

# **Consultant in Respiratory & General Medicine Applicant Information**



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**Consultant Physician in Respiratory and General Medicine  
1 Posts Full time (10PA, including up to 2 SPA) or Part-time  
Salary Scale - £ 84,984 - £112,925 per annum (pro-rata)**



We are delighted to offer an opportunity for a highly motivated, ambitious individual to join our respiratory team at the Forth Valley Hospital.

The Respiratory service is a fully integrated unit with all members contributing to a team-based approach to patient care. This appointment will play an essential role in the continuing development and redesign of Respiratory services. At present, all of the existing Respiratory Consultants contribute to the acute general medical receiving rota, and it is expected that this appointment will carry a similar responsibility.

You can look forward to a warm welcome and strong support from colleagues. Our hospital is situated in the heart of Scotland, nestled against the Loch Lomond and Trossachs National Park, and close to vibrant towns that are richly endowed with excellent cultural and sporting facilities, offering good transport links to Edinburgh and Glasgow.

The successful candidate will be encouraged to develop a special interest to complement the other members of the department and will participate in the provision of Respiratory services to the local population. We are specifically looking to improve asthma and sleep services.

Applicants are encouraged to visit the Department and meet key staff. For an informal discussion and further information regarding the opportunity and Respiratory services, please contact Dr Maria Wilczynska, Clinical Lead Respiratory Medicine on 01324 567576 or via email at [maria.wilczynska@nhs.scot](mailto:maria.wilczynska@nhs.scot) or Dr Fraser Wood, Lung cancer lead on 01324 566826 or [fraser.wood@nhs.scot](mailto:fraser.wood@nhs.scot).

Applicants should have full GMC registration and a licence to practise. Applicants who are not yet in receipt of a Certificate of Completion of Training (CCT) or Certificate of Eligibility for Specialist Registration (CESR) are required to provide documentary evidence of eligibility to apply at the time of application. Applicants will be expected to have a wide range of experience in Respiratory Medicine and possess the MRCP (UK) or equivalent.

**Closing date: Tuesday 18<sup>th</sup> January 2022**

**Interview date: Monday 7<sup>th</sup> February 2022**

Please quote Reference Number **082747** on all correspondence

NHS Forth Valley is an equal opportunities employer.

## Introduction to NHS Forth Valley

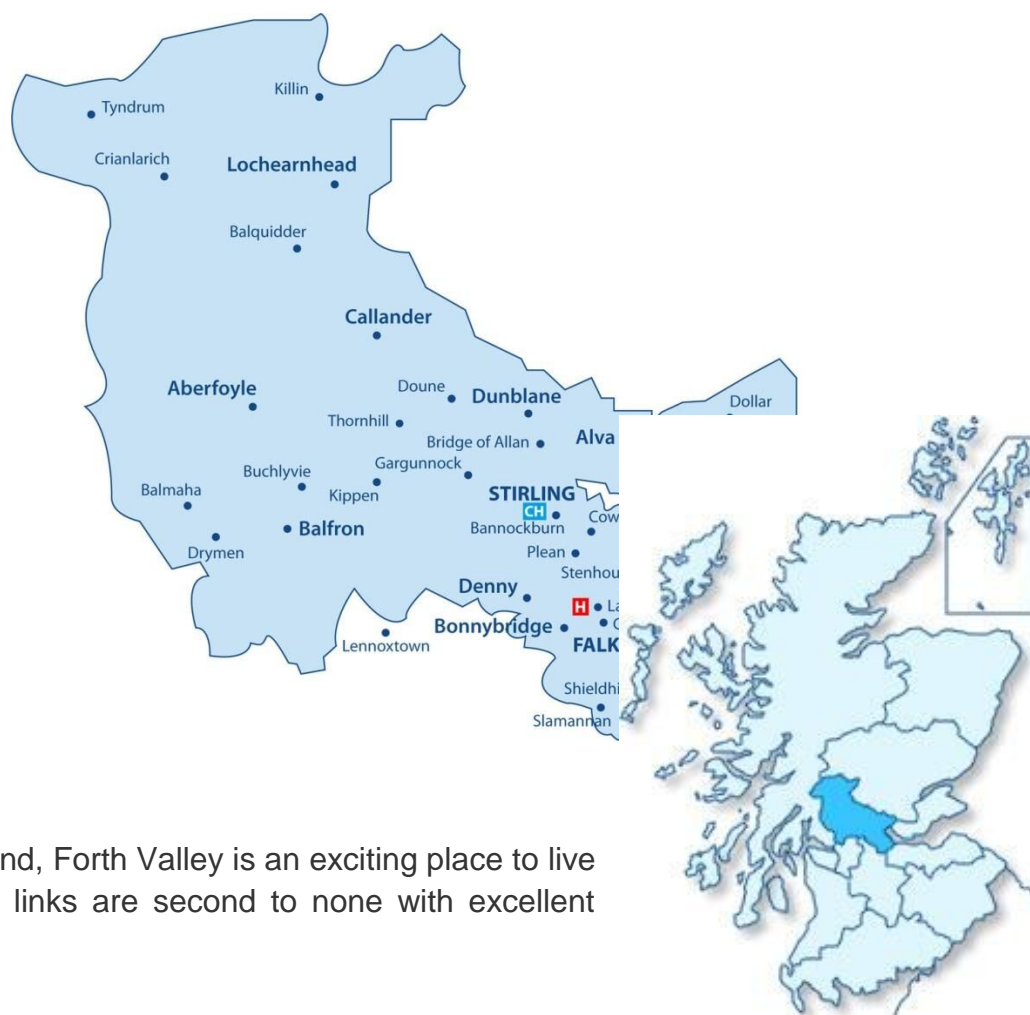
NHS Forth Valley is one of 14 regional health boards in Scotland. It serves a population of nearly 310,000 in a diverse geographical area that covers the heart of Scotland and three council areas, [Clackmannanshire](#), [Stirling](#) and [Falkirk](#).

NHS Forth Valley has an annual budget of approximately £570 million. It is the largest employer in the area, with around 8000 staff from various professional and support occupations. Acute Services are based in our modern, purpose-built 860 bedded, Forth Valley Royal Hospital, which opened in 2011 and provides in-patient and out-patient services. It is supported by a network of four [community hospitals](#), 56 health centres, day centres providing care and support for patients with mental illness and learning disabilities and a wide range of community-based services.

We are home to the [Scottish Centre for Clinical Simulation and Human Factors](#), one of the most advanced training facilities of its kind where medical staff are able to hone their skills using computerised mannequins. In addition, NHS Forth Valley has been named in a survey of trainee doctors as one of the top places in the UK for medical education and training.

There are two Health and Social Care Partnerships (HSCP) which cover the Forth Valley area – one for [Clackmannanshire and Stirling](#) and one for [Falkirk](#).

Further information is available at [www.nhsforthvalley.com](http://www.nhsforthvalley.com)



## The Forth Valley Area

In the heart of Scotland, Forth Valley is an exciting place to live and work. Transport links are second to none with excellent

motorway and rail links and two international airports nearby, Edinburgh and Glasgow. House hunters in the Forth Valley area are spoiled for choice. On offer are a large array of established and new properties in various attractive settings.

Education in the area is first class, with excellent pre-school, primary and secondary education. State schools in the area have strong reputations, and there is also easy access to the area's private schools in Dollar and Crieff. On the other education front, Stirling boasts an excellent University, and access to the University cities of Glasgow and Edinburgh is easy. There are also further education Colleges in Falkirk, Stirling and Alloa.

### **Stirling Area**

A little city with a big history, Stirling punches well above its weight for historic attractions and spectacular scenery, not to mention shopping, places to eat and exciting events. Visit Stirling and take in the magnificent views from [Stirling Castle's](#) hill-top esplanade towards the [National Wallace Monument](#) on the edge of the rolling Ochil Hills before looking northeast for the mountain peaks of [Loch Lomond & The Trossachs National Park](#). Find out more about the area on [Your Stirling](#).

### **Falkirk Area**

The Falkirk area is steeped in history with many attractions, including two of the world's most unique, including, [The Falkirk Wheel](#) and [The Kelpies](#) in [The Helix Park](#). Plus, the Falkirk area has a significant section of the [John Muir Way](#). [Falkirk](#) is a historic town centre with a traditional high street and lots of things to do with two large shopping centres. Find out more about the area on [Visit Falkirk](#).

### **Clackmannanshire Area**

Clackmannanshire lies between the majestic Ochil Hills and the River Forth and provides the perfect year-round base to explore the stunning countryside, rich history, medieval castles and tower houses. There are six golf courses, a luxury spa, and a major shopping outlet for leisure. Find out more about the area on [Discover Clackmannanshire](#).



## Job Description

<b>Job Title</b>	Consultant Physician in Respiratory and General Medicine
<b>Posts</b>	1 substantive post
<b>Hours of Work</b>	Full time/Part-time – up to 40 hours per week

### General Medicine and Acute Medical Receiving

The General Medical on-call commitment is currently 2.4 PA but is expected to reduce with further appointments in the medical directorate as part of a major service redesign.

Forth Valley Royal Hospital medical receiving is organised as follows:

A Clinical Assessment Unit (CAU) has 16 spaces and 4 chairs, including two consulting rooms, all adjacent to the Emergency Department.

The Acute Admission Ward provides an integrated assessment unit. This unit provides care for medical and ageing and health patients in the first 24 to 48 hours following admission. The unit contains 46 beds, and there are also 8 short-stay beds.

Patients likely to stay less than 48 hours are discharged from the Acute Admissions Unit (AAU) by either the Acute Medicine team or the on-call General Medical team responsible for the admission.

Patients likely to stay more than 48 hours are transferred to the appropriate speciality ward. The Medical Specialities: Cardiology, Respiratory, Gastroenterology, Infectious Disease and Diabetes and Endocrinology provide a Subspecialty “Physician of the Week” Service from Monday to Friday, from 9.00 am to 5.00 pm. Patients are allocated to Specialty within the Acute Assessment Unit for review each weekday morning.

FVRH has 19 Critical care beds, twelve levels two (HDU) and seven-level 3.

### Gastroenterology

There are nine Consultants: Dr David Watts (Clinical Director Medicine), Dr Stuart Paterson, Dr Richard Burnham (Clinical Lead), Dr Tim Heron, Dr Santosh Salunke, Dr Asma Ahmed, Dr Iain Morrison, Dr Laura Clark, Dr Jo Leithead.

### Cardiology

There are eight Consultants: Dr Allan Bridges, Dr Stephen Glen, Dr Allister Hargreaves, Dr Catherine Labinjoh, Dr Fiona Shearer, Dr Somya Venkatasubramanian, Dr Chris Gingles and Dr Omar Fersia.

## **Diabetes / Endocrinology**

There are six Consultants: Dr Chris Kelly, Dr Nick Barwell (Clinical Lead), Dr Alison MacKenzie, Dr Laura McLaren, Dr Hannah MacPherson and Dr Anna White.

## **Infectious Diseases**

There are two Consultants: Dr Amy Baggot (Clinical Lead) and Dr Heather Black.

## **Other Specialists Supporting General Medicine**

There is further support from a group of 11 Consultant Physicians in Geriatric Medicine (who also provide the Stroke Service), one Specialty Doctor Ortho-Geriatrician, 4 Consultant Haematologists who provide out-patient and in-patient care for patients with haematological and lymphoproliferative disorders.

In addition, there are two Consultant Rheumatologists, an Associate Specialist in Rheumatology, 2.5 whole-time equivalent Consultant Neurologists and one Consultant in Rehabilitation Medicine. There are visiting Consultants in Nephrology from Queen Elizabeth Hospital, Glasgow, with a satellite hospital haemodialysis unit and visiting Consultants in Oncology from BOC Glasgow.

## **Current Junior Medical Staffing**

There are 14 Foundation House Officer 1 (FY1) grade staff, 8 Foundation House Officer 2 (FY2) grade staff, 31 Speciality Trainees (including 8 in General Practice Vocational Training Schemes), 1 Speciality Doctor and 14 CDF's.

## **Non-Medical Staff**

There is a team of 19 Advanced Nurse and Nurse Practitioners who also support our hospital at night (HAN) team.

## **Respiratory Service in Forth Valley**

A well-developed multidisciplinary team provides the present adult Respiratory Service.

### **Current Respiratory Consultants in the post:**

- Dr William Newman (TB)
- Dr Fraser Wood (Lung Cancer)
- Dr Euan Cameron (Asthma and Pleural)
- Dr Maria Wilczynska (Clinical Lead, Sleep and NIV)
- Dr Matt Embley (ILD and Medical Education)
- Dr Candy Lee (Pleural)
- Dr Rafael de Giacomo Araujo (Pulmonary physiology)
- Vacant (this post)

In addition, there are:

- Six whole time equivalent nurse specialists
- Two Lung Cancer Nurses
- Respiratory Physiologists
- Two Respiratory Specialty trainees
- One IMT/ FY2 trainee
- One Clinical Development Fellow trainee
- Three FY1 trainees

The Respiratory in-patient service is provided from a specialist Respiratory ward (B31) in Forth Valley Royal Hospital. It is a 32-bed unit caring for predominately respiratory patients, but also there are some general medical patients. "Medical boarders" are looked after on the adjacent ward (typically ranging between 4-6 patients).

The Respiratory in-patient service is provided using a "Buddy" Respiratory 1 and 2 "Respiratory Physician of the Week" (RPOW) model (weekdays 9.00 am – 5.00 pm) on a 1:7 basis delivered in two weekly blocks. RPOWs 1 activities, in addition to regular ward rounds, include speciality reviews in the Acute Assessment Unit, in-patient referrals and pleural procedures under US guidance. RPOWs 2 duties in addition to regular ward rounds include enhanced vetting of referrals, responding to the SCI Gateway requests for advice from the primary care, lung cancer out-patient clinic and two bronchoscopy and EBUS lists.

Additionally, in "cold" weeks, there are sessions available for out-patient clinics.

The unit provides nurse-led acute NIPPV to COPD patients in the critical care unit. Day case interventions such as pleural aspiration, CT guided biopsies, oxygen assessments, out-patient intravenous antibiotics, venesection, and pneumothoraces follow-up are delivered via the Day Medicine Unit.

The Consultant-led Outpatient Service is based in the main Out-patient Areas at Forth Valley Royal Hospital. There is a dedicated Cancer clinic, Airways clinic, and a TB clinic. We are developing a dedicated ILD clinic/pathway and a dedicated Pleural clinic/pathway and currently modernising our Sleep pathway.

There are two bronchoscopy sessions each week with video bronchoscopy and EBUS. The unit has acquired a semi-rigid medical thoracoscope, rigid thoracoscope, IPC capacity and ultra-slim bronchoscope and also has a dedicated portable pleural ultrasound machine onward B31.

Patients referred with possible obstructive sleep apnoea are screened at home with the apnoea link limited sleep study. Nasal CPAP and full polysomnography are currently provided by onward referral to Edinburgh Royal Infirmary, but this pathway is modernised.

There is a combined multidisciplinary Lung Cancer meeting at Forth Valley Royal Hospital held weekly involving the Consultant Respiratory Physicians, Oncologists, Thoracic surgeon (visiting from the Golden Jubilee Hospital), Radiologists, Pathologist, lung cancer trackers and oncology specialist nurses. The emphasis is on lung cancer cases.

Other respiratory cases are also discussed at the monthly Interstitial Lung Disease multidisciplinary meeting, Non-Malignant Palliative Care multidisciplinary meeting, and weekly Respiratory Radiology meeting, Respiratory Unit Clinical meeting and Respiratory Educational meeting.

The respiratory team has developed a range of patient-focused services using multidisciplinary practices in addition to the more traditional Consultant led clinics to comply with standards of care as laid down by the British Thoracic Society and NHS Quality Improvement (Scotland).

The respiratory specialist nurses run an early supported discharge and outreach nursing service. They also provide nurse-led airways, nebulisers and further contribute to the asthma clinic. They administer the oxygen concentrator and supervise patients on oxygen cylinders and portable oxygen. The respiratory unit runs a formal pulmonary rehabilitation programme with dedicated respiratory physiotherapy support (0.4 whole-time equivalents) and respiratory specialist nurses.

There is a well-planned smoking cessation service in both secondary and primary care in Forth Valley.

There is a well-equipped state of the art pulmonary function laboratory which carries outflow volume loops, spirometry, exhaled breath NO measurements, transfer factor measurements, lung volumes, reversibility testing, body plethysmography, mannitol challenge, hypoxic challenge, hyperventilation assessment, portable oxygen assessment, shuttle and 6-minute walking tests, shunt fraction and complete cardiopulmonary exercise testing.

## **Training and Education**

There is a large educational facility within the main hospital building with a full range of library services, details of which can be obtained at:

[www.nhsforthvalley.com/home/NHSFVlibraryServices/LS\\_home.html](http://www.nhsforthvalley.com/home/NHSFVlibraryServices/LS_home.html).

Forth Valley Royal Hospital has developed comprehensive clinical skills teaching suite to teach resuscitation techniques and other procedural skills.

The Scottish Centre for Simulation and Clinical Human Factors is also based in the Forth Valley Royal Hospital. There are weekly postgraduate meetings involving all specialties.

There are regular evening postgraduate medical meetings for both hospital and primary care medical staff.

Glasgow and Edinburgh, with their Royal Colleges, University medical schools and postgraduate facilities, are in easy reach.

## **Research**

The respiratory unit is the most active unit in the hospital with its uptake of projects. In recent years, we have been a contributory site to lung cancer, asthma, and COVID-19 studies. Participation is encouraged, and the hospital is looking to develop this further and support individual consultants across specialities.

## Responsibilities

- As agreed with the Director of Acute Services and Medical Director to provide with Consultant colleagues an area-wide service with responsibility for the prevention, diagnosis and management of illness, and the proper functioning of the service;
- Non-resident out-of-hours responsibilities for Forth Valley Royal Hospital shared with the other Consultants as part of a Consultant team;
- To provide onsite out of hours working as part of normal job planned activity;
- To provide cover for Consultant colleagues during annual and study leave or at such other times as agreed with the Director of Acute Services and Medical Director;
- To offer professional supervision, training and appraisal of junior medical, nursing and technical staff as appropriate to enhance role extension and job skills within the respiratory service to improve the service provided to patients;
- To motivate staff within the service, through leading by example and fostering good working relationships at all levels in line with the principles of the local Partnership Agreements;
- To contribute to developments and initiatives within the organisation as appropriate and as requested;
- To undertake teaching, accreditation and examination duties, and contribute to postgraduate and continuing medical education activity across the area service;
- To agree and implement an annual medical audit and clinical governance programme with the Medical Director in line with the Board's Clinical Effectiveness Strategy;
- To support the Respiratory Department's Clinical Governance agenda;
- To participate fully in Consultant appraisal and personal development planning activities;
- To work with colleagues to ensure the effective and efficient development and implementation of support systems;
- To communicate with other professionals and departments to ensure a coordinated approach to patient care;
- To contribute to the management of the Respiratory Department and to co-operate with the operational policies of the Medical Directorate to ensure the efficient and effective use of NHS Forth Valley's resources;

- To train and maintain their professional knowledge and competence and to participate in the Royal College of Physicians Continuing Professional Development or other equivalent schemes;

The requirements of this post will change through time in line with clinical advances and developments in services provided by the NHS in Forth Valley.

## Job Plan

The post holders will be required to agree on a detailed job plan reviewed at least annually. Efforts will be made to complete job planning before the date of commencement in the post, or, if this is not possible, as soon as possible following this date.

NHS Forth Valley consultant posts are initially for 10 PAs. We are keen that SPA-related activity over and above the 1 PA of SPA for individual requirements (CPD, audit, clinical governance, appraisal, revalidation, job planning, internal routine communication and management meetings) is offered to new consultants. Other roles in this department that have an SPA allocation are:

- Peer appraisal
- Educational supervision of trainees
- Department leads
- Departmental links to other departments
- Committee representation Research
- Service development

The exact allocation of SPA time will be agreed upon with the successful applicant and reviewed at annual job planning.

### **Example of a Weekly Timetable RPOW1/RPOW2 unaffected by medical on-call (SPA and individual out-patient clinics displaced to “cold” weeks)**

(Please note that a definitive job plan will be confirmed following initial job planning discussions).

DAY	HOSPITAL / LOCATION	TYPE OF WORK (RPOW1)
Monday	Forth Valley Royal Hospital	09:00 -13.00 WR B31, AAU reviews
		13.00 - 17.00 In-patient referrals/pleural procedures
Tuesday	Forth Valley Royal Hospital	09:00 -13.00 WR B31, AAU reviews
		13.00 - 17.00 In-patient referrals/pleural procedures
Wednesday	Forth Valley Royal Hospital	09:00 -13.00 WR B31, AAU reviews
		13.00 - 17.00 In-patient referrals/pleural procedures
Thursday	Forth Valley Royal Hospital	09:00 -13.00 Lung cancer MDT, WR B31, AAU reviews
		13.00 - 17.00 Admin
Friday	Forth Valley Royal Hospital	09:00 -13.00 WR B31, AAU reviews
		13.00 - 17.00 In-patient referrals/pleural procedures

<b>DAY</b>	<b>HOSPITAL / LOCATION</b>	<b>TYPE OF WORK (RPOW2)</b>
Monday	Forth Valley Royal Hospital	09:00 -13.00 WR B31
		13.00 - 17.00 Lung cancer OPD clinic
Tuesday	Forth Valley Royal Hospital	09:00 -13.00 Bronchoscopy/EBUS
		13.00 - 17.00 responding to online requests for respiratory advice
Wednesday	Forth Valley Royal Hospital	09:00 -13.00 Bronchoscopy/EBUS
		13.00 - 17.00 WR medical borders
Thursday	Forth Valley Royal Hospital	09:00 -13.00 Lung cancer MDT
		13.00 - 17.00 Admin
Friday	Forth Valley Royal Hospital	09:00 -13.00 WR B31
		13.00 - 17.00 Admin/ enhanced out-patient referrals vetting

## Contractual Details

Contracted activities for this appointment will be defined and agreed upon with the post holder, the Associate Medical Director and the Director of Acute Services.

The post holder will be professionally responsible to the Associate Medical Director and managerially accountable to the Director of Acute Services.

The Consultants in the department will agree on arrangements to cover clinical duties.

These Consultant post is available on a full-time basis, but the Board welcomes applications from individuals who are unable to undertake a full time commitment and who may wish to work on either a part-time or job share basis.

The terms and conditions of service applicable to this appointment are the Consultant grade terms and conditions of service as amended from time to time.

NHS Forth Valley requires each Consultant to agree with the Director of Acute Services and Associate Medical Director, a job plan of fixed and other commitments, which will be reviewed on an annual basis and revised as necessary to meet the requirements of the local and national service issues.

Consultants will be required to participate in an annual appraisal.

The post holders will normally be expected to reside within 30 minutes travelling distance of Forth Valley Royal hospital. If NHS Forth Valley Health Board considers that there is a requirement for the post holder to relocate his or her home in order to take up the responsibilities of the post, relocation expenses will be available in accordance with the Board's Relocation Policy. Support to the level of 15% of starting salary up to a maximum of £10,000 may be available, subject to the provisions of the policy.

Formal appointment to this post will be conditional upon satisfactory completion of all pre-employment checks, including satisfactory medical screening.

NHS Forth Valley does not negotiate salary placements. On commencement of employment, salary will be determined in accordance with Section 5 of the terms and conditions of service.

These appointments will be superannuable under the NHS Superannuation Scheme, which is contracted out of the State Earnings Related Pension Scheme (SERPS). New employees will automatically be enrolled in the scheme unless they opt out. For further information, please contact the Scottish Public Pensions Agency (SPPA) on 01896 893100 or visit [www.sppa.gov.uk](http://www.sppa.gov.uk)

The employment is subject to three calendar months notice on either side.

The successful candidates will be expected to be registered for CPD with the Royal College of Physicians (UK) and to fulfil requirements for annual certification and for appropriate revalidation.

Annual leave entitlement is 33 days per year (pro rata for part time post holders), with additional statutory holiday entitlement as agreed by the Local Negotiating Committee and published annually.

If you are successful at interview and receive an offer of appointment with NHS Forth Valley, can you please advise the Medical Workforce Team of any periods of Less Than Full Time Training (LTFT) you may have had.

## General Employment Information

### Equality in Employment

NHS Forth Valley fully supports the principle of equality in employment and opposes all forms of unlawful and / or unfair discrimination which cannot be shown to be justified. NHS Forth Valley is committed to ensuring equality of treatment for both present and potential employees.

### Human Resources Policies and Services

NHS Forth Valley is the largest employer in Forth Valley, and is committed to ensuring its employment and Human Resources policies and procedures reflect best practice. As a progressive employer, NHS Forth Valley is committed to supporting and developing all employees.

### The Medical Workforce Team

In recognising the needs of services, operational requirements and medical staff, the operational Medical Workforce team provides a range of services for all grades of medical and dental staff. For assistance or information, please contact:

Jacqui Crilley	Medical Workforce Manager	01786 457379 <a href="mailto:jacqui.crilley2@nhs.scot">jacqui.crilley2@nhs.scot</a>
Lynsey Doherty	Deputy Medical Workforce Manager	01786 457388 <a href="mailto:lynsey.doherty@nhs.scot">lynsey.doherty@nhs.scot</a>
Laura Bayley	Medical Workforce Adviser (Contracts)	01786 457375 <a href="mailto:laura.bayley@nhs.scot">laura.bayley@nhs.scot</a>
Elsbeth Gillespie	Medical Workforce Adviser (Contracts)	01786 457382 <a href="mailto:elsbeth.gillespie@nhs.scot">elsbeth.gillespie@nhs.scot</a>
Hunter Rice	Medical Workforce Adviser	01786 457376 <a href="mailto:hunter.rice@nhs.scot">hunter.rice@nhs.scot</a>

### Pre-Employment Screening

#### Criminal Convictions - Protecting Vulnerable Groups (PVG) Scheme

The Protecting Vulnerable Groups (PVG) scheme has replaced the previous disclosure arrangements for people who work with vulnerable groups. The duties of this post require the post holder to undertake regulated work with children and young people (individuals aged under 18 years) and / or protected adults (individuals aged 16 or over who is provided with (and thus receives) a type of care, support or welfare service).

The post holder will be required to be a member of the PVG Scheme and to consent to NHS Forth Valley obtaining a Scheme Record or Scheme Record Update, as appropriate. Any failure to disclose convictions could result in the withdrawal of an offer of employment.

Any applicant wishing to discuss any existing criminal convictions and how these may impact upon an application for employment should contact the Medical Workforce Manager in the first instance.

### **Occupational Health Screening**

This post involves the performance of exposure prone procedures and therefore the successful applicant will be required to produce evidence of their Hepatitis B and C Immunity Status prior to appointment and to undergo satisfactory health screening. Any offer of employment will be subject to satisfactory Occupational Health assessment.

### **Confidentiality**

During the course of their employment with NHS Forth Valley, employees may have access to information about staff or patients or other aspects of NHS Forth Valley's activities, about which they have a duty to maintain confidentiality at all times. In common with all other staff, the post holder will have, in addition, a responsibility to ensure that information relating to his or her work and the operation of the Forth Valley Acute Services in general is kept and maintained securely in accordance with the requirements of the Data Protection Act (1998), the Board's policies and good practice. In particular, the disclosure of commercial or other confidential information which may affect the Board's business interests or endanger the survival of any of its services will be regarded as a fundamental breach of the mutual confidence which must exist between the employer and the employee.

### **Infection Control and Hand Washing Policy**

NHS Forth Valley is committed to providing as clean and safe environment as possible for staff, patients and visitors. The post holder will be required to comply with the Infection Control and Hand Washing Policies.

### **Health & Safety at Work**

All employees have a responsibility for their own health & safety and the health & safety of others who may be affected by what they do. Employees also have a duty to co-operate with their employer by following NHS Forth Valley policies and procedures and safe systems of work; by using equipment safely and by bringing any shortcomings in health and safety arrangements to the attention of their employer. Where something is provided in the interests of health & safety employees must not interfere or misuse it. All employees have a legal responsibility to report any shortcomings in terms of this in their area. Managers and supervisors have a responsibility for monitoring health & safety arrangements and ensuring staff are following policies and procedures and safe systems of work.

## **Partnership Agreement**

NHS Forth Valley is committed to partnership working. All employees are required to contribute to the development of partnership working by:

- supporting NHS Forth Valley in delivering its goals and objectives;
- supporting continuous improvement in individual performance and the performance of the relevant team / department, directorate and NHS Forth Valley;
- attending training, development and other activities aimed at improving individual skills for the benefit of the organisation and patient care.

## Selection Criteria

Criteria	Essential	Desirable
<b>Qualifications and Experience</b>	<p>MRCP (UK), or equivalent</p> <p>Full GMC registration, with licence to practise</p> <p>Certificate of Completion of Training (CCT) / Certificate of Eligibility for Specialist Registration (CESR)</p> <p>At least 2 years General Professional Training in General Medicine</p> <p>At least 12 months of Higher Specialist Training in General Medicine</p>	<p>Higher degree e.g. MSc, MD or PhD or other relevant diplomas</p> <p>Subspecialty competence in the management of major general respiratory disease (airways/ lung cancer/ ILD/ infection). Competency in Fibre Optic Bronchoscopy and EBUS.</p>
<b>Knowledge and Skills</b>	<p>Willing to work unsupervised and make decisions</p> <p>Good written and oral communication skills</p> <p>Demonstrated ability to manage time effectively</p> <p>Demonstrated ability to work unsupervised and make decisions</p> <p>High level of competence in the clinical aspects of Respiratory Medicine and evidence of an ability to develop new skills and train colleagues as appropriate.</p> <p>Good information technology and administrative skills.</p> <p>Ability to work effectively within a multidisciplinary team;</p> <p>Strong interpersonal and leadership skills, combining tolerance with communication and negotiating skills.</p>	<p>Demonstrated ability to lead a multidisciplinary team</p> <p>Demonstrated ability to communicate effectively e.g. report writing; thesis</p> <p>Appropriate sub specialty interest and knowledge.</p> <p>Motivation to use clinical audit to improve standards of patient care</p> <p>Willingness to work flexibly according to the needs of the service, and contribute to team and skills development</p> <p>Willingness to contribute to the corporate activity of the department, Directorate and NHS Forth Valley.</p>

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
<b>Academic</b>	<p>Participation in clinical audit to improve clinical care.</p> <p>Participation in departmental teaching</p>	<p>Formal research training; demonstrated ability to design a research or audit project</p> <p>Formal training in teaching methods; demonstrated ability in teaching / training.</p>
<b>Management</b>	<p>Understanding of management issues including clinical governance, service planning and willingness to contribute to the activity of the NHS in Forth Valley.</p>	<p>Demonstrated ability to manage e.g. project work; mentoring junior staff</p>
<b>Other</b>	<p>Ability to work flexibly according to the needs of the service, and contribute to team and skills development.</p> <p>Willing to travel as required by the duties of the post.</p>	

## **Application Process**

To apply for this post, please visit the job posting on the NHS Scotland Job Train website.

Please note that applicants not currently entered onto the Specialist Register must be within 6 months of award at the date of interview for the post.

Applicants who are not yet in receipt of a Certificate of Completion of Training (CCT) or Certificate of Eligibility for Specialist Registration (CESR) are required to provide documentary evidence of eligibility to apply when submitting their application.

Please quote **reference number 082747** on all correspondence.

Please note the following dates:

Closing Date: Tuesday 18<sup>th</sup> January 2022

Interview Date: Monday 7<sup>th</sup> February 2022

Please note that we *do not* accept applications in the form of Curricula Vitae

### **Web Sites of Interest for Candidates**

**Scottish Health on the web :** <http://www.scot.nhs.uk/>

**Scottish Government:** [www.scotland.gov.uk](http://www.scotland.gov.uk)

### **Living & Working in Scotland**

<https://medicaljobs.scot.nhs.uk/working-in-scotland/>