

Job description

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Consultant Physician with a specialist interest in Stroke Medicine

Introduction to Speciality

Over the last 4 years, NHS Ayrshire and Arran has successfully centralised the acute stroke service to University Hospital Crosshouse with rehabilitation beds in University Hospital Ayr and Ayrshire Central Hospital. The service is committed to continually developing and improving services for all Stroke patients and performs well against the Scottish Stroke Care Standards. This post will add to our current team of 5 Consultants within Stroke Services across NHS Ayrshire and Arran. The post will be based at University Hospital Crosshouse and may have to provide cover at Ayrshire Central Hospital.

The appointment is for a full-time Consultant Physician with accreditation in General, Geriatric or Stroke Medicine.

NHS Ayrshire & Arran

NHS Ayrshire & Arran receives its funding from the Scottish Government and is responsible for the provision of healthcare for its population of approximately 400,000.

Future Service Delivery

NHS Ayrshire and Arran is currently undergoing transformative service change within both the acute and community settings. This involves significant redesign of our services, redefining both what and how we deliver our integrated services through Transformational Change.

Our Hospitals

University Hospital Crosshouse

University Hospital Crosshouse is a modern bedded Large General Hospital of 536 beds built in 1982, and provides specialist health care services for approximately 220,000 people living in the north of Ayrshire and Arran. Additional services that are provided for the whole of Ayrshire & Arran: Nephrology, Infectious Diseases, Gynaecology, the Ayrshire Maternity Unit, Paediatric Medicine, Paediatric Surgery, Ear, Nose and Throat Surgery, Oral and Maxillofacial Surgery and Laboratory Services. The Scottish Cochlear Implant Service is based at University Hospital Crosshouse.

University Hospital Ayr

University Hospital Ayr is a modern bedded Large General Hospital of approximately 300 beds built in 1991, and provides specialist health care services for approximately 150,000 people living in the south of Ayrshire. Additional services are provided for the whole of Ayrshire & Arran: Rheumatology, Vascular Surgery, Urology and Interventional Radiology.

Specialty Facilities, Resources and Activity

Stroke Service

The Stroke Service is responsible for providing a centralised acute stroke service for NHS Ayrshire and Arran at University Hospital Crosshouse. The acute service provided includes thrombolysis treatment and early assessment at University Hospital Crosshouse with stroke rehabilitation based in Ayrshire Central Hospital and University Hospital Ayr. The Clinical Director for Stroke is currently Dr Sandip Ghosh.

Stroke Services are currently provided from three core sites – University Hospital Ayr [UHA] University Hospital Crosshouse [UHC] and Ayrshire Central Hospital [ACH].

A brief description of the services provided on each of these three sites is provided below:

- University Hospital Crosshouse hosts the Acute Stroke Unit with 12 Hyper-Acute Beds, 4 Rapid Assessment Beds and 8 Acute Beds based in Ward 3E (HASU). There are also a further 12 Acute Beds in Ward 3F. In addition to this the unit also runs a TIA Clinic 5 days a week. University Hospital Ayr hosts 24 stroke rehabilitation beds in Station 16. Patients are normally transferred 72 hours following admission to HASU at University Crosshouse Hospital to stroke rehabilitation at Station 16 UHA, Redburn Rehabilitation Ward ACH or are discharged.
- Ayrshire Central Hospital has 20 stroke rehabilitation beds at Redburn Rehabilitation Ward and a Day Clinic for both in-patient and out-patient therapy. The Douglas Grant Neuro - Rehabilitation Centre is sited at Ayrshire Central Hospital and includes the Geriatric Day Hospital. Neuro-rehabilitation services are led by the Consultant in Rehabilitation Medicine, with 16 in-patient beds within Douglas Grant Ward.
- UHA has a 24 bedded Stroke Rehabilitation ward within Station 16. In addition, UHA has a large outpatient department which supports Neurovascular and Stroke clinics.

Specialty Teaching

There will be opportunity for the post holder to be involved in specialty specific teaching and training at both undergraduate (Universities of Edinburgh and West of Scotland) and postgraduate level with tutorial based and clinic sessions for FY2, GPST, CMT and ST3 trainees all rotating through the department, in addition to supporting pan-Ayrshire multidisciplinary training events. These currently run twice yearly with full occupancy attendance figures and high feedback ratings.

Medical Staff Resources

Consultant Staff	Specialist Interest	Base
Dr Sandip Ghosh	Stroke Medicine (CD)	University Hospital Crosshouse
Dr Natalie Rennie	Stroke / Acute Medicine	University Hospital Crosshouse
Dr R. Ravindranne	Stroke Medicine (Locum)	University Hospital Crosshouse
Dr Xuya Huang	Stroke Medicine / Neurologist	University Hospital Crosshouse
Dr K Musbahi	Stroke Medicine (acting Cons)	University Hospital Ayr
This Post	Stroke Medicine	University Hospital Crosshouse

2.1 Activity - Stroke (average per annum): [2017-18]

Locality	Hospital	In-patient Nos. - Possible Stroke	In-patient Nos. - Diagnosed Stroke	TIA Out-patient Referrals	TIA Out-patients seen
South	UHA	20	24	N/A	N/A
North	UHC	1234	817	711	629
Pan Ayrshire	Thrombolysis	Total assessed	Total thrombolysed		
		392	78 [20%]		

Future Plans for the Speciality

Development of 24/7 stroke cover with 7 days TIA clinic and development of a thrombectomy service once nationally agreed.

Indicative Job Plan/Programme of Activities

Proposed Weekly Programme

The proposed weekly programme for the post is noted below. Activities with current fixed time commitments will be carried out as detailed in the work programme e.g. clinics. Other DCC and SPA activities are shown with indicative timings within the weekly programme and will be discussed with the appointee.

Weekly programme for non- HASU week.

	AM	PM
Monday	Ward 3E ward round	Clinical Administration
Tuesday	TPA/On-call	Relatives/MDT/Redburn Ward
Wednesday	Admin/Ward referrals	Neurovascular clinic
Thursday	TIA clinic	SPA – Departmental Meeting/Educational Supervision
Friday	Ward 3E ward round	SPA – Service Development/Appraisal/Revalidation

HASU ON-CALL ROTA AT CROSSHOUSE - 1:7

TPA OUT OF HOURS FOR JOINT ROTA (AYRSHIRE + LANARKSHIRE 1:7).

The proposed weekly programme is shown above. Weekly programme will be changed as consultant will run 1 in 4 HASU week. During that period normal weekly timetable will be changed with daily HASU ward round and on call for TPA from 8am-5pm. TIA clinic numbers will be adjusted with mutual agreement. Existing in-patients will be managed using time shift. Activities with current fixed time commitments will be carried out as detailed in the work programme eg clinics. Other DCC and SPA activities are shown with indicative timings within the weekly programme and will be discussed with the appointee.

This timetable will be reviewed three months following appointment and should therefore be regarded as an interim programme.

Opportunities may exist for Extra Programmed Activities to be undertaken subject to service requirements and in accordance with national terms and conditions of service.

The job may also include out of hours COE/Stroke rota.

Job Plan Review

The new appointee will discuss the indicative job plan with the Associate Medical Director, prior to commencement and will at that time review the balance of activities. Where it is possible to agree any revisions to the indicative plan in advance of commencement this will be acted upon. In any event however, there must be an interim Job Plan review conducted at 3 months post commencement to agree and finalise the Job Plan. The consultant at time of induction should ask for an interim review date to be scheduled. The agreed job plan will include all the consultant's professional duties and commitments, including agreed Supporting Professional Activities. Thereafter Job Planning will be carried out annually as part of the Boards Job Planning process.

Private Practice: If the post-holder wishes to undertake any private practice, they are obliged to inform their employer at the time of appointment of their intentions to do so. This should be submitted in writing to the Clinical Director. The conduct of private practice will be in accordance with the Consultant Contract (Scotland) Terms and Conditions.

The post-holder shall be free to undertake private practice without approval provided such work is undertaken outside the time agreed in the job plan for programmed activities. (Refer Section 6 of the New Consultant Contract).

Notes on the Programme

Clinical Administration: This activity covers the management of individual patients including clinic administration (where applicable), results reporting, letters/phone calls to patients, carers, GP's and members of the wider multidisciplinary team involved in the patients care.

Ward Rounds: The time allocated is indicative and will be discussed with the appointee. Ward work will include teaching ward rounds as required.

Travel: Any travel allocation will be included within the Total Programmed Activities and will be determined by the location at which Direct Clinical Care and Supporting Professional activities are carried out.

Supporting Professional Activities: NHS Ayrshire and Arran recognise the important role Job Planning has in ensuring consultants are supported in delivering high quality, safe, sustainable clinical care to patients. It is therefore important to ensure there is an adequate balance between direct clinical care activities and activities which support both the personal and professional development of the consultant workforce and facilitates agreed contribution to activities including:

- Under and post graduate teaching/training
- Clinical Governance

- Quality and Patient Safety
- Research and Innovation
- Service management and planning
- Work with professional bodies

This indicative plan includes 2 SPAs to support job planning, appraisal and revalidation, departmental activities and clinical supervision of trainees as required. If further SPA time is required this will be reviewed within 3 months of appointment.

Post Details

The post holder will be accountable to Dr Sandy Gosh, Clinical Director, who will agree the Job Plan.

He/she will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management. Subject to the provisions of the Terms and Conditions of Service, he/she is expected to observe NHS Ayrshire and Arran's agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of NHS Ayrshire & Arran.

In particular, where he/she formally manages employees of NHS Ayrshire and Arran, the postholder will be expected to follow the Local and National Employment and Personnel Policies and Procedures.

He/she will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of patients to be able to make contact with the post holder when necessary.

The post holder is required to comply with NHS Ayrshire and Arran's Health and Safety Policies.

Where the post holder has responsibility for the formal training and supervision of Junior Medical Staff they will be expected to devote time to this activity on a regular basis and in accordance with the standards set out by the GMC. In addition, he/she will be expected to ensure that Junior Staff have access to advice and counselling. The post holder may wish to augment any formal role in Educational Supervisor to include responsibility for higher specialty trainees.

Resources

The staff resources of the Directorate and key partners are listed elsewhere. The post holder will have access to such general administrative support as is required for the discharge of his/her duties and responsibilities.

This will include the provision of adequate secretarial and clerical support and the availability of accommodation, equipment etc. The post holder will receive support from such other professional staff as are employed within NHS Ayrshire and Arran and are deployed to his/her area of patient care.

Duties and Responsibilities

The main duties and responsibilities of the post include:

- Responsibility for 12 Hyper-Acute beds on pro rota basis
- Responsibility of 12 acute stroke beds in Ward 3E
- Responsibility of 10-12 stroke rehabilitation beds in Redburn Ward ACH.
- Take part in Thrombolysis rota normally 1:7.
- Provide TIA clinics at UHC
- Provide neuro vascular/stroke clinics in UHC.
- Provision of cover for Consultant colleagues during periods of annual and study leave
- Professional supervision and management of Junior Medical Staff.
- Responsibilities for carrying out teaching, accreditation and examination duties as required, and for contributing to undergraduate and postgraduate medical education. The postholder will be expected to comply with College recommendations on Continuing Medical Education.
- The postholder will be required to comply with NHS Ayrshire and Arran's Policies on Clinical Governance.
- The successful applicant will be encouraged to participate in research and to develop interest in stroke medicine, subject to resources and local priorities.
- Requirement to participate in medical audit and in continuing medical education.
- Managerial, including budgetary, responsibilities [where appropriate].
- Regular participation in stroke management / development

Additional duties/responsibilities:

- Leading the medical workforce through a period of service redesign, including engagement, vision setting, job-planning and new models of person-centred service delivery.
- Managerial, including budgetary, responsibilities in conjunction with the general management team.
- Commitment to the wider transformation agenda.

Annual Appraisal & Job Planning

You shall also be required to participate in annual appraisal. Job planning is linked closely with, but is separate to, the agreed appraisal scheme for consultants.

The job plan review will take into account the outcome of the appraisal discussion and reflect the agreed personal development plan.

Terms and Conditions

Terms and Conditions are those determined by the Terms and Conditions of the New Consultant Grade (Scotland) as amended from time to time. The distance that a consultant can reside from the principal base hospital, where travel time is seen as more important than mileage, is subject to the agreement of the Medical Director.

Further Information and Visiting

Applicants wishing further information about the post are invited to contact

Dr Sandy Ghosh, Clinical Director, Tel: 01563 827365 or sandy.ghosh@aapct.scot.nhs.uk

Dr Victor Chong, Associate Medical Director, Medical Specialties,
Tel: 01292 614819 or victor.chong@aapct.scot.nhs.uk

Mrs Debbie Hardie, General Manager, Medicine
Tel 01563 826826 or Debbie.hardie2@aapct.scot.nhs.uk

The last date for application is.....

The interviews are scheduled for with a view to the successful applicant coming into post as soon as possible thereafter, although the exact dates will be negotiable.

Further Information

1.	<p>Appointing Authority</p> <p>NHS Ayrshire and Arran Health Board.</p>
2.	<p>Grade and Salary ~ New Consultant Contract</p> <p>The conditions of service are those laid down and amended from time to time by the appropriate negotiating body and the General Whitley Council.</p> <p>1st Time Consultant Appointment = Placed on the minimum of the Consultant pay scale.</p> <p>Consultants who have held previous Consultant posts ~ subject to verification, all previous regular service in the consultant grade in the NHS, including any absence on authorised leave, will be counted in full in determining the starting salary, seniority point and seniority date. Service under an honorary NHS consultant contract and any service on a part-time basis will be regarded as regular service in the consultant grade. Documentary evidence of all such previous relevant service must be presented for verification. All new consultants appointed shall be placed on the minimum point of the scale until previous service has been confirmed. The seniority point/seniority date shall be re-calculated as appropriate, to the commencement date.</p> <p>Salary will be paid directly into your bank account on the last Thursday of each month.</p>
3.	<p>Hours of Duty</p> <p>Full time hours of duty for pay purposes will be 40 hours per week (expressed as 10 programmed activities (PA). Any agreed extra programmed activities (EPA) shall be paid at 1/10th of the basic salary (inclusive of discretionary points). These EPAs are reviewed annually and may be terminated at any time by either the consultant or the employer giving the other a min of 3 months' notice.</p>
4.	<p>Superannuation</p> <p>You will be enrolled automatically into membership of the NHS Pension Scheme (Scotland) if you are over 16 and under 75 years of age. Your level of contribution will be dependent on your whole time equivalent superannuable salary. Details of the scheme are given in the scheme guide which is available from the Scottish Public Pensions Agency http://www.sppa.gov.uk/Documents/NHS/NHS%20Useful%20Resources/NHS%20Guides/NHS%20Member%20guide%202008%202013%20V.1.pdf</p> <p>If you do not wish to join the scheme you will require to opt-out. Full details of auto-enrolment and opt-out will be provided prior to commencement. Superannuation benefits accrued in the NHS Scheme elsewhere in the UK can be directly transferred to the Scottish Scheme by arrangement between the two pensions agencies.</p>
5.	<p>Private Practice</p> <p>With effect from 1/4/04, any Private Practice work will be governed by the Code of Conduct in relation to private practice activities as contained with the Terms and Conditions of Service. You will be required to declare any private practice interests on appointment (refer to Private Practice Protocol attached).</p>

6.	<p>Car Leasing</p> <p>A car lease may be available in accordance with NHS Ayrshire and Arran's Car Leasing Policy.</p>
7.	<p>Location</p> <p>For employment purposes, the base will be University Hospital Crosshouse, The post may require you to travel to and work at various locations in Ayrshire and Arran and occasionally further afield. Home to work expenses will be met by yourself. Travel expenses during the course of work will be met by NHS Ayrshire and Arran.</p>
8.	<p>Travel Expenses Incurred When Attending for Interview</p> <p>Reasonable travel expenses incurred when attending for interview will be reimbursed. The travel expenses for the successful candidate will be paid when they take up post and will be included in their first monthly salary. Please note, however, reimbursement of expenses shall NOT be made to individuals who refuse an offer of employment on the grounds which, in the opinion of NHS Ayrshire and Arran, are inadequate. Travel expenses will normally be reimbursed from the point of entry to the UK.</p>
9.	<p>Relocation Expenses</p> <p>Removal expenses, associated with necessary relocation to the area, may be payable to the successful candidate. It will be confirmed at interview whether or not removal expenses are applicable. A maximum of £12,000 may be reimbursed for reasonable removal expenses.</p>
10.	<p>Annual Leave</p> <p>The annual leave entitlement appropriate to this grade is 6.6 weeks. Public holidays, as determined for NHS Ayrshire and Arran staff, are granted in addition to the annual leave entitlement.</p>
11.	<p>Smoking, Alcohol, Drugs and Health at Work</p> <p>NHS Ayrshire and Arran operates designated policies on *smoking, alcohol and drugs. All staff are required to observe these policies. * subject to impending legislation</p>
12.	<p>Clinical Personal Development</p> <p>NHS Ayrshire and Arran is committed to supporting staff in their personal development. Consultant Staff have an entitlement to a maximum of 30 days (including off-duty days falling within the period of leave) in any 3 years.</p>
13.	<p>Disabled Applicants</p> <p>NHS Ayrshire and Arran welcomes applications from people with disabilities and has been approved by the Employment Services Department, as an employer who is "positive about disabled people". Please contact the Human Resources Department in advance of interview should you have any special requirements.</p>
14.	<p>Offer of Employment</p> <p>Any offer of employment is conditional upon receipt of a satisfactory medical report from our Occupational Health Service, Disclosure Scotland Criminal Records check,</p>

	<p>3 references and proof of CCST and current full GMC registration with a Licence to Practice.</p> <p>Asylum & Immigration Act 1996 and 2004 (Section 8) The Asylum & Immigration Act 1996 and 2004 requires employment checks to ensure that all employees are legally employed in the United Kingdom. Any offer of employment shall be subject to confirmation that the candidate is legally eligible for employment within the UK. You shall therefore be required to provide relevant original documents as proof of eligibility.</p>
15.	<p>Next Steps</p> <p>Applications are invited by Curriculum Vitae to be submitted electronically to: medicalrecruitment@aapct.scot.nhs.uk by the specified closing date.</p>

Additional Information may be obtained from the following links

NHS Ayrshire & Arran Web site: <http://www.nhsayrshireandarran.com>

Living & Working in Scotland: <http://www.scotmt.scot.nhs.uk/living-and-working-in-scotland.aspx>

West of Scotland Deanery - Key Fact Sheet – useful web sites eg list of hospitals in area, councils, transport, tourist information:
<http://www.scotmt.scot.nhs.uk/media/9362/westofscotlanddeaneryfactsheet.pdf>

Websites of Interest for Candidates

1. Scottish Health on the web: www.show.scot.nhs.uk
2. NHS Ayrshire & Arran: www.nhsaaa.net
3. Scottish Government: www.gov.scot
4. Local Government Councils: www.east-ayrshire.gov.uk
www.south-ayrshire.gov.uk
www.north-ayrshire.gov.uk
5. Ayrshire and Arran Tourist Board: www.ayrshire-arran.com
6. Living in Scotland www.scotmt.scot.nhs.uk/living-in-scotland.aspx

Useful Reading:

A National Clinical Strategy for Scotland www.gov.scot/Resource/0049/00494144.pdf

The Strategic Plans for the Ayrshire and Arran partnerships can be obtained via the following links:

East Ayrshire <https://www.east-ayrshire.gov.uk/Resources/PDF/H/East-Ayrshire-HSCP-Strategic-Plan-Summary.pdf>

North Ayrshire <http://www.north-ayrshire.gov.uk/Documents/SocialServices/hscp-strategic-plan.pdf>

South Ayrshire – (2 volumes) <http://www.south-ayrshire.gov.uk/health-social-care-partnership/documents/south%20ayrshire%20health%20and%20social%20care%20partnership%20strategic%20plan%202016%20to%202019%20volume%201.pdf>

<http://www.south-ayrshire.gov.uk/health-social-care-partnership/documents/south%20ayrshire%20health%20social%20care%20partnership%20full%20strategic%20plan%20vol%202.pdf>

NHS Ayrshire & Arran

Summary Statement and Protocol Relating to Consultant Private Practice and the New Consultant Contract

1. General Statement Re Disclosure

- 1.1 If a consultant wishes to undertake any private practice they are obliged to inform their employer at the time of appointment of their intentions to do so. This should be submitted in writing to the Medical Director. (Section 4 para 4.4.8) (For consultants in post prior to 1 April 2004, similar notification should have been submitted to the Medical Director).
- 1.2 Consultants will be free to undertake private practice without approval provided such work is undertaken outside the time agreed in the job plan for programmed activities. (Section 6 para 6.1.1)

2. Code of Conduct: Standards of Practice

- 2.1 The Code of Conduct for Private Practice contained at Appendix 8 of the Terms and Conditions of service sets out recommended standards of best practice for consultants about their conduct in relation to private practice.
- 2.2 Consultants undertaking private practice are required to adhere to the Code. (Section 6 para 6.1.2)
- 2.3 The Code is based on 4 Key Principles:
NHS Consultants and NHS employing organisations will work on a partnership basis to prevent any conflict of interest between private practice and NHS work. It is also important that NHS Consultants and NHS organisation minimise the risk of any perceived conflicts of interest; although no consultant should suffer any penalty (under the code) simply because of perception; the provision of services for private patients should not prejudice the interest of NHS patients or disrupt NHS Services; with the exception of the need to provide emergency care, agreed NHS commitment should take precedence over private work; and NHS facilities, staff and services may only be used for private practice with the prior agreement of the NHS employer.
- 2.4 The code will be used at the annual Job Plan review as the basis for reviewing the relationship between NHS duties and any private practice.

3. Job Planning and Disclosure relating to actual or perceived conflict of interest

- 3.1 Consultants should declare any private practice, which may give rise to any actual or perceived conflict of interest, or which is otherwise relevant to the practitioner's proper performance of his/her contractual duties. (Code of Conduct Part II)
- 3.2 As part of the annual Job Planning process, consultants should disclose details of regular private practice commitments, including the timing, location and broad type of activity, to facilitate effective planning of NHS work and out-of-hours cover.

4. Managing Private Patients in NHS Facilities

- 4.1 Consultants may only see patients privately within NHS facilities with the explicit agreement of the Medical Director and where approval is granted will be required to adhere to organisational policy and procedure in relation to private practice.

5. General

- 5.1 Consultants participating in Private Practice must familiarise themselves with the Code of Conduct and determine what action is required of them in ensuring they fully comply. Clarification can be sought from the Medical Director's office of Human Resources where required.

Consultants will be required to demonstrate adherence to the Code of Conduct, and sections 4.4.6 – 4.4.10 of the National Terms and Conditions of Service in order to secure pay progression.

Personal Specification

Post of: CONSULTANT in STROKE MEDICINE

Location: UNIVERSITY HOSPITAL CROSSHOUSE

QUALIFICATIONS:

ESSENTIAL	DESIRABLE
Full GMC Registration with a current Licence to Practice	Royal College Membership
Existing Consultants: Inclusion on the GMC Specialist Register New Consultants: CCT or be within 6 months of the anticipated award of a CCT/CESR at the time of interview.	Higher Medical Qualification, ie MD, PHD
Accreditation in Geriatric Medicine/General Medicine	

SKILLS/KNOWLEDGE/COMPETENCE

REQUIREMENTS	ESSENTIAL	DESIRABLE
<p>General Experience</p> <ul style="list-style-type: none"> Expertise in Geriatric/ General Medicine Expertise in sub-specialty field 	<ul style="list-style-type: none"> A broad range of General Medicine experience Experience and a keen interest in Stroke Medicine Experience in Stroke Thrombolysis Knowledge of and skill relevant to the management of patients. Ability to communicate effectively with all levels of staff and patients Ability to work efficiently and timeously IT literacy 	<ul style="list-style-type: none"> Ability to develop and maintain a database of clinical practice

Team Working & Clinical Leadership	<ul style="list-style-type: none"> • Ability to lead others, think strategically • Effective Team Player <ul style="list-style-type: none"> • Proven clinical leadership and negotiation skills • Evidence of ability to motivate a team to achieve internal and corporate goals • Demonstrates understanding of transformational change processes 	<ul style="list-style-type: none"> • Completion of recognised clinical leadership development programme
Development	<ul style="list-style-type: none"> • Evidence of relevant Continuing Professional Development • Evidence of satisfactory compliance with appraisal requirements 	
Teaching & Training	<ul style="list-style-type: none"> • Ability to deliver high quality teaching • Evidence of competencies or training in accordance with GMC requirements for Clinical and Educational Supervisors 	<ul style="list-style-type: none"> • Interest in and knowledge of advances in medical education and training.
Research & Publications		<ul style="list-style-type: none"> • Evidence of publications of a high standard relating to specialty
Clinical Audit	<ul style="list-style-type: none"> • Evidence of interest and depth of experience in medical audit 	
Management and Administration	<ul style="list-style-type: none"> • Ability to lead a clinical team • Commitment to effective departmental management and management of a multidisciplinary group • Proven organisational skills 	<ul style="list-style-type: none"> • Proven management experience • Understanding of resource management and quality assurance. • Knowledge of recent changes in the NHS in Scotland
Personal and Interpersonal Skills	<ul style="list-style-type: none"> • A willingness to accept flexibility to meet the changing needs of the NHS in Scotland • Effective communicator and negotiator • Demonstrate effective leadership • A willingness to develop special interests which conform to the needs of NHS Ayrshire and Arran 	<ul style="list-style-type: none"> • Innovative and enthusiastic

Personal Specification

Post of: Consultant Physician with an interest in Stroke Medicine

Location: NHS Ayrshire & Arran University Hospital Crosshouse

Qualifications:

Essential	Desirable
Full GMC Registration with a current Licence to Practice	
<p>Existing Consultants: Inclusion on the GMC Specialist Register</p> <p>New Consultants: Be within 6 months of the anticipated award of a CCT or CESR at the time of interview.</p> <p>Accreditation in Stroke Medicine and GIM is essential</p>	

Skills/Knowledge/Competence

Requirements	Essential	Desirable
<p>General Experience:</p> <ul style="list-style-type: none"> • Expertise in generalist field • Expertise in sub-specialty field 	As above. Inclusion on Specialist register for Stroke Medicine	Inclusion on Specialist register for GIM
Teaching & Training	Skills in teaching and training	PG Certificate in Medical Education
Team Working	The applicant requires to work closely with a team to deliver multi-disciplinary patient care.	
Development		
Research/Publications	Not critical to the post.	
Clinical Audit	A sound grounding in the principles and evidence of practical experience of clinical audit.	

Management and Administration		An awareness of the functioning of the NHS and existing management structures.
Personal and Interpersonal Skills	Such skills are critical to the team working and cross-specialty working that the post involves.	

Living and working in Ayrshire



Situated on the beautiful Clyde Coast, Ayrshire & Arran is great place to live and work.

Ayrshire & Arran is a mecca for all golfers with over forty quality courses, including three Open Championship courses. It is also home to some of the most prestigious heritage and visitor attractions that Scotland has to offer.

Ancient castles, beautiful country parks and gardens, bustling market towns and award-winning visitor attractions are all to hand and set in awe-inspiring scenery. The spectacular granite mountains, ancient stone circles and the sheltered waters of the Firth of Clyde act as a magnet for walkers, cyclists, fishermen and sailing enthusiasts alike.

It is also the birthplace of world-renowned poet Robert Burns, and there are plentiful reminders of the man and his world to explore here.

The Isle of Arran, reached by ferry from Ardrossan, is known as 'Scotland in miniature'. A fascinating and surprising island, it has an unrivalled range of landscapes, covering the whole spectrum of Scottish scenery in one delightfully compact package. It is big enough to offer a bewildering variety of activities yet small enough to retain its intimate island atmosphere.

Ayrshire has the benefit of allowing you to have the best of both worlds: it is an easy commute from Glasgow and the wider central belt with an excellent network of transport links throughout Scotland, and is also steeped in countryside, rolling hills and stunning beaches.

There are UK and international flights available from Glasgow Airport, as well as a range of services from Glasgow Prestwick Airport.

Should you wish to relocate to Ayrshire, you will find that property prices are much more affordable than in other parts of the UK and that there are some truly stunning houses and excellent communities to make a home and raise a family in.

Local educational standards are very high at primary and secondary level and private education is available in the area.

The seaside towns of Ayr, Girvan, Irvine, Prestwick and Troon attract many visitors and have an abundance of restaurants, bars, cafes and leisure facilities. There are more than 80 fine hotels, several country parks, more than 40 castles, and close to 50 golf courses including two Open Championship courses at Turnberry and Royal Troon.

You will find a diverse cultural scene with theatres, halls, pubs, galleries and sports fields hosting orchestras, major gigs, classical recitals, kids shows, old-style variety shows, Highland Games and festivals such as Burns an a That, the Kilmarnock Edition, Marymass, Darvel Music Festival and Septembayr.



