



CLINICAL FELLOW IN EMERGENCY MEDICINE

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CONTENTS



Living in Tayside	3
Background Information	6
Person Specification	8
The Role	10
Emergency Medicine	11
The EM Team	14
Clinical & Managerial Leadership	15
Further Information	16

LIVING IN TAYSIDE

When choosing somewhere to work and live, quality of life is key. Dundee is one of the few locations in the UK which combines the best of both worlds – city facilities on a friendly community scale and easy access to some of the most stunning countryside in Scotland.

Set on the spectacular Tay Estuary, Dundee is a city in a landscape of wild beaches, rolling golf courses, quaint coastal villages and beyond them Scotland's famous mountains and glens – providing a range of lifestyle choices and house prices unbeaten by other Scottish cities.

The salaries of employees in Dundee currently go further on the property ladder than almost any other city in the UK. Where the average UK house price is six times the average salary, in Dundee the ratio is just under four times salary. The range of properties within commuting distance to the hospital covers the widest spectrum – from rambling country houses and seaside cottages to handsome town villas and sleek city quay apartments. Dundee has put enormous effort into the redevelopment of the city centre and its stunning waterfront along the Tay is now being developed.

Excellent shopping sits side-by-side with a vibrant cultural quarter – home to Scotland's award-winning Dundee Rep Theatre and the highly acclaimed Dundee Contemporary Arts which has become a lively social hub and film house as well as a champion of leading edge arts. These are among the sited close to the city centre University campus. In addition, Dundee is the home of the 'V&A At Dundee', a new development housed in an award-winning, iconic building designed by Kengo Kuma.



V&A Museum & The Discovery, Dundee

Dundee is a post-industrial city which has worked hard to reinvent itself and today the University of Dundee is a key economic driver for prosperity, particularly in the life sciences and medicine. The University is involved in a range of partnership initiatives including a strong access programme and social, education, cultural, business and voluntary partnerships aimed at raising confidence, skills and achievement. The University has excellent working relationships with the City Council, other local authorities, Scottish Enterprise Tayside (the local economic development company), NHS Tayside and a range of other local & national bodies in Scotland and the UK.

Dundee has become known as the City of Discovery – the place where Captain Scott of the Antarctic’s ship, the RRS Discovery was built and is now permanently berthed. It is a line which serves contemporary Dundee well with its reputation as a strong research led environment. The University is one of the three biggest employers and the ratio of students and University personnel to general population is among the highest in Scotland.

The highest levels of annual sunshine, more green spaces and the purest air quality of any city in Scotland make Dundee a pleasant place to live and comparatively low levels of traffic cut the daily “hassle factor” considerably. An apocryphal tale has it that the local radio station has on occasion warned of traffic jams “causing delays of up to three minutes”.

Dundee is also renowned as a friendly city where it is easy to mix and if your passion lies with the green, Tayside and North East Fife is one of the best places in the world for access to quality and affordable golf. 18 championship golf courses lie within 30 minutes and include St Andrews, the home of golf, Carnoustie and Gleneagles, which hosted the Ryder Cup in 2014. Within similar reach lie spectacular opportunities for everything from water sports to mountaineering, skiing and hillwalking.



View from Kinnoull Hill

There are 41 primary schools in the region feeding into ten secondary schools. In the private sector, Dundee High School is one of the leading fee paying schools in Scotland, consistently scoring well on academic and sporting achievement. Pre-school education is widely provided including a number of excellent private nurseries.

Dundee is just a 90 minute drive from 90% of Scotland's population. Edinburgh is less than an hour away and Glasgow around an hour and a half by road or rail.

If London beckons, you can travel for a meeting and back on the same day using Dundee Airport, flying direct to London City Airport and Belfast. Short check-in times are an extra bonus and crystallise the quality of life enjoyed in this part of the world.

For more information about Dundee please see:
<http://www.conventiondundeeandangus.co.uk> and
<http://www.angusanddundee.co.uk>



View of Perth City

BACKGROUND INFORMATION



This post offers the opportunity to live and work in the Tayside region of central Scotland, widely regarded as one of the most scenic areas in the UK with a high quality of life.

NHS Tayside is the 4th largest board in Scotland led by our Chief Executive, Professor Grant Archibald, our Medical Director Professor Peter Stonebridge and our Nurse Director, Claire Pearce.

Tayside covers a wide area and three local councils (Perth & Kinross, Angus and Dundee City) but patients from North Fife also access services in Tayside. There are joint services between NHS Tayside and NHS Fife including ENT, Vascular Surgery and Interventional Radiology.

The approximate populations are:

- ◆ Tayside Population 410,000
 - Angus 116,000
 - Dundee 149,000
 - Perth and Kinross 148,000
- ◆ North East Fife 74,000

Ranked 1st in the UK for Medicine in the Complete University Guide 2021 and the Guardian University Guide 2021, the University of Dundee Medical School is integrated into the Ninewells Hospital campus and has an international reputation for excellence in teaching and high impact clinical research placing it amongst the best places in the world to study and to practice medicine.

NHS Tayside is regarded as a forward looking health board. Each local council now has an Integrated Joint Board (IJB). Medicine for the Elderly is also hosted by the IJBs and further development for other health services to be hosted by IJBs rather than NHS Tayside is ongoing. NHS Tayside has a national reputation for models of service development, health informatics and quality improvement.

The new Academic Health Sciences Partnership in Tayside [AHSP] provides a unique environment and opportunity in Scotland to improve patient outcomes through a cohesive and integrated infrastructure for delivering service improvement, research, education and learning underpinned by world leading informatics.

There are two hospitals which admit acute general medical patients and provide in-patient services; Ninewells Hospital, Dundee and Perth Royal Infirmary. The hospitals are 20 miles apart and there is a direct bus service to facilitate travel. There are a number of intermediate care hospitals in Angus and Perth & Kinross which also provide out-patient services. Ninewells Hospital and Medical School is a large teaching hospital for the University of Dundee, and houses most medical and surgical disciplines with supporting laboratory services. Stracathro Hospital has been developed as an outpatient diagnostic and treatment centre.



View to Dundee City from Fife

PERSON SPECIFICATION

NHS Tayside is committed to the principle of equality of opportunity in employment and accordingly its advertising and recruitment literature will not imply that there is a preference for any one group of applicants, e.g. by the use of discriminatory job titles or material depicting or describing certain sexual or racial groups.

In general, the shortlisting process will be conducted so as to give all candidates equal consideration against defined selection criteria. The following criteria will, therefore, be applied equally to all candidates irrespective of age, sex, religion, ethnic origin or disability and avoiding judgements on the basis of assumptions or stereotypes.

The following framework is suggested as a basis for preparing the shortlisting criteria for use by the Clinical Group Director in conjunction with the Chairperson of the Appointments Committee. An alternative format may be used if this is felt to be desirable provided that the basic principles of objectivity and equality are observed

Criterion	Essential	Desirable
Qualifications (-accredited by relevant committee)	<ul style="list-style-type: none">• MBChB/MBBS• Full GMC Registration	Additional related qualifications, e.g. intercalated degree, BSc, BA, BMedSci or equivalent
Clinical Experience	<ul style="list-style-type: none">• Completion of 2 full years post-graduate training• Current ALS (or equivalent) provider	<ul style="list-style-type: none">• 6 months Emergency Medicine experience• Additional life support courses (APLS/ATLS)
Teaching Experience	<ul style="list-style-type: none">• Enthusiastic clinical teacher• Evidence of contribution to teaching and learning of both undergraduates and postgraduates	<ul style="list-style-type: none">• Clinical skills training• Simulation training• Evidence of teaching and training development

Criterion	Essential	Desirable
Fitness to Practice	<ul style="list-style-type: none"> ◆ Licence to practice ◆ Successful completion of Foundation programme 	
Academic & Research Skills	<ul style="list-style-type: none"> ◆ Understanding of the principles of audit, clinical risk management and evidence based practice ◆ Understands basic research principles ◆ Evidence of active participation in audit and QI work 	<ul style="list-style-type: none"> ◆ Publications / Posters ◆ Demonstrated completion of QI work ◆ Evidence of involvement in research
Personal Attributes	<ul style="list-style-type: none"> ◆ Capacity to operate effectively under pressure ◆ Awareness of limitations and when to seek help ◆ Sound communication skills with patients, relatives ◆ Capacity to problem solve with an analytical and flexible approach ◆ Demonstrates effective clinical judgement ◆ Key team player 	
Probity & Integrity	<ul style="list-style-type: none"> ● Takes responsibility for own actions ● Demonstrates respect for the rights of patients and colleagues from all backgrounds ● Awareness of ethical principles, patient safety, confidentiality and consent. 	

THE POST



Clinical Fellow posts offer an excellent opportunity to gain clinical experience, develop procedural skills and perform quality improvement work as well as work towards passing postgraduate exams. They can also provide training tailored to an individual's needs to enhance their CV.

Our Clinical Fellow posts in Emergency Medicine are ST1+ equivalent and are based in Perth Royal Infirmary as well as Ninewells Hospital for clinical shifts. The role will be shift based including weekend and nightshift working.

Each Clinical Fellow in the Emergency Department will be assigned a named consultant mentor who can provide advice and support throughout the year.

EMERGENCY MEDICINE



Both departments in Tayside have performed well against the 4 hour standard in recent years and currently have the best performance of any mainland board in Scotland. The ethos of the department is that the Emergency Department should be used to manage emergencies rather than accept patients who should be managed by Primary Care or other more appropriate services.

Ninewells Hospital

The Emergency Department at Ninewells Hospital opened in 1998. The clinical areas include a 4-bay Resuscitation Room with X-ray facility, two High Dependency Treatment Rooms, a Procedures Room, a Plaster Room, 15 general purpose treatment bays and an 8-bed Observation Ward. The Department is well equipped and monitoring and resuscitation equipment is new and to a high specification. It currently uses the “TRAKcare” patient tracking system to produce a range of clinical and patient flow data. Consultants provide a minimum of 16 hours of clinical cover 7 days/week.

In addition to the above, within the Emergency Department there is a dedicated x-ray Unit, Child and Adult waiting areas, Relative’s Rooms, Bereavement Room, Staff Room and Seminar Room. There is also office space and secretarial support.

There are approximately 50,000 new patients per year with a higher than average proportion of serious illness and major trauma cases. Approximately 25% of patient attendances are children.

Launched in November 2018, Ninewells is the site of the East of Scotland Major Trauma Centre, one of four major trauma centres of the Scottish Major Trauma Network. The Tayside Trauma Team provides pre-hospital medical support over the large geographical area in Tayside and Fife and is staffed by senior medical and nursing staff from the Emergency Department.

Recently the department has set up a Flow Navigation Centre (FNC) model of working supported by the Scottish Governments Redesign of Urgent Care programme (RUC). FNC and Prof-to-Prof Clinical Decision making support provides 24/7 Senior Clinical Decision Makers (ST4+) telephone support to

- ♦ Junior doctor colleagues / ANP / ACPs in PRI
- ♦ Primary Care/OOH
- ♦ Scottish Ambulance Service
- ♦ Telephone call back service for all NHS 24 referrals with a 4 hour outcome for ED attendance.

Both departments are also developing Injury Assessment Centre (IAC) models of working as per RUC.

The Emergency Department at Ninewells deals purely with self-presentations, 999 ambulance cases and those requiring immediate resuscitation and stabilisation. The department does not function as an assessment area for inpatient specialties and all general practitioner referrals go directly to the relevant ward area unless the GP or Ambulance Service feel that their condition suggests they require immediate attention or resuscitation.

Perth Royal Infirmary

The Emergency Department at Perth Royal Infirmary is located in the new phase of the Infirmary and was opened in 1993.

Currently, some 25,000 new patient attendances per year are seen. The department is modern with dedicated Waiting and Reception areas. It has a good provision of examination cubicles and rooms. The Resuscitation area is well equipped and within the adjacent Fracture Clinic there is a separate Plaster Room with plaster room staff available during normal working hours. The department, although not having a dedicated x-ray unit, is situated adjacent to the Department of Radiology which arrangement allows easy access for Emergency Department patients. Consultants currently provide clinical advice remotely.

Diversions are in place with the Scottish Ambulance Service to take moderate to severe trauma, general surgery, orthopaedics, paediatrics, hyperacute stroke, vascular and obs & gynae cases to the Emergency Department at Ninewells Hospital.

Other features include direct ward admissions for GP referrals which has eased congestion within the Emergency Department.

The Out of Hours PCEC is co-located close to the Emergency Department in PRI.



THE TEAM TEAM



Consultant Team

- Dr A Kinnon (Co-Clinical Lead)
- Dr A White (Co-Clinical Lead)
- Dr A Baird
- Dr K Black
- Dr A Bogacz
- Dr J Garret
- Dr C Donald
- Dr M Donald
- Mr R Duncan
- Dr J Headley
- Mr M A Johnston
- Dr E Matthew
- Dr J Morrison
- Dr C Munro
- Dr C Murray
- Mr A Paterson
- Mr B Paterson
- Mr A Reddick
- Dr J Ronald
- Dr E Skelly
- Mr S Thakore
- Dr K Tonge

EM Specialist Trainees / ACCS / GP Trainees / FY

- ST4-6 = 5-8 doctors
- ST 1-3 = 8-10 doctors
- FY2 = 12
- FY1 = 2 (ED Observation Unit)
- GPwSI = 1 WTE

Total Nursing Complement = 67 WTE incl ENP

ANPs/ACPs in Training = 6 + 3

Reception Staff = 11

Secretaries = 2

CLINICAL & MANAGERIAL LEADERSHIP

Emergency Medicine is located within the Medicine Division and is placed within Clinical Care Group 1, Unscheduled Medicine. Other departments in CCG1 are Acute Medicine, General Medicine, Stroke Medicine, Medicine for the Elderly and Medicine at Perth Royal Infirmary Medicine.

The Clinical Care Groups within the organisation are managed by triumvirates of Clinical Director, Clinical Service Manager and Lead Nurse. The Unscheduled Clinical Care Group management team are

- Dr Monica Doyle, Clinical Director
- Julie Greenlees, Clinical Service Manager
- Lynn Lambie, Lead Nurse.

The CCG is supported by an Associate Medical Director for the Medicine Division, Dr Douglas Lowdon and the Associate Director for Medicine, Mr Garry Fraser.

Within the ED, Dr Andrew Kinnon and Dr Alison White are the Co-Clinical Leads.

Mary Cumming is the Senior Nurse for Emergency Medicine in Tayside.

A review of the delivery of Unscheduled Medicine across Tayside is currently ongoing as part of TRUC (Tayside Redesign of Urgent Care) Programme.

FURTHER INFORMATION



For further information and informal enquiries, please contact

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Dr Colin Munro (EM consultant) – colin.munro2@nhs.scot