

Looking for...

Revalidation opportunities?

A Portfolio career?

Flexibility?

A change of pace which allows you to blend your current role with some experience of a rural Emergency Department?

Job Title: Consultants in Emergency Medicine - with potential interest in pre-hospital / Retrieval Medicine

Location: Dr Gray's Hospital

Ref No: PR004703

Closing Date: Tuesday, 8 October 2019



Consultants in Emergency Medicine - with potential interest in pre-hospital / Retrieval Medicine

Dr Gray's Hospital, Elgin.

Ref: PR004703



We are looking for Emergency Medicine Consultants at Dr Gray's Hospital, Elgin, to work a 2-10PA contract on a flexible annualised basis.

You will be joining an enthusiastic team of existing Consultants and an Associate Specialist, dedicated to providing a high quality, consultant-based Emergency Care service. Full consideration will also be given to those who may have an interest in working across Emergency Care and Acute Medicine or Paediatrics.

Dr Gray's Hospital is situated in Elgin, the county town of Moray, in North-East of Scotland, five miles from the coastal town of Lossiemouth. It is the only centre in Grampian out-with Aberdeen providing a range of acute services.

Elgin

As county town, Elgin is an administrative centre for the local farming, distilling and fishing industries. Many good schools are within the local area, local state schools achieve high standards, at both primary and secondary level and private education is available at Gordonstoun School which is four miles from Elgin.

The choice of housing is varied – all within easy distance of the hospital and an abundance of rural and coastal locations to choose from and property prices are more reasonable than further south.

There is an excellent selection of stores and specialist shops in the town centre of Elgin and nearby Retail Park, providing for most needs, as well as local farm shops and delicatessen. There is also a good range of restaurants and bars within easy reach with fantastic local fayre and seafood as well as international cuisine.

Local sports and leisure facilities include provision for soccer, rugby, swimming, 10-pin bowling, a cinema and an ice-rink with an endless array of outdoor sporting and leisure facilities across Moray (see below).

The nearest beaches and forest trails are within ten minutes drive and the ski resorts of Cairngorm and the Lecht are within one hours drive.

The local rail station links to Aberdeen and Inverness and mainline rail services to Edinburgh and Glasgow.

Aberdeen airport is approximately 90 minutes away, and Inverness 40 minutes, with domestic, island and international flight destinations.

Moray

Moray is a great place to live and work, lying hidden from the main Scottish tourist route between the beautiful coast of the Moray Firth and the mountains of the Highlands and the Cairngorm National Park. Long stretches of unspoiled beaches border the forest trails of Roseisle and Culbin, with picturesque fishing villages and frequent sightings of seals and dolphins along the shores.



The Moray Firth boasts a sheltered unique microclimate with lower than average rainfall and the opportunity to experience all four seasons in one day!

Moray is a popular destination for so many outdoor activities including:

- ✓ Sea fishing, and salmon and trout fishing on the River Spey and the River Findhorn
- ✓ 16 golf courses, including a famous championship links course at Lossiemouth
- ✓ Sailing, canoeing, water ski-ing, open water swimming
- ✓ Hill walking, hiking, running
- ✓ Camping, caravanning and some fantastic bothies & hostels
- ✓ Horse riding
- ✓ Mountain biking including many designated trails for all abilities
- ✓ Ski-ing, snowboarding and ice climbing

And Moray has the only Malt Whisky Trail in the world...



Dr. Gray's Hospital, Elgin

Dr Gray's Hospital was massively extended and refurbished 16 years ago, while retaining the original, Grade A listed building. It is the smallest District General Hospital in Scotland, serving a population of about 132,000 spread between Forres and Macduff along the coast, and inland as far as Huntly and Tomintoul.

On site services include General Surgery, Orthopaedics, Ophthalmology, General Medicine, Paediatrics, Obstetrics & Gynaecology, Acute Medical Assessment Unit, Stroke Rehabilitation Ward and a Day Case Ward. There is also a Consultant Led Psychiatric Service.

The hospital has been redeveloped, with modern equipment and user friendly facilities throughout and there is a library and a Postgraduate Medical Centre with 24/7 access and videoconferencing facilities.

The hospital has 35 consultants working in the acute sector and provides a consultant-based service with a small-hospital atmosphere of friendly co-operation.

There is a good rapport with local General Practitioners and the out-of-hours service is based at the hospital.

The Emergency Department

At Dr Gray's Emergency Department (ED) we see approximately 25,000 patients a year. With our nearest centres 40 miles to the West and 60 miles to the East we see a great mix of paediatrics, trauma and medical cases. This means we do our own paediatric sedation and provide critical care to patients being retrieved to ICU off site. In short within one department we practice the full range of Emergency Medicine (EM) from cradle to grave (no urgent care or separate paediatric ED) we are true generalists and also contribute to the local retrieval and pre-hospital service if that interests you. At the same time we redirect non-EM presentations at triage to OOH GP services thanks to the Scottish governments national redirection policy meaning we can stick to the core business of EM.

Being out-with a 45-minute travel time of the nearest Major Trauma Centre in Aberdeen, we still see our fair share of major trauma.



The department has had a consultant-led service since 2011 and has senior doctor (Consultant / Associate Specialist) cover 24/7 as well as a Consultant-delivered Trauma Team.

We operate a 1:6 rota compatible with a life outside of medicine so you can enjoy all that Moray has on offer for you and your family. The consultant workforce have held substantive posts in England previously before moving to Elgin and have interests in

PHEM, critical care, examining, ultrasound, paediatrics and teaching.

There is a middle-grade tier of Emergency Medical Practitioners (EMP's) – experienced General Practitioners (GP's) and specialty doctors with additional skills and experience in Emergency Care, some of whom have portfolio careers with other posts in General Practice and specialist areas of interest.

There is a full complement of FY2 and GP ST junior doctors as well as a Minor Injury Nurse-led See & Treat stream.

Since 2014, we have also had the benefit of being involved in the Acute Care Remote & Rural GP Fellowship programme, hosting Fellows over the year. The aim is to provide an excellent training environment to gain acute skills that will be transferable to those GP's working in general practice in any isolated rural location within the UK or abroad.



Training on the Remote & Rural Fellowship Programme

A whole range of interventions are undertaken in the department including the latest approaches in trauma management, STEMI and stroke thrombolysis and procedural sedation, including Ketamine sedation for children undergoing painful procedures.

In recent audits Dr Gray's Hospital ED has scored highly in the provision of analgesia and management of sepsis and is committed to providing exemplary clinical care.

You will be joining a friendly department with great facilities e.g. LUCAS, NIV, point of care testing. Approximately 40% of our FY2 doctors go on to apply for Emergency Medicine after working with us. We pride ourselves in our work and the climate we create.



We enjoy excellent professional relationships with the emergency services as well as local MCA Coastguard Search & Rescue services and Mountain Rescue Teams at RAF Lossiemouth. These extend to a wealth of multi-disciplinary training opportunities and team-building events, with a social emphasis.



The Major Trauma Network is now becoming well established, including the SCOTSTAR North pre-hospital and retrieval hub which went live in April 2019. Air and land-based resources are based at Aberdeen Airport and three of the current Dr Gray's consultants contribute sessions to this service. There is also a development of a network of skilled practitioners across the North of Scotland, from First Responder to Pre-hospital Critical Care Consultant, a necessity with the challenges of our Remote and Rural terrain. Further information can be found on the Scottish Trauma Network website – www.traumacare.scot

The Posts

The posts are required to fill a whole time vacancy as well as a new post to backfill retrieval sessions and achieve a sustainable service and job plans with a 1:6 on-call rota.

These are 2- 10 PA posts workable on an annualised rota for maximum flexibility. Additional PA's may be available.

The on-call commitment is 1 in 5 nights and 1 in 6 weekends. The frequency of being called is low.

All Consultants work flexibly to provide cross-cover for colleagues who are on leave, accounted for within job planning. The appointees will be expected to play a role in the activities of the department and the hospital, including teaching, audit, quality improvement, departmental meetings, liaison with other departments and general administration, as well as having opportunity to develop any specialist interest.

Informal enquiries and visits are welcome. Please contact the Consultants Dr Pam Hardy or Dr Gavin Tunnard on 01343 567310 / 567473

Or email:

Pamela.Hardy@nhs.net

Gavin.Tunnard@nhs.net

Further information on NHS Grampian is available at:

<http://www.nhsgrampian.co.uk>

For more information on the area:

<http://www.thisismoray.com>

<http://www.visithighlands.com/moray>

NHS GRAMPIAN

PERSON SPECIFICATION

The Person Specification should meet the demands of the job and comply with current legislation. Setting unnecessary standards may, for example, unfairly discriminate against one sex, the disabled or minority racial groups. Applicants should be assessed in relation to their ability to meet the real requirements of the job as laid down in the job description. Shortlisted candidates **MUST** possess all the essential components as detailed below.

POST/GRADE: **CONSULTANT IN EMERGENCY MEDICINE**

LOCATION/HOSPITALS: **DR GRAY'S HOSPITAL**

WARD/DEPARTMENT: **DEPARTMENT OF EMERGENCY MEDICINE**

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • MB ChB (or equivalent) • FRCEM (or equivalent) • CCT or CESR in Emergency Medicine (or equivalent), or expected within 6 months • GMC Registration with Licence to Practice • GMC Specialist Registration in Emergency Medicine (or expected within 6 months) 	
Experience	<ul style="list-style-type: none"> • Minimum of six years emergency medicine, in recognised training post. • Ability to undertake the clinical work expected of a consultant in Emergency Medicine in NHS practice in Scotland. 	
Abilities	<ul style="list-style-type: none"> • Evidence of ability to take full responsibility for independent management of patients • Experience of teaching and supervising the performance of clinical skills by trainees. 	<ul style="list-style-type: none"> • Clear clinical and managerial leadership skills
Motivation	<ul style="list-style-type: none"> • Genuine interest and enthusiasm for practicing patient-focused emergency medicine in a small district general hospital. • Genuine interest and enthusiasm for living in a largely- rural area and community. 	<ul style="list-style-type: none"> • Evidence of development of services for patients • Clear commitment to developing future of emergency medicine
Personality	<ul style="list-style-type: none"> • Enthusiasm and ability to work as part of a small, mutually-supportive team. • Ability to cope with acutely stressful situations on a recurring basis • Able to organise time efficiently and effectively 	<ul style="list-style-type: none"> • Leadership qualities
Audit	<ul style="list-style-type: none"> • A commitment to the principles of clinical audit • Willingness to contribute to departmental audit projects 	<ul style="list-style-type: none"> • Enthusiasm for initiating audit projects

Management	<ul style="list-style-type: none">• Sensitivity to management issues• Understanding of the organisation of the NHS	
Other Requirements	<ul style="list-style-type: none">• Sensitivity to professional issues, standards and ethics• Ability to communicate with clarity in written and spoken English• Ability to communicate, establish rapport and negotiate• Ability to produce legible notes• Enthusiasm for teaching medical students, trainees and non-medical staff	

MODEL JOB PLAN FORMAT

(For the period 1st April 2019 to 31st March 2020)

Name:..... Specialty: Emergency Medicine

Principal Place of Work: Dr Gray's Hospital

Contract: Whole Time

Programmed Activities: 10 PA Split: DCC 8.0 SPA 2.0 EPAs (if applicable):

.....

Availability Supplement: Level 1

Premium Rate Payment Received: 8 %

Managerially Accountable to: Associate Medical Director

a) Timetable of activities which have a specific location and time

<u>DAY</u>	<u>HOSPITAL/ LOCATION</u>	<u>TYPE OF WORK</u>
Monday From / To	Dr Gray's Hospital Supporting Professional Activities	Monday to Friday 3 x 0800-1600 shifts 1 x 1300-2100 shift with on call – variable day of the week With some minor shift variation and on call to cover leave 8 hours per week flexible in time and place
Tuesday From / To		As above
Wednesday From / To		As above
Thursday From / To		As above
Friday From / To		As above
Saturday From / To	Dr Gray's Hospital	0900-1500 and on call (1 weekend in 6) With prospective cover (managed by weekend swaps if needed)
Sunday From / To	Dr Gray's Hospital	0900-1500 and on call (1 weekend in 6) With prospective cover (managed by weekend swaps if needed)

NHS GRAMPIAN

CONSULTANT IN EMERGENCY MEDICINE

REF: PR004703

CONDITIONS OF APPOINTMENT

1. The appointment will be made by the Board on the recommendation of an Advisory Appointments Committee, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations, 1993 - NHS Circular 1993 No 994 (S.140) which will include University representatives. 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.
2. (a) The whole-time salary, exclusive of any distinction award, will be a starting salary of £80,653 - £107,170 progression of salary is related to experience.
Appendix 8 of the contract sets out the code of conduct for private practice which applies to all interested parties. In general consultants will be free to undertake private practice as long as this is undertaken outwith the agreed job plan and employers are informed, in writing, of private commitments. While employers have discretion to allow some private practice to be undertaken alongside a consultant's NHS duties, such provisions of private service should not prejudice the interests of NHS patients or disrupt NHS services.
- (b) Job plans must be agreed in association with the appropriate General Manager and Clinical Managers; for signature on behalf of the Chief Operating Officer. Changes will be discussed and agreed by these officers and yourself in line with Clinical Grouping service needs and changes in service requirements as well as at annual review.
3. The person appointed will be expected to take part in undergraduate and postgraduate teaching programmes. You will therefore be awarded appropriate Aberdeen University Honorary Status.
4. Consultants are expected to undertake research and development in their own field and to link with the University research areas.
5. Day to day arrangements for undertaking the specified duties of the post will be made in consultation with the Head of Service, other consultants in the department and with the Board.
6. 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.
7. The person appointed will act as an adviser to the Board in Emergency Medicine.
8. The person appointed will be expected to undertake domiciliary consultations as may be required by the Board.

9. The person appointed will be expected to undertake advisory ("pastoral") visits to hospitals in the Area.
10. You may exceptionally be required to undertake duties at other hospitals in the Grampian Area or other Health Board areas and at hospitals in Orkney, Shetland and elsewhere for which service agreements would be arranged.
11. The person appointed may undertake the diagnosis and treatment of patients occupying accommodation made available under Sections 57(1), 57(2) and 58 of the National Health Service (Scotland) Act 1978 at the above hospitals insofar as the patients have not made private arrangements for such treatment.
12. The Board, in partnership with the BMA Local Negotiating Committee has a study leave policy for all Career Grade Medical and Dental staff Policy available on request from the Human Resources Department.
13. 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.
14. The private residence of the person appointed should not normally be more than 10 miles by road from their principal place of work unless otherwise agreed locally. They must be contactable by phone.
15. NHS Grampian is legally liable for the negligent acts or omissions of 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.
16. The officer appointed will be required to be registered on the General Medical Council's Specialist Register.
17. As a result of guidance issued by the Scottish Office on "Protecting Health Care Workers and Patients from Hepatitis B" NHS Grampian is required to:-

Ensure health care workers who may be at risk of acquiring hepatitis B from a patient are protected by immunisation.

Protect patients against the risk of acquiring hepatitis B from an infected health care worker. Due to the nature of this post, any offer of appointment will be conditional upon the successful applicant either:-

- Undergoing a process of screening/immunisation/monitoring in accordance with the Board's Policy and Procedure, or
- Producing acceptable documentary evidence that he/she is not an infective risk to others.

In the event that he/she is an infective risk to others or if he/she fails to comply with the above requirements, the conditional offer of appointment will be withdrawn.

As a condition of his/her subsequent employment in this post he/she is also required to undergo further immunisation and monitoring at the intervals

specified by the Board's Occupational Health Service in order to boost/maintain his/her level of immunity. Should he/she become hepatitis B e antigen positive and therefore an infective risk to others at any stage in the future the appointment will be subject to review in accordance with the Board's agreed Procedure for dealing with such situations where the postholder is involved in "Exposure Prone Procedures". This review may result in the postholder having to alter his/her clinical exposure to remove risk to patients and others. In circumstances where this is not a practical option, it will be necessary to provide industrial compensation for this prescribed industrial disease prior to the postholder leaving the Board's employment.

18. The appointment is made subject to satisfactory fitness for employment. The candidate will therefore be required to complete a pre-employment health screening questionnaire and may/will subsequently be required to attend for health screening.
19. Termination of the appointment is subject to three months' notice on either side.
20. The Board is required to instigate a check to be made with the Disclosure Scotland Office for any convictions recorded before an offer of appointment can be made (rehabilitation of Offenders Act 1974 amended 1985 and 1986) and (Disclosure of Criminal Convictions of NHS Staff with Substantial Access to Children 1989).

NOTES TO CANDIDATES

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish from visiting the hospitals concerned.

Further information can be obtained and an appointment to view the Department arranged by contacting:

Dr PJ Hardy / Dr Gavin Tunnard

Consultant in Emergency & Pre-hospital Care and Clinical Lead
Dr Gray's Hospital

Tel: 01343 567310

Email: Pamela.hardy@nhs.net Gavin.Tunnard@nhs.net

Mr P Bachoo
Medical Director – Acute Services
NHS Grampian
3rd Floor West Wing, Ashgrove House
ARI Site

Dr N Fluck
Medical Director
NHS Grampian
Summerfield House
Eday Road, Aberdeen

Contact: Gavin Davidson
 Personal Assistant
 Direct Line: 01224 554299

Lyndsay Cassie
Personal Assistant
Direct Line: 01224

558577

Apply for this post by visiting apply.jobs.scot.nhs.uk and search for Ref No quoted above. Closing date: Tuesday, 8 October 2019.

NHS Grampian has a process of induction for all newly appointed Consultants. You will have a local department induction and orientation led by your Head of Service. In addition we believe it important that you have an opportunity to meet with key

personnel in NHS Grampian. This allows them to explain their role in the organisation and to discuss key information on the organisation and strategic planning processes we operate. We believe it important that all newly appointed Consultants even if they have previously worked in Grampian should have this opportunity once appointed to a Consultant post. Your Head of Service along with you will be responsible for ensuring this is undertaken. Heads of Service are supplied with the names of those you should meet.

NHS Grampian are obliged to bring to your notice that the Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences, the opportunity to have no need to refer to any conviction or circumstances relating to it in the course of daily lives. Certain convictions can, therefore, be regarded as "spent" after the lapse of a period of years under the terms of the Act. The National Health Service employment for which you are applying, however, has been excluded from the provisions of the Act and you are, therefore, required not to withhold information about convictions which for other purposes are "spent" under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Board. Any information given, however, will be completely confidential and will be considered only in relation to the post to which this job description refers.

There is a Day Nursing facility for children of staff employed by NHS Grampian. 'Little Acorns Day Nursery' which has been specially designed can accommodate 24 children between the ages of 6 months and 5 years. Please contact the Nursery Manager on (01224) 557828 for further details.

In The Interest Of Health Promotion We Operate A **No Smoking Policy**