



Eileanan Siar  
Western Isles

Clinical Fellow  
Mixed Specialities

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Western Isles Health Board  
The best at what we do



## Job Advert



**Clinical Fellow (Mixed Specialities)**  
**Fixed term for 9 months from 13<sup>th</sup> December**  
**Salary £34,901 - £46,173 per annum**  
**Plus £1,117 Distant Island Allowance per annum**  
**40 Hours per Week**  
**Fixed Term Contract for (9 months)**

Are you undecided about your career choices? Want to gain more clinical experience? Or develop an interest in remote & rural medicine, education, research or management? Then a clinical fellow post might be for you. An opportunity to grow in confidence as a doctor whilst still gaining supported experience

The Clinical Fellow posts are available from 13<sup>th</sup> December 2021 for a period of 9 months at NHS Western Isles. These posts are aimed at those doctors who have recently completed the foundation programme or core training. A clinical post can be tailored to individual experience and seniority where appropriate.

These posts will afford successful applicants the opportunity to experience a range of specialties. There are opportunities to join a number of research and innovation projects within NHS Western Isles which might ideally suit candidates who have completed core training, or are keen to develop a research interest. For candidates with an interest in information technology there are exciting opportunities to contribute to the leadership of quality improvement projects related to electronic prescribing.

Successful candidates will be contracted for up to 48 hours per week - 40 hours per week including out-of-hours commitment on average undertaking clinical activities; The post holder will be paid on the STR pay scale based on their previous experience. A banding supplement relevant to the OOH component of their rotas will be paid in addition to the basic salary for 40 hours.


Your appointment will be subject to the Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors and Dentists in Public Health Medicine and the Community Health Service (Scotland)

**For further information regarding this post please contact Dr Frank McAuley [francis.mcauley@nhs.scot](mailto:francis.mcauley@nhs.scot)**

**The successful applicant will be required to register with the PVG Scheme (Protecting Vulnerable Groups Scheme). This post is not eligible for relocation expenses.**

All NHS Western Isles vacancies appear on the NHS Scotland website: <https://apply.jobs.scot.nhs.uk/> along with a job description.

**Any further queries please contact Tel: 01851 762027.**



**About NHS Western Isles:** responsible for providing healthcare to the population of the Western Isles, made up of approximately 26,500 people and employs around 1030 staff. There are three hospitals run by NHS Western Isles, the largest is Western Isles Hospital, a rural general hospital located in Stornoway.

The Western Isles is a remarkable place – big skies, beautiful beaches, spectacular starry nights and, at times, exhilarating winter storms. Living here is both challenging and fulfilling. We were, after all, recently voted as being the happiest place to stay in the UK, one of the best places to bring up a family and the best island in Europe

NHS Western Isles works alongside mainland Health Boards and other local organisations, including the local authority and third sector (voluntary) organisations, to provide a wide range of healthcare services to the local population. Where possible, services are provided locally, in the Western Isles, but for specific procedures and more specialties services, we work with mainland partners to provide services in other areas.


If you wish to have an informal chat about the post please contact:

Dr Frank McAuley Medical Director **or** Dr Neil Maclean, Director of Medical Education on 01851708050 or by emailing Neil.maclean@nhs.scot

## Section 3 – Job Information

### 1. JOB DETAILS

Job Title:	Clinical Fellow (Mixed specialities)
Directly accountable to:	Medical Director, NHS Western Isles
Professionally responsible to:	Medical Director
Location:	NHS Western Isles
Term:	9 Months
Time Commitment:	Full Time 40 hours plus out of hours commitment
Remuneration:	The salary scale for this post is £33,884; £35,958; £38,854; £40,604; £42,716; £44,828 per annum (rates of pay effective from 1 April 2020, subject to seniority)
Qualifications:	Completion of Foundation Programme (UK) Full Registration GMC with a licence to practice






## 2. JOB PURPOSE

Working with the Directors of Medical Education, Service Leads and the local team in NHS Western Isles, the post will give successful applicants the opportunity to experience acute care clinical specialties to them before committing to a programme of training through a Core or Specialty application. These posts will offer successful applicants the opportunity to develop their clinical and professional competence in a purposeful and supervised manner as an assist to overall CV development.

These posts are aimed at **FY2+** level i.e. those Doctors who have completed the UK Foundation programme and hold an FACD 5.2 or equivalent as a minimum requirement, having being assessed as "acute take safe" under supervision, looking for some experience of acute care specialties in which they may have a longer term interest, or to provide a professional development adjunct to any future clinical activity if interested in another non-acute specialty longer term. The clinical development will be combined with supervised and directed activity linked to an area of mutual professional interest including clinical teaching, research, quality improvement and safety, management and leadership development.





### 3. DUTIES OF THE POST

Fellows will be expected to contribute to existing rotas within specialties and the following general principle will apply;

Within an average 48 hours per week contract, each fellow will contribute approximately:

- 40-48 hours per week of Supervised Clinical activity under the mentorship of a permanent staff member

### 4. DIMENSIONS

**NHS Western Isles** is responsible for providing healthcare to the population of the Western Isles, made up of approximately 26,500 people and employs around 1030 staff. There are three hospitals run by NHS Western Isles, the largest is Western Isles Hospital, a rural general hospital located in Stornoway.

The Western Isles is a remarkable place – big skies, beautiful beaches, spectacular starry nights and, at times, exhilarating winter storms. Living here is both challenging and fulfilling. We were, after all, recently voted as being the happiest place to stay in the UK, one of the best places to bring up a family and the best island in Europe.

NHS Western Isles works alongside mainland Health Boards and other local organisations, including the local authority and third sector (voluntary) organisations, to provide a wide range of healthcare services to the local population. Where possible, services are provided locally, in the Western Isles, but for specific procedures and more specialties services, we work with mainland partners to provide services in other areas.

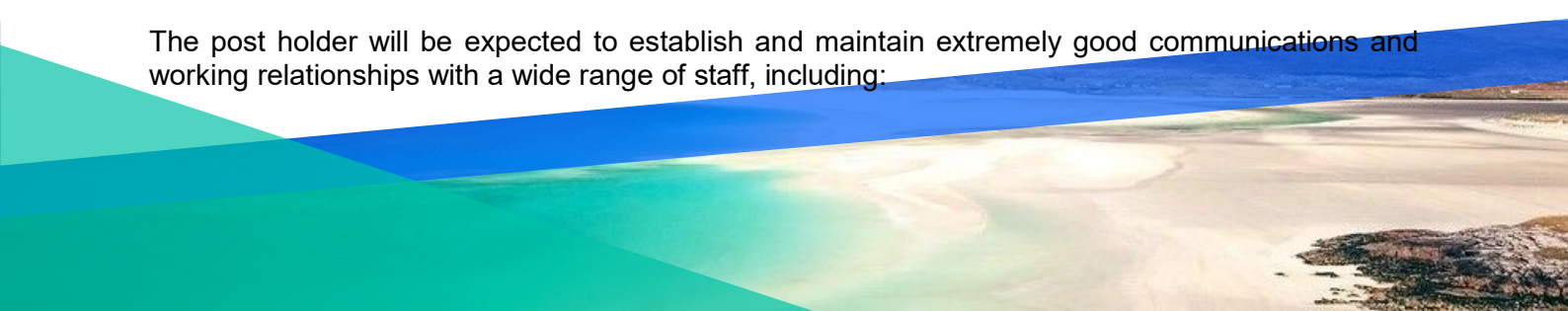
The **Medical Education teams** in Western Isles all aim to develop and implement their educational strategy including:


- Oversight of the quality of both post-graduate and undergraduate medical education in clinical areas.
- Liaison with Deanery and medical schools to ensure GMC quality standards are monitored and reported upon
- Allocating and/or coordinating financial, logistical and event-based resources to support undergraduate and post-graduate learning.
- Maintains and assists in training of a clinical educators network at all levels.
- Integration of training into the demands of a clinical service and ensure safety of our patients through appropriate and graded supervision and support for training doctors.
- Ensure UG students of medicine are prepared for clinical practice through engagement with relevant and rewarding experiences in the clinical setting

**Appointment:** the appointment will be on a full time basis for 9 months only and subject to satisfactory on-going appraisal within the role.

### 5. COMMUNICATIONS AND WORKING RELATIONSHIPS

The post holder will be expected to establish and maintain extremely good communications and working relationships with a wide range of staff, including:



- 
- Service Lead of the parent acute care specialty who will act as immediate Line manager
  - Supervising Staff members from Medical, Clinical and AHPs backgrounds
  - Academic mentor/ named Clinical Supervisor
  - Director of Medical Education
  - Colleagues in training grades at Foundation, Core and Specialty level
  - Colleagues in the Western Isles Medical Education Centre

## 6. LOGISTICS

### **Base**

The post holder will be based in NHS Western Isles. You will spend time with other clinicians, staff and medical students.

### **Annual leave**

Clinical Fellows are entitled to 5 or 6 weeks' (dependent upon point on scale) annual leave per annum during their appointment

### **Medical Clearance**

The offer of appointment is subject to the post holder undergoing relevant clearances and health checks as dictated by HR Recruitment and Occupational Health.

### **Qualifications and Experience & Medical Negligence**

The post holder must (at the time of commencement of employment) have full registration with a licence to practice with the GMC. Ideally applicants will have recently completed a UK based Foundation Programme and understand the UK Healthcare system.

NHS Western Isles takes responsibility for expenses and damages arising from medical negligence where they, as the employer, are vicariously liable for the acts and omissions of their medical and dental staff. However the appointee is strongly advised to maintain separate medical defence or insurance cover for all work which does not fall within the scope of NHS Western Isles indemnity scheme, details of which are given in NHS Circular 1989(PCS)32, a copy of which is available to the successful candidate upon request.

### **Job Revision**

This job description should be regarded only as a guide to the duties required and not definitive or restrictive in any way. It may be reviewed in the light of changing circumstances following consultation with the post holders. This job description does not form part of the contract of employment.

### **Visits & Information**

Prospective applicants are encouraged to make contact with the Director of Medical Education, Dr Neil Maclean.

### **Training Approval**

These posts are **not** recognised for training but have been designed in consultation with the Postgraduate Dean in relation to future employment status and eligibility for Core or Specialty training and are built on sound educational governance principles.

### **Notice Period**



The post holder will be required to give and is entitled to receive a minimum of one month's notice of termination of employment.





## 7. JOB DESCRIPTION AGREEMENT

The post will be for one-year tenure. A separate job description will need to be signed by each jobholder to whom the job description applies.

Signature (Post Holder):

Date:

Signature (Director of Medical Education):

Date:



## Section 4 – Person Specification

1. Requirement	2. Essential	3. Desirable
1. Qualifications	<p>MBBS or equivalent medical qualification</p> <p>FACD 5.2 for successful completion of Foundation Year 2 or equivalent</p> <p>(ALS) Advanced Life Support Certificate from the Resuscitation Council UK or equivalent (as required to complete Foundation competences) by intended start date</p>	<p>Distinction, prizes or honours during Postgraduate training</p> <p>ATLS/CRISP Instructor Status</p> <p>FRCS (Gen Surg) or MRCP (UK) Part 1</p> <p>Additional related qualifications, e.g. intercalated degree, BSc, BA, BMedSci or equivalent</p>
2. GMC/Specialist Registration	Full registration from GMC with a licence to practice	4.
3. Clinical Experience	<p>Eligible for full registration with the GMC at time of appointment and hold a current licence to practice.</p> <p>Evidence of achievement of postgraduate medical training in line with GMC standards/Good Medical Practice.</p> <p>Ability to apply sound clinical knowledge and judgement to problems</p> <p>Ability to prioritise clinical need</p> <p>Ability to maximise safety and minimise risk</p> <p>Recognition of, and ability to undertake the initial management of, an acutely ill patient.</p>	Well-presented log book or professional portfolio
4. Teaching & Training	<p>Enthusiastic in teaching clinical skills in the workplace or training environment.</p> <p>Evidence of contributing to teaching &amp; learning of others</p>	<p>Experience of simulation based teaching</p> <p>Has successfully completed a 'training the trainers' or 'teaching skills' course</p>

<p>5. Research &amp; Audit Experience</p>	<p>Research Skills:          Demonstrates understanding of the basic principles of audit, clinical risk management &amp; evidence-based practice          Understanding of basic research principles, methodology &amp; ethics, with a potential to contribute to research          Audit: Evidence of active participation in audit</p>	<p>Evidence of relevant academic &amp; research achievements          e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements          Evidence of participation in risk management and/or clinical/laboratory research</p>
<p>6. Eligibility</p>	<p>5. Eligibility to work in the UK</p>	<p>6.</p>
<p>7. Fitness to Practice</p>	<p>Is up to date and fit to practice safely without restriction</p>	<p>7.</p>
<p>8. Health</p>	<p>8. Meets professional health requirements (in line with GMC standards/Good Medical Practice) and informs of any health issues or restrictions that may affect training.</p>	<p>9.</p>

## Section 5 – Terms and Conditions

### TERMS AND CONDITIONS OF SERVICE

This appointment is offered on the terms and conditions of service of the Clinical Development Fellow Contract in accordance with the Hospital Medical & Dental Staff (Scotland) and current General Whitley Council. Further information can be found here:

<http://www.msg.scot.nhs.uk/pay/medical>

<b>Job Title</b>	Clinical Fellow
<b>Type of Contract</b>	Full time Fixed Term 9 Months
<b>Location</b>	Clinical Fellow - The post holder will be based in NHS Western Isles. You will cross cover departments and be expected to work with other clinicians, staff and medical students.
<b>Salary</b>	Clinical Development Fellow - £33,884 to £44,828 per annum. Placing on the salary scale will be on the minimum point unless the successful applicant has previous experience in a NHS post or equivalent previous non-NHS experience.
<b>Medical Negligence</b>	NHS Western Isles takes responsibility for expenses and damages arising from medical negligence where they, as the employer, are vicariously liable for the acts and omissions of their medical and dental staff. However, the appointee is strongly advised to maintain separate medical defence or insurance cover for all work which does not fall within the scope of the Board's indemnity scheme, details of which are given in NHS Circular 1989(PCS) 32.
<b>Registration with General Medical Council</b>	Prior to commencement in post, successful candidates must have full registration with the General Medical Council, a licence to practise.

<p><b>Disclosure of Criminal Convictions</b></p>	<p>Appointment to this post will be made subject to satisfactory screening by Disclosure Scotland. This post is considered to require registration with the Protecting Vulnerable Groups (PVG) Scheme as it involves substantial access to children and / or vulnerable adults. A PVG Scheme Record will contain details of all convictions on record, whether spent or unspent. This means that even minor convictions, no matter when they occurred will be included in the Scheme Record. It may also contain non conviction information held locally by the police, where this is considered relevant to the post. Following the selection interview only the "successful" candidate will be subject to registration with the PVG Scheme. Offers of appointment will be made subject to satisfactory PVG Scheme screening and medical fitness. Please note that a commencement date will only be issued once this clearance has been received.</p>
<p><b>Rehabilitation of Offenders Act 1974</b></p>	<p>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 these convictions or the circumstances relating to them in the course of their 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 is <b>excluded</b> in the provisions of the Act unless otherwise stated in the job description. If the post is excluded you are 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 your employer. Any information given, however, will be completely confidential and will be considered only in relation to the post for which this application form refers.</p>

<p><b>Medical Fitness</b></p>	<p>All prospective members of staff are asked to submit a confidential health questionnaire to the Occupational Health Service. On the basis of this, they may be passed fit, or an appointment for further information or screening may be required. All entrants must be certified medically fit and employment is conditional on such certification. All appointees are expected to comply with NHS Highland's Immunisation Policy.</p> <p>Those posts classified as Exposure Prone Procedures appointments are dependent on satisfactory proof of immunity or freedom from Hep B infection prior to appointment.</p>
<p><b>Right to Work</b></p>	<p>NHS Western Isles has a legal obligation to ensure that its employees are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS Western Isles they will need to provide documentation to prove that they are eligible to work in the UK. Candidates will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Employers may issue Certificates of Sponsorship to candidates outwith UK and Ireland. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until the right to work in the UK has been verified. You will be required provide appropriate documentation prior to any appointment being made.</p>
<p><b>Annual Leave &amp; Public Holidays</b></p>	<p>The leave year shall run from date of taking up appointment and in a full year the post holder will be entitled to 5 weeks' annual leave plus 10 statutory and public holidays as agreed by NHS Western Isles</p>
<p><b>Superannuation</b></p>	<p>New entrants to NHS Western Isles who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme.</p>
<p><b>Notice</b></p>	<p>The post holder will be required to give and is entitled to receive a minimum of one month's notice of termination of employment.</p>
<p><b>Removal Expenses</b></p>	<p>Assistance with Removal expenses will be given in accordance with</p>

	<p>the NHS Western Isles Relocation Policy. It is compulsory that you discuss any arrangements relating to your relocation with us before arranging anything. Failure to do so may result in limited or no assistance being given.</p>
<b>Private Residence</b>	<p>Your private residence shall be maintained in contact with the public telephone service and shall be not more than 10 miles or 30 minutes by road from your hospital base, unless the Board gives specific approval to you residing at a greater distance.</p>
<b>Identity Badge Policy</b>	<p>NHS Western Isles has a policy that all staff will be issued with and required to wear an Identity Badge at all times when on duty. If your badge needs replacing for any reason you are required to contact the Fire/Security Office, Estates Department to arrange for a replacement. All identity badges are the property of NHS Western Isles and must be returned when you terminate your employment.</p>
<b>Smoke Free Policy</b>	<p>NHS Western Isles operates a No Smoking Policy of tobacco products or e-cigarettes in any of our properties, vehicles or grounds. When selecting new staff NHS Western Isles does not discriminate against applicants who smoke but applicants who accept an offer of employment will in doing so agree to observe and familiarise themselves with NHS Western Isles Smokefree policy.</p>
<b>Confidentiality</b>	<p>In the course of your duties you may have access to confidential material about patients, members of staff or other health service business. On no account must information relating to patients be divulged to anyone other than authorised persons - for example medical, nursing or other professional staff, as appropriate who are concerned directly with the care, diagnosis and/or treatment of the patient.</p> <p>If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature you must seek advice from your superior officer. Similarly no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe this rule will be regarded by your</p>

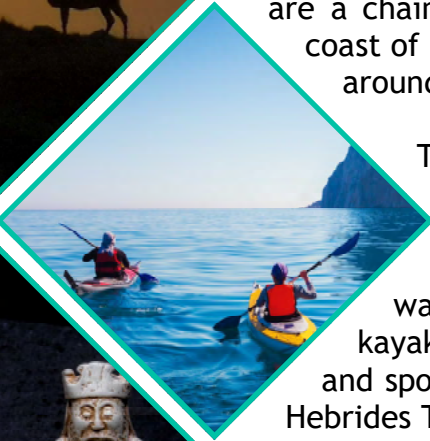
	<p>employers as serious misconduct, which could result in serious disciplinary action being taken against you including dismissal. The unauthorised disclosure of official business under consideration by the Board Management Team or one of its Committees by an employee is also regarded as a breach of confidence and may lead to disciplinary action.</p>
<p><b>Scottish Workforce Information Standard System (SWISS)</b></p>	<p>The information that staff provide will be used for employment purposes and where necessary to comply with legal obligations. The purpose of holding this information is for administration i.e. employment and pay amendments, superannuation, workforce management/planning and other personnel matters in relation to employment. Any requests for information outwith the above will only be processed with individual consent (e.g. building society mortgage applications etc.)</p> <p>Staff information will be held securely, and will be accessed at a local, regional and national level to meet the requirements outlined above. Managers may also hold information within your department. There will be no unauthorised access.</p>



Misneachail mu chiorramaich



The Western Isles, also known as the Outer Hebrides, are a chain of islands which lie 55km off the west coast of Scotland. The islands have a population of around twenty-seven thousand people.



Those who enjoy outdoor activities will find that the islands have a lot to offer. Outdoor pursuits such as horse riding, hiking, and fishing are popular, as are water sports such as canoeing, surfing, and kayaking. Further information about outdoor and sporting activities can be found on the Outer Hebrides Tourism Information website.



The local Council website provides information regarding schools, jobs, bus timetables, and opening times of the leisure centre.

The Board works in partnership with Hebridean Housing Partnership (HHP), which means that Key Worker Status will form part of their Housing Allocation Policy. For more information, please visit the HHP website.

If you have any specific queries regarding your move, please do not hesitate to contact your Line Manager, who will do their best to answer them.

#### Links

[visitouterhebrides.co.uk](http://visitouterhebrides.co.uk)  
[welovestornoway.com](http://welovestornoway.com)  
[hebrides-news.com](http://hebrides-news.com)  
[hebrideanhousing.co.uk](http://hebrideanhousing.co.uk)  
[cne-siar.gov.uk](http://cne-siar.gov.uk)

# About NHS Western Isles

The Western Isles Health Board employs over one thousand members of staff, excluding GPs and Dentists. There are three main hospitals situated in the Western Isles:

**Stornoway**—Western Isles Hospital (Ospadal nan Eilean Siar)

**Benbecula**—Uist and Barra Hospital (Ospadal Uibhist agus Bharraigh)

**Barra**—St Brendan's Hospital

There are a number of GP and Dental Practices across the Western Isles. Community nursing services operate out of general practice premises and at community offices in key locations.

There are only two medical practices in Stornoway: the Broadbay Medical Practice on Francis Street (tel 01851 703588) and the Group Practice on Springfield Road (tel 01851 703145). Both have a pharmacy attached to the practice for the dispensing of prescriptions.

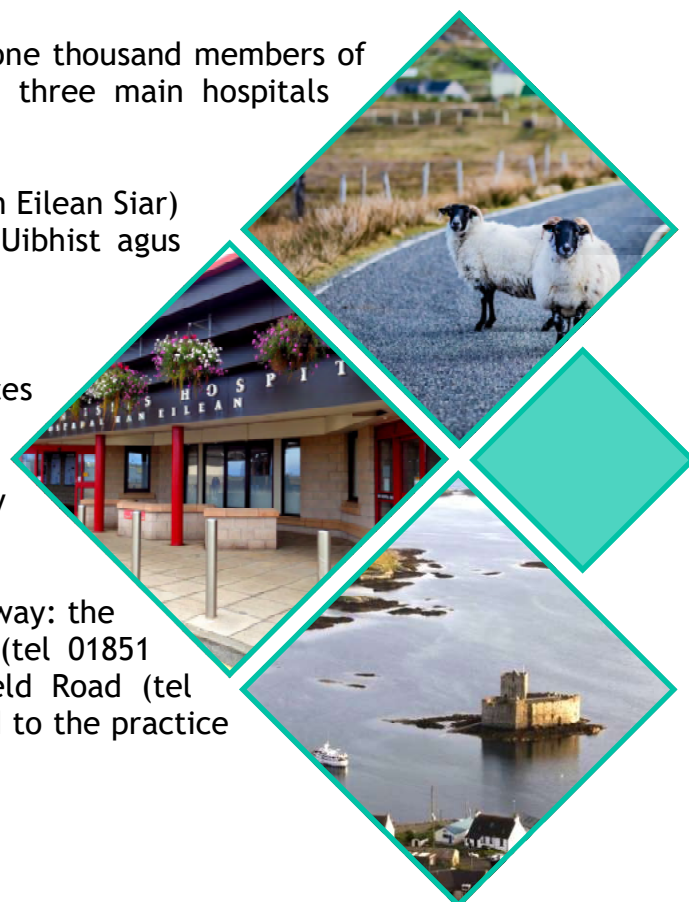
Web

[wihb.scot.nhs.uk](http://wihb.scot.nhs.uk)

The latest information about the Board's response to the COVID-19 pandemic can be found on the Board's dedicated website.

Web

[coronavirus.wi.nhs.scot](http://coronavirus.wi.nhs.scot)



# Transport Information

The islands are accessible from mainland Scotland by ferry or by plane (please note that both services can be affected in the winter).

There are three airports on the Western Isles: Stornoway Airport, Benbecula Airport, and Barra Airport. The following destinations can be reached from these airports:

**Stornoway Airport**—Benbecula, Edinburgh, Glasgow, Inverness, Manchester

**Benbecula Airport**—Glasgow, Inverness, Stornoway

**Barra Airport**—Glasgow

All flights to and from the Western Isles are operated by Loganair.

If you live in the Highlands and Islands region of Scotland, you can apply for cheaper air travel through the Air Discount Scheme. Further information on the discounts available can be obtained via the Air Discount Scheme website.

There are nine ferry ports operating in the Western Isles. Routes run between the islands, as well as to and from the mainland. All routes are operated by Calmac. Further information on the individual routes, including timetables and prices, can be obtained via the Calmac website.



## Links

Ferry Travel:  
[calmac.co.uk](http://calmac.co.uk)

Air Travel:  
[loganair.co.uk](http://loganair.co.uk)

Car Hire:  
[carhire-hebrides.co.uk](http://carhire-hebrides.co.uk)  
[lewis-car-rental.com](http://lewis-car-rental.com)

Air Discount Scheme:  
[airdiscountscheme.com](http://airdiscountscheme.com)