently vacant  
Consultant 4: currently vacant

### **Junior Staff**

There are 9 junior staff posts comprising of 2 FY2s, 2 Core medical trainees and 5 GP-StR posts, usually rotating from Aberdeen or Inverness. On call at night is on a shift system for the whole hospital and is shared between these doctors (one week in eight).

In addition there are the following senior medical staff who are based in nearby premises:

Vacant until October Medical Director

Dr Susan Laidlaw Consultant in Public Health Medicine (Part Time)

Dr Marlies Jansen Consultant Psychiatrist

### **Management Structure**

NHS Shetland is unified Island Board and the Board is responsible for both primary and secondary care services and is accountable directly to the Scottish Executive.

### **Surgical Department Workload**

The Department has been fortunate to develop and maintain an active service to the population of Shetland and the surrounding seas and provides comprehensive general surgical and trauma cover. In addition, because of the remote nature of Shetland, there is the necessity to provide cover for emergency operative obstetrics and gynaecology in situations where patient transfer is inappropriate.

Specialist services in ENT, ophthalmic, orthopaedic, plastic, gynaecological and maxillofacial surgery are sustained by visiting consultant surgeons from mainland.

Theatre is currently staffed for nine sessions per week: together with outpatient surgical clinics and a fracture clinic this comprises the bulk of the weekly work. In 2010 there were 965 medical in-patient admissions and 459 day cases. In addition 3153 people attended A&E with a medical problem, the peak attendance being during the summer months.

## **Main Duties and Responsibilities**

### **Clinical Duties:**

Clinical duties include clerking of surgical admissions, assisting the consultants at outpatient clinic sessions and providing treatment for surgical in-patients, attending and taking part in theatre sessions, assisting with caesarean sections, and seeing all non-medical patients attending the Accident and Emergency department on a rotational basis with the other junior surgical staff. As well as general surgical cases and trauma, this includes Eyes,

ENT and gynaecological emergencies. Within the ward, it also includes all patients admitted to ward 1 and the day surgery unit, which covers occasional orthopaedic, eye, ENT and gynaecological elective admissions.

Junior doctors can expect to be on daytime duty 1 in 4 weekends and in addition, take part in the night time rota one week in eight covering the medical unit and medical cases in A & E in addition to surgical cases.

During the day, Monday to Friday, the post holder will work closely with Consultant Surgeons and Consultant Anaesthetists and at night will be supported by these Consultants on call from home.

Junior doctors will have close association with other staff in the hospital; including nursing staff, radiographers, laboratory staff, physiotherapists and pharmacists.

Administrative duties will be limited to that required by the post. However junior doctors are required to complete discharge paper work the day of patient discharge

In the case of out-patients or casualties seen by the post holder and considered by him/her to be unfit for work for a certain period, social security certificates should be issued when necessary whilst the patient is under the care of the Unit. The post holder is also expected to ensure, in collaboration with his/her colleagues, that adequate and timely information is sent to practitioners, by telephone if necessary, in respect of any of their patients discharged from hospital or seen in the casualty department.

**Audit Opportunities** - An important aspect of all levels of training is to take part in, and initiate clinical audit projects. It is expected that throughout all the attachments the trainee will participate in unit audit and educational meetings.

**Hours of Work** - In line with the nationally agreed hours limits for junior medical staff the following has been agreed for junior doctors working within NHS Shetland:

**NHS Shetland** - The maximum contracted hours will be no more onerous than an average of 48 hours per week. The appointment is offered on the basis outlined above.

**Cover for Colleagues** - The allocation of a Banding is prospective and therefore includes an allowance for cover for colleagues on annual and study leave. The pay banding for the post will reflect the working pattern in operation from your first day of taking up appointment. This will be advised to you on offer of appointment, after interview.

### **Emergency Duties**

Junior medical staff will also be required to perform duties in occasional emergencies and unforeseen circumstances and at the request of the appropriate consultant, in consultation where practicable with colleagues, both senior and junior.

It has been agreed between the professions and the Department that while junior medical staff accept that they will perform such duties, it is stressed that additional commitments arising under the sub-section are exceptional and, in particular, that juniors should not be required to undertake work of this kind for prolonged periods or on a regular basis.

### **Other Information**

1. Proof of identity and evidence of entitlement to live and work in the United Kingdom must be supplied.
2. The appointment is made subject to satisfactory fitness for employment. The successful candidate will therefore be required to complete a pre-employment health screening questionnaire and may subsequently be required to attend for health screening. The post is exposure prone and evidence of immunity to Hepatitis 'B' is required.
3. Smoking is not permitted on any Board premises, with the exception of patients detained under the Mental Health Act.
4. All information regarding patients, staff personal information that employees may learn in the course of their duties must be treated as confidential. Unauthorised disclosure may lead to disciplinary action.
5. This job description serves to indicate the range of duties of the post but is not exhaustive.

### **Terms and Conditions of Service**

The post of Locum Appointment for Service is covered by the Terms and Conditions of Service for Hospital Medical and Dental Staff and the General Whitley Council. It is a whole-time appointment and will be located at the Gilbert Bain Hospital, Lerwick, Shetland.

1. The appointment will be held by a registered medical practitioner and is designed to give opportunities for further training in General Surgery.
2. The inclusive salary is within the scale £32,157 - £42,544 per annum. Placing on the scale will be in accordance with previous service and experience. In addition to salary, all posts qualify for a Distant Islands Allowance of £1,738 per annum (pro rata for part-time and fixed term positions).
3. This post is eligible for relocation expenses and benefits in accordance with the Board's Relocation Procedures. There is a maximum of £1,333 related to any relocation package (pro rata if appointment or £333 per month if less than 4 months).
4. The appointment will be superannuable if the person appointed so 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.

5. Conditions of appointment as to leave, travelling and subsistence allowances etc will be in conformity with the Terms and Conditions as laid down for Hospital Medical and Dental Staff under the National Health Service (Scotland) Act.

6. The appointment will be terminable on one months' notice on either side.

## Person Specification

**Job Title:** Locum Appointment for Service (General Surgery)

**Department:** Surgical

**Location:** Gilbert Bain Hospital

Factor	Essential	Desirable
Experience	Satisfactory Completion of FY2 or above	
Qualifications Training Research Publications	General Medical Council registration with a current licence to practice Evidence of completion of Foundation Training Current ALS certification or equivalent	
Knowledge and Skills	Awareness of the basics of managing acute surgical conditions including emergencies Appropriate knowledge base and ability to apply sound clinical judgement to problems Good verbal and written communication skills Evidence of competence to work without direct supervision where appropriate	
Other	Eligible to work in the UK Proof of Immunity against Hepatitis B	