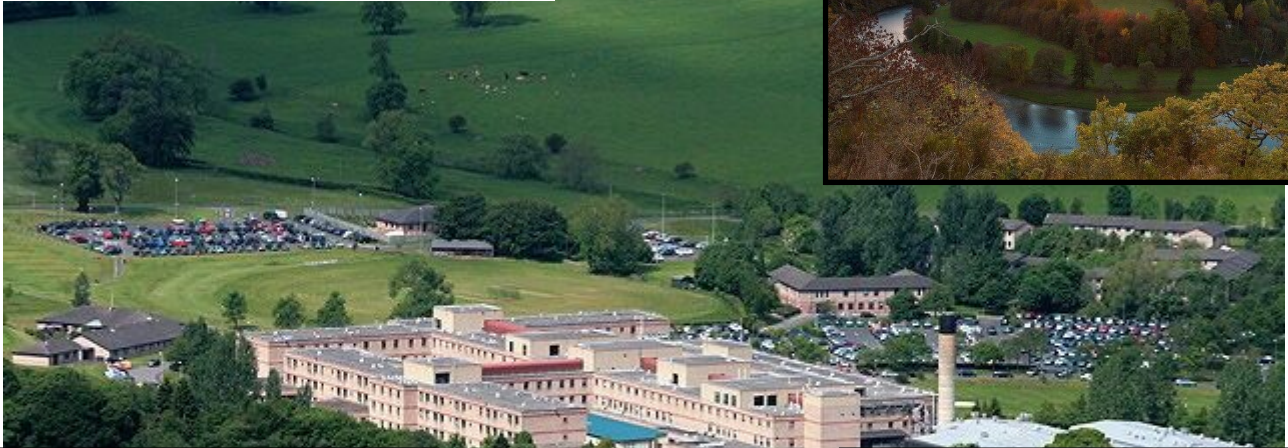


Our Scottish Borders
Your future



Borders General Hospital, Melrose, Scottish Borders

Job Description and particulars for the post:

***Clinical Development Fellow (s)
(Post FY2 or ST1/ST2/CT level)***

***Orthopaedics & Trauma
With Experience in Emergency Medicine***



Grade	Post FY2/CT level Locum Appointment for Service StR - Non Training Grade
Location	Borders General Hospital
Hours / PAs	Full Time – part time / flexible applications also welcome
Salary Scale	The full-time salary inclusive of out of hours banding is £1,413.44 per week (pro rata if applicable).
Duration	12 months Fixed Term Contract
Closing Date	7 th March 2022

Your Application	<p>Thank you for expressing an interest in the above post within NHS Borders. Please find all the relevant information attached to begin the application process.</p> <p>Should you require further information regarding this post you can contact the Medical Staffing team or make informal enquiries with the department using the contact details below</p>		
Contact Details	Telephone	01896 826167	
	Email	Medical.staffing@borders.scot.nhs.uk	
Application Process	<p>To apply: If you are an existing NHS Scotland employee please log onto https://apply.jobs.scot.nhs.uk/internal/vacancies.aspx or if you are external to NHS Scotland please log onto https://apply.jobs.scot.nhs.uk/vacancies.aspx. The Medical Staffing Team can be contacted on 01896 826159 or e-mail to: medical.staffing@borders.scot.nhs.uk</p>		
Visits and Enquiries	Informal visits can be arranged and informal enquiries regarding this post will be welcomed by:-		
	Graham Dall	Clinical Director	01896 826882
Date post is vacant	Wednesday 03 August 2022 for 12 months, but there is some flexibility for earlier or later start dates to be agreed with the successful candidate, and duration is also negotiable.		
NHS Borders Website	For further information regarding NHS Borders, please visit our website:- www.nhsborders.org.uk		



<p>The Department</p>	<p>Orthopaedic Department</p> <p>Our department manages a broad range of trauma as well as specialised elective orthopaedic conditions. Revision joint replacement, complex periarticular trauma, plastic, vascular and spinal surgery, is referred to other relevant specialist units.</p> <p>Each of the 8 consultants is supported in their clinical activities by a speciality grade doctor or trainee. An associate specialist runs dedicated injection lists and coordinates vetting of referrals alongside Advanced Physiotherapy Practitioners who with a Specialist arthroplasty nurse also undertake musculoskeletal clinics.</p> <p>Pre-admission clinics are undertaken in the main outpatient department on a daily basis and are run by an experienced orthopaedic nurse practitioner. Orthopaedic outpatient facilities are located near to the Emergency Department with adjacent plaster room and X-ray facilities where clinics are held for new, review and fracture patients.</p> <p><u>Facilities</u></p> <p>Inpatient facilities are provided on the surgical corridor with a designated orthopaedic ward, day surgery unit and children’s ward for emergency admissions. There is an operating suite with five theatres, with anaesthetic rooms, recovery area and adjacent ITU. In addition there is access to a further theatre for orthopaedic day case surgery and emergency lists.</p> <p><u>The Emergency Department</u></p> <p>The Emergency department treats more than 20,000 new patients annually and has 2 Consultants in Emergency Medicine along side specialist GP and speciality doctors. The out of hours primary care service (BECS) is co-ordinated and delivered from purpose built facilities situated within the Emergency Department with on-site General Practitioner staff and support during and out with normal working hours. There is a shared responsibility for clinical care and supervision of the orthopaedic training grade medical staff who are working in the Emergency Department, supported by the on call orthopaedic consultant, and hospital medical staff for relevant specialities.</p> <p><u>If desired in this CDF post, additional experience can also be gained in Emergency Medicine</u></p> <p><u>Education and Audit</u></p> <p>Each consultant undertakes a daily teaching trauma ward round. There is a monthly educational CME half-day and staff are expected to undertake and maintain a record of continuing medical education and are encouraged to</p>
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	<p>take study leave for this purpose. The unit participates actively in weekly local M&M meetings as well as national Scottish Audit of Surgical Mortality and Scottish Arthroplasty Register.</p>
<p>POST INFORMATION</p>	
<p>The Post – Clinical</p>	<p>There are three components to the CDF post:</p> <ul style="list-style-type: none"> • Clinical experience with a core in-hours service component (07:00 hrs – 19:00 hrs, Mon - Fri) • An out of hours service commitment (periods outwith 07:00 hrs – 19:00 hrs, Mon - Fri). • Professional and personal development opportunity (approximately 20% of active working time protected for this purpose) <p>You would gain wide experience in dealing with a broad range of orthopaedics and trauma; and also Emergency Medicine. You will need to have obtained at least FY2 competencies or equivalent and hold full GMC registration and a licence to practice. You may aspire to progress onto Core Surgical Training, MRCS or equivalent; General Practice Specialty Training. Support can be given for this as part of the development component.</p> <p>We intend this post as an opportunity to further develop and evidence your clinical and professional competence to assist overall CV development.</p>
<p>The Post – Development</p>	<p>The development component of this post is flexible according to your specific needs, level of experience and career interest. You would develop a paper-based portfolio mapped to an appropriate curriculum</p> <p>This post is not a doctor in a training grade and is not recognised for training purposes however we feel it would offer an excellent grounding for future application for training. As well as the protected development time you will be able to access 10 days study leave per annum and funding roughly equivalent to training grade doctor. There is an excellent Postgraduate educational programme with good library facilities on site. The hospital is in the process of opening new SIM teaching and training facility in the Education Centre.</p> <p>Each normal working week; 2 sessions of protected development time would be rostered, there are exceptions as protected development time would not apply in when rostered for on call week or an annual leave. Through discussion with the successful candidate e.g. in the interests of continuity development time may be aggregated into blocks across 2 – 3 - 4 weeks. We would require development time to be undertaken on site at BGH unless prior approval has been granted by your clinical supervisor or a consultant for it to be undertaken off site. If there is an urgent clinical need (sick leave etc) you may be recalled from development time in</p>



	<p>exceptional circumstances.</p> <p>Personal Development Plan An educational supervisor (a senior clinician within the unit) will be appointed to support you. You will formulate a Personal Development Plan after discussion with your supervisor. The content will be agreed with you and is flexible according to needs and interests of the successful applicant. For example this may take the form of support with membership examinations (through study leave) or management and leadership skills development through the NES LaMP (Leadership and Management programme).</p> <p>Opportunities will exist for experience in Medical Education, Management and Leadership, Clinical Skills and Quality Improvement. In the year long appointment, a CDF would normally undertake a management project, a Quality Improvement (Q.I.) project and contribute to simulation training. CDFs may have the opportunity to prepare presentation and posters for national NHS events.</p> <p>Medical Education: Simulation training has undergone a significant upgrade at Borders General Hospital. There will be support to attend a simulation faculty development course to allow the CDF to take an active role in the introduction of advanced facilities. It would be proposed that the CDF would take an active role in the development and delivery of this new and exciting initiative.</p> <p>Clinical Educators Programme: This modular programme run in SE Scotland fulfils the requirements for recognition as a trainer by the GMC. There are many opportunities for teaching experience in the hospital.</p> <p>Clinical Skills: There will be the opportunity to spend some of the protected development time or study leave to supernumerary time e.g. in theatres, clinics or ITU to gain competency in surgical or out of surgery practical procedures such as central line or Hickamn insertion, ITU management of critically unwell patient or urology/ENT procedures.</p> <p>Quality Improvement: There are multiple opportunities to develop clinical audit projects/QI projects as well as leadership responsibility in service improvement.</p> <p>Assessment, Appraisal and Revalidation: Assessment will be mapped against an appropriate level of the surgical curricula, work based assessments will take place and reflective practice</p>
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	<p>will be encouraged.</p> <p>The post holders will have access to an annual appraisal as required for revalidation purposes. NHS Borders would be your designated body and the Medical Director will be your Responsible Officer.</p>
Health and Safety	You are required to comply with NHS Borders Health and Safety Policies.
Medical Staffing within Unit	<p><u>Senior Staff- Consultant</u></p> <p>Mr G Dall - Clinical Director & O&T Surgeon Mr A Mehdi - Consultant O&T Surgeon Miss Sara Jane Livingston - Consultant O&T Surgeon Mr P Middleton - Consultant O&T Surgeon Mr R Raghavan - Consultant O&T Surgeon Mr R Siddiqi - Consultant O&T Surgeon Mr F Wong - Locum Consultant O&T Surgeon</p> <p><u>Middle Grade Rota</u></p> <p>4 Specialty Doctors & 2 Speciality Registrars</p> <p><u>Junior Rota</u> FY2 - 2, GPST / CDF - 4</p>

NHS Borders Description	<p>Why work for us?</p> <p>Our Values are at the heart of all that we do:</p> <ul style="list-style-type: none"> ●Care and Compassion ●Quality and Teamwork ●Dignity and Respect ●Openness, honesty and responsibility <p>As well as clinical competence we test for your compliance with the NHS values during our recruitment and assessment process.</p> <p>Patients are at the centre of everything we do in our daily working lives at NHS Borders ensuring they are safe, cared for efficiently, effectively by suitably experienced and qualified staff driving quality at the heart of patient care. We are a dynamic and forward thinking team with a wealth of clinical and leadership experience. We aim for an open and honest culture and believe in nurturing future stars in NHS.</p> <p>NHS Borders has an entirely integrated structure for management of health services. Decision-making is firmly embedded within an integrated Clinical Executive, part of a natural evolution towards more integrated</p>
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	<p>care, which has seen health and social services within the Borders develop nationally recognised joint initiatives.</p> <p>The NHS Borders Board covers an area co-terminus with the local authority and has developed close and effective links with Scottish Borders Council.</p> <p>Key statistics:</p> <p>(a) Size of Area – 1804 square miles (5.9% of the area of Scotland)</p> <p>(b) Population – 113,000 (2.2% of the Scottish population)</p> <p>(c) The area has 12 main towns i.e. with over 1,500 population, the largest being Hawick (14,573), Galashiels (14,361) and Peebles (8,065). However, some 30% of the population live outwith towns of 1,000 population or more (Scottish average 12%).</p> <p>(d) The proportion of the population over 65 is the highest in Scotland</p> <table style="margin-left: 40px;"> <tr> <td>45 – 59 years</td> <td>20.84% (19.29% Scottish average)</td> </tr> <tr> <td>60 – 74 years</td> <td>15.83% (13.98%)</td> </tr> <tr> <td>75+ years</td> <td>8.86% (7.09%)</td> </tr> </table> <p>(e) There are 4 Community Hospitals providing GP acute, intermediate care, palliative care, slow stream rehabilitation and NHS continuing care beds – primarily for frail elderly patients.</p> <table style="margin-left: 40px; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Hospital</th> <th style="text-align: center;">No. of beds</th> </tr> </thead> <tbody> <tr> <td>Peebles (Haylodge Hospital)</td> <td style="text-align: center;">23</td> </tr> <tr> <td>Duns (The Knoll Hospital)</td> <td style="text-align: center;">18</td> </tr> <tr> <td>Kelso Hospital</td> <td style="text-align: center;">23</td> </tr> <tr> <td>Hawick Community Hospital:</td> <td style="text-align: center;">23</td> </tr> </tbody> </table> <p>There are also community-based Day Hospitals within Duns Hospital, Kelso, Hawick and Peebles and the purpose built day hospital in Eyemouth each with 15 places.</p>	45 – 59 years	20.84% (19.29% Scottish average)	60 – 74 years	15.83% (13.98%)	75+ years	8.86% (7.09%)	Hospital	No. of beds	Peebles (Haylodge Hospital)	23	Duns (The Knoll Hospital)	18	Kelso Hospital	23	Hawick Community Hospital:	23
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DUTIES AND RESPONSIBILITIES

Main Duties	<p>A job plan would be agreed between the successful applicant and Clinical Director depending on your background and career interest</p> <p>Under the direction and supervision of the Consultants main duties are:</p>
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	<ul style="list-style-type: none">• Attachment to the Orthopaedic ward, with responsibility to attend ward rounds, maintain a high level of non-operative, peri-operative care and liaise with multidisciplinary team. On rotation cover orthopaedic ward evenings and weekends to 21:00 hrs each day.• Clinical responsibility for emergency presentations in the Emergency Department with initial examination, treatment and appropriate referrals when necessary. The performance of manipulations and minor surgery.• Out of hours you may be one of the 5 members of the core HaN team (operational from 21:00 – 09:00), the others being the Team Leader (Registrar in Medicine/DME), 1 x FY1 and 2 advanced nurse practitioners (one of whom coordinates the team).• If preferred in the Emergency Department a back shift (16:00 – 02:00) or Night Duty (21:00 – 09:00) may be undertaken depending on your level of experience and competencies. There are specialty protocols in place overnight for the E.D. and a scheme of remote telephone support from the consultants /registrars at Edinburgh Royal Infirmary for the overnight doctor.• Administrative duties, including communication to organise theatre lists, arranging transfer of patients to other hospitals and discharge letters to general practitioners.• Contribute to the supervision, teaching and audit activities of the Orthopaedic unit, e.g. for Foundation Doctors, Medical Students and other healthcare professionals.• Obtaining medical opinions on patients from other Consultants in other specialties.• Take part in formal teaching of various undergraduates, training grade doctors and other clinical staff.• Participation in Clinical Audit, Research and administration of junior doctor / DiT rota.
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Borders General Hospital

The Borders General Hospital is a 284 bedded district general hospital serving the Scottish Borders Region. The hospital offers services in General Medicine, Haematology, Palliative Care, Medicine for the Elderly, Stroke Medicine, Paediatrics, General Surgery, Orthopaedic Surgery, Ophthalmology, ENT, Obstetrics and Gynaecology. There is a 6 bedded ITU and an active outreach programme for critically patients. The adjacent Margaret Kerr Unit has provided palliative care services in the Scottish Borders with a purpose-built environment from which to deliver specialist palliative care.

Within the Department of General Medicine there are specialists in Cardiology, Respiratory Medicine, Diabetes and Endocrinology, Gastroenterology, Neurology and Rheumatology. Visiting consultants provide clinics for Oncology, Dermatology, Renal Medicine and Clinical Genetics.

The Emergency Department provides facilities for the reception, resuscitation, examination and treatment of patients in the Scottish Borders who require emergency admission, or immediate care and discharge. The ED service is well integrated with the Borders Emergency Care Service (BECS), which is the Primary Care out-of-hours service for Borders. The department is managed by a consultant emergency physician and the Specialty Doctors, Salaried GPs, training grade doctors (FY2s, GP, orthopaedic and surgical trainees) manage ED patients supported by speciality medical staff from within the hospital. Nurse staffing within the ED is comprised of 23 registered nurses and 3 nursing assistants led by a senior charge nurse.

There is a 6 bedded ITU run by the Anaesthetic Department who also run an acute haemodynamic support service with outreach staff from ITU liaising with ward staff.

There is an up to date laboratory service covering Haematology, Microbiology and Clinical Chemistry with ready access to more specialised investigations in Lothian laboratories and other laboratories in Scotland. The Radiology Department is well equipped for routine radiology, CT scanning, ultrasound, Doppler studies, nuclear medicine and MRI. CT coronary angiography and cardiac MRI are well established in the department.

There is an active post graduate programme under the direction of the Director of Medical Education, Dr Olive Hertley, with excellent facilities in the Educational Centre operated by Napier University.



Educational Facilities

There is an excellent staffed library within the Borders General Hospital with good Internet access. The library is staffed Monday – Friday and security swipe card access in out of hours period, 7 days per week. As well as a range of textbooks and journals, there is access the health e-library and to the online clinical enquiry and response service (CLEAR) from Healthcare Improvement Scotland and NHS Education for Scotland.

Post graduate and continuing medical education is actively encouraged and supported by Dr Olive Herlihy, Director Medical Education. There is an extensive postgraduate programme including weekly educational/audit meetings within the Department of Medicine Elderly and Department of Medicine, weekly X-ray meetings, monthly educational half days and a monthly peer review meeting. There is a monthly educational/audit stroke team meeting and a monthly radiology/stroke team meeting. The Borders General Hospital is a teaching unit for undergraduate students in medicine.

The Scottish Borders

The Hospital is situated on the outskirts of Melrose in the Scottish Borders. The Borders covers a large and scenically beautiful area of the Southern Uplands of Scotland. Predominately rural, it is historically a unique part of the country, the home of the Border Reivers, where annually each town maintains its links with the past during the season of Common Ridings. Seven-a-side rugby originated in Melrose, and the Melrose event in particular draws large crowds each year. The Borders has tremendous facilities for sport and leisure. Glentress and Innerleithen mountain bike parks are world renowned for both cross country and downhill biking. The beautiful Berwickshire coast provides options for sea kayaking, surfing, diving and sea fishing. In addition there are facilities for fishing, golf, swimming, horse riding, cricket, football, hiking and many other activities. Excellent cultural opportunities in terms of music and art societies, drama, and small theatres in Melrose and Selkirk as well as amateur opera. There are excellent restaurants, cinemas and shops. Excellent Fitness Centre in Galashiels and other Borders towns. There is a purpose built nursery in the grounds of the hospital.

The Scottish Borders offers all the benefits of rural life with very easy access to major cities such as Edinburgh (37 miles) Glasgow (75 miles) Newcastle (75 miles). Edinburgh is renowned for its cultural activities including every year there is the world famous Edinburgh International Festival and Fringe Festival. Local transport links from Scottish Borders to Edinburgh have improved greatly in the last two years or so.

After an absence of almost 50 years, the Borders Railway has now opened, with train services to central Edinburgh running every thirty minutes (journey time 50 minutes approx). Tweedbank Station is a few minutes walk from the Borders General Hospital. On opening the railway Her Majesty Queen Elizabeth said "**The Borders railway brings so much promise for sharing and invigorating this most beautiful countryside as a place to work, live and enjoy.**" There are rail links to the rest of the country at Berwick Upon Tweed, and Carlisle and there is easy access to Edinburgh Airport (approximately 1 hour 15 minutes) and Newcastle Airport (approximately 1 hour 30 minutes).



By the way **MELROSE** has taken the title of the best place to live in Scotland in a new national ranking - <https://www.thetimes.co.uk/article/melrose-in-the-borders-is-best-place-to-live-in-scotland-says-sunday-times-survey-8hrlq8lqb>

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

Person Specification: Clinical Development Fellow (StR) in Orthopaedics & Trauma

ENTRY CRITERIA FOR APPLICANTS			
	Essential	Desirable	Assessed by:
Qualifications	<ul style="list-style-type: none"> Primary Medical Degree – MBBS/MB ChB or equivalent Successful completion of a Foundation Training Programme (or equivalent) at time of application Full registration with the GMC at time of appointment and holds a current licence to practice. Evidence of achievement of postgraduate training in line with GMC standards/Good Medical Practice. 	ALS/ATLS/CRISP MRCS (or planning to sit)	C.V
Experience	<ul style="list-style-type: none"> Clinical experience at foundation level with at least some experience in surgical subspecialties and/or orthopaedics . Well-presented log book or professional portfolio 	Committed to a career in orthopaedics or related field	C.V./Interview
Teaching	<ul style="list-style-type: none"> Enthusiastic in teaching clinical skills in the workplace or training environment. 	Experience of teaching previously	C.V./Interview
Fitness To Practise	<ul style="list-style-type: none"> Is up to date and fit to practise safely Has obtained at least FY2 level competencies or equivalent 	ST1	C.V. References
Academic/ Research Skills	<ul style="list-style-type: none"> Demonstrates understanding of the basic principles of audit, clinical risk management & evidence-based practice Understanding of basic research principles, methodology & ethics, with a potential to contribute to research Audit: Evidence of active participation in audit 	Evidence of participation in risk management.	C.V. Interview
Personal Skills	<ul style="list-style-type: none"> Capacity to operate effectively under pressure. Awareness of own limitations and when to seek help. Sound communication (verbal and in writing) and interpersonal skills with patients, relatives and colleagues throughout primary and secondary care. Able to discuss treatment options with patients in a way they can understand. Capacity to problem solve with analytical and flexible approach. Demonstrates effective judgement and decision making skills. Capacity to manage time and prioritise workload, balance urgent & important demands, follow instructions Understands importance & impact of information systems Understand importance of team working. 		Interview
Probity & Integrity	<ul style="list-style-type: none"> Takes responsibility for own actions Demonstrates respect for the rights of patients, relatives and colleagues from all backgrounds. Demonstrates awareness of ethical principles, patient safety, confidentiality & consent 		Interview References



<p>Other</p>	<ul style="list-style-type: none"> • Be able to satisfy EU Immigration / Sponsorship Regulations. • Satisfactory pre-employment health screening including Hepatitis B immune status. 		<p>Pre employment checks.</p>
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<p>EXPECTATIONS – NHS VALUES</p>	
<p>NHS Values</p>	<p>Care and Compassion Expectations</p> <ul style="list-style-type: none"> • Treat people as though they matter • Involve people • Consider people as individuals and acknowledge diversity • Puts the patient first • Shows they care
<p>NHS Values</p>	<p>Dignity and Respect Expectations</p> <ul style="list-style-type: none"> • Team player • Manages own attitudes and behaviour • Addresses concerns with colleague as they arise • Communicates respectfully, openly and professionally • Listens and turns that into action • Sees things from another persons perspective
<p>NHS Values</p>	<p>Openness, Honesty and Responsibility Expectations</p> <ul style="list-style-type: none"> • Takes person responsibility for actions • Sharing of ideas for improvement • Observes processes • Ability to work across boundaries • Commitment to work to best of their ability
<p>NHS Values</p>	<p>Quality and Teamwork Expectations</p> <ul style="list-style-type: none"> • Works as part of a team to support others and improve service provision • Acknowledges mistakes • Takes responsibility • Inspires the team



<p>TERMS AND CONDITIONS</p>	<p>With the exception of terms specifically reserved for doctors in the training grades, the Terms and Conditions of Service for the post are drawn from the Hospital Medical and Dental Staff and Doctors and Dentists in Public Health Medicine and the Community Health Service Terms and Conditions of Service (TCS) - PCS(DD)2007/10. For the avoidance of doubt, paragraphs 18 – 24 inclusive (banding supplements) and paragraph 251 (study leave) do not apply to this post as you would not be appointed to a post in the training grades.</p> <p>The appointment will be made by NHS Borders. As a CDF (StR LAS) appointment it is for fixed term duration of a period of 6 months from 2 February 2022</p> <p>The full-time salary inclusive of out of hours allowance is £1,413.44 per week (pro rata if applicable). There is flexibility and applicants who wish to work part- time, lesser hours or a job share arrangement are welcome.</p> <p>The Job Plan will be agreed in association with the Educational Supervisor. Hours of work will not exceed 48 per week on average, and as a guide the training grade doctors who work on this full shift rota work more than 1/3 of duty hours outside 7am to 7pm Mon-Fri, and a frequency of more than 1 weekend in 4.</p> <p>If you do not have MRCS, support may be available for the examination (or possibly other higher qualifications) if this is an agreed part of the personal development plan.</p> <p>You must be fully registered with the General Medical Council with a licence to practice.</p> <p>There may be an opportunity to take part in undergraduate and postgraduate teaching programmes.</p> <p>Annual leave is 5 weeks per annum with an addition of 2 weeks pro rata for public holidays. The service operates as per a normal day with the exception of public holidays at Christmas and New Year. Annual leave and public holidays is a combined allowance of 7 weeks and a leave application process is in place.</p> <p>The appointment will be superannuable and subject to the regulations of the National Health Service. Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless the appointee chooses to opt out of the Scheme.</p> <p>NHS Borders is legally liable for the negligent acts or omissions of the employees in the course of their NHS employment. It is no longer a requirement of employment within the NHS that medical staff be registered with a medical insurance organisation. Medical staff is however advised to ensure that they have defence cover for activities not covered by the Board’s indemnity.</p> <p>All entrants to the NHS Borders must be certified medically fit and the</p>
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	<p>appointment is conditional on such certification. Arrangements for medical screening (usually by questionnaire) are the responsibility of the Occupational Health Service.</p> <p>Termination of the appointment will be subject to a 1 month notice period of notice on either side.</p> <p>For CDF appointments assistance will be provided with temporary accommodation costs or travelling costs if required. Depending on circumstances support for relocation may be available for successful candidate in accordance with NHS Borders' Relocation Policy. Single accommodation is available in our on-site residences at an abated and reduced rental charge (please note that this is a taxable benefit as defined by the H.M.R.C.)</p> <p>NHS Borders operates a No Smoking Policy. It is a condition of your employment that you must not smoke whilst you are on duty. Failure to observe this rule could result in disciplinary action. When selecting new staff, NHS Borders does not discriminate against applicants who smoke but applicants who accept an offer of employment will, in doing so, agree to observe the Board's policy on smoking.</p> <p>NHS Borders Equal Opportunities Policy affirms that all employees should be offered equal opportunities in employment, irrespective of their age, gender, marital status, race, religion, creed, sexual orientation, colour or disability.</p> <p>The Ionising Radiation (Protection of Persons Undergoing Medical Examinations) Regulations 1988 will apply to this post.</p> <p>The holder of this post may be required to undertake on a regular basis or occasional basis exposure prone invasive procedures (EPPs). As this could potentially place patients at risk, candidates must show evidence of immune status to HEPATITIS B, or agree to undergo the necessary procedures. It should be noted immunisation status (clearance for E.P.P.s) is checked by the Occupational Health Service, in complete confidence.</p>
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Ortho & Trauma - ROTA INFORMATION

- Average work 48 hours a week or less
- Work pattern is a full shift, partial shift or hybrid
- 1 weekend in 4 or more frequent (1 in 2.50)

Work Pattern Analysis

Duty Hours = 46:51

Work Hours = 46:51

Work Pattern Details

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
ED 1	ED Late	ED Late	ED Late	ED Late	ED Late	off	off
	09:00 - 21:30	1330- 2130	08:30 - 21:30	1330- 2130	1330- 2130		
B – Ward + ED Back/Night (or HAN 21:00 – 09:00 weekend)	B – Ward	B – Ward	B – Ward	B – Ward	ED Back	ED Back	ED Back
	08:30 – 17:00	08:30 – 17:00	08:00 – 17:00	08:30 – 17:00	16:00 - 02:00	16:00 - 02:00	16:00 - 02:00
D – Weekend	off	off	off	off	B – Ward		
					08:30 – 17:00	D - 0830- 2100	D - 0830- 2100
E – ED back / Night (or Nights HAN 21:00 – 09:00)	ED Back	ED Back	ED Back	ED Back	off	off	off
	16:00 - 02:00	16:00 - 02:00	16:00 - 02:00	16:00 - 02:00			
Ward	B – Ward	B – Ward	B – Ward	B – Ward	B Ward ½ day		
May be used for leave or other service purposes e.g. Protected Development time, HAN, ward cover, theatre, o.p. clinics or educational purpose	08:30 – 17:00	08:30 – 17:00	08:00 – 17:00	08:30 – 17:00	08:30 – 13:00		
F - Float 1							
May be used for leave or other service purposes e.g. Protected Development time, HAN, ward cover, theatre, o.p. clinics or educational purpose	09:00 - 17:00	09:00 - 17:00	09:00 - 17:00	09:00 - 17:00	09:00 - 17:00	off	off