



Consultant in Anaesthesia Applicant Information



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Consultant in Anaesthesia with a General or Pain interest Full Time (10 PA, including up to 2 SPA) / Part Time



Salary Scale - £91,474 - £121,548 per annum (pro rata)

Are you looking for a new and exciting challenge? Then think about working in NHS Forth Valley in the heart of Scotland.

NHS Forth Valley seeks to appoint a Consultant Anaesthetist to support its current team as well as a major service development. This post represents the third phase of this expansion.

The post holder will work within the existing Anaesthesia Team, comprising 36 Consultants, one Associate Specialist, one Specialty Doctor, three Anaesthesia Associates and some 17 trainees who share responsibility for providing a comprehensive anaesthetic service for NHS Forth Valley. In part, these are also new posts to support the development of the Forth Valley Elective Care Centre, with a vision that at full complement the department will comprise 37 Consultants.

Anaesthetic Services are centralised in the Forth Valley Royal Hospital, Larbert. Pain management clinics are run at Falkirk Community Hospital, although during the recent pandemic the pain service has been innovative in using virtual consultations to allow the service to continue throughout the pandemic.

We value the skills and experience you bring and will work towards accommodating any subspecialty interest undertaken within Forth Valley. The posts will include on-site out of hours and overnight working as part of normal job planned activity. Appointees must therefore have the capability to deliver and support trainees and other members of the Anaesthesia Team delivering obstetric, critical care and emergency anaesthetic services out of hours, supported by a non-resident general and intensive care consultant. Applicants are encouraged to discuss this aspect of the post with colleagues currently working in this way.

The Anaesthesia team supports a wide range of surgical specialties. There are also obstetric and paediatric services as well as acute and chronic pain services. Our anaesthetic department is committed to deliver high quality evidence-based care to each of our patients. We are a close knit team who appreciate enthusiasm and a drive to develop excellence in a supported environment through shared experience. The department uses surgical models such as Day of Surgery Admission, Day Case Surgery, Enhanced Recovery After Surgery (ERAS), improving pre-operative preparation and developing the Anaesthesia Team (including initiatives such as Anaesthesia Associates).

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.

To apply for this post, please visit the job posting on the NHS Scotland Job Train website... Applicants should have full GMC registration and a licence to practise. Applicants will be in possession of the Fellowship of the Royal College of Anaesthetists (UK), or equivalent, registered with the General Medical Council and on the Specialist Register or be within 6 months of the anticipated award of a CCT at the time of interview or have a certificate of Eligibility for Specialist Registration (CESR). Applicants are required to have evidence of recent continued academic and professional development. Excellent communication, listening and organisational skills are essential.

Applicants are encouraged to visit the Anaesthetic department and meet key staff. Informal enquiries should be directed by telephone to Dr Kathryn McIntosh (Clinical Director) or Dr Ewan Jack (Theatre lead) on 01324 567349

Closing date: 5th February 2023

Interview date: 23rd February 2023

Please quote reference number **132319** on all correspondence.

Introduction to NHS Forth Valley

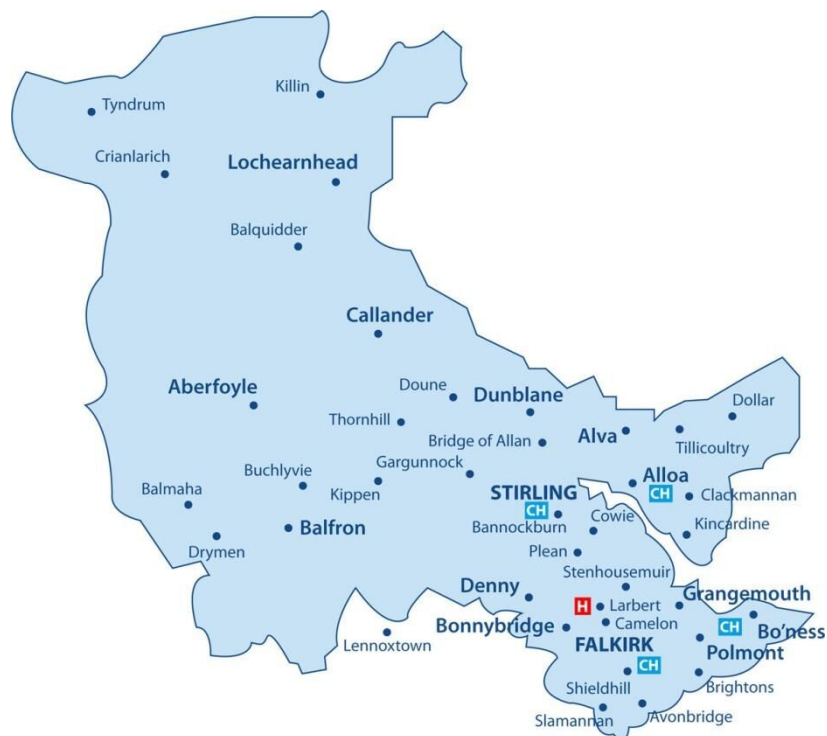
NHS Forth Valley is one of 14 regional health boards in Scotland and serves a population of nearly 310,000 in a diverse geographical area which covers the heart of Scotland and three council areas, [Clackmannanshire](#), [Stirling](#) and [Falkirk](#).

NHS Forth Valley has an annual budget of approximately £570 million and is the largest employer in the area, with approximately 8000 staff from a wide range of 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 inpatient and outpatient 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 to be 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



The Forth Valley Area

Forth Valley, in the heart of Scotland, 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 a variety of attractive settings.



Education in the area is first class, with excellent provision of 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 further 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 wee 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 north east 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 a wealth of 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 be doing 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. For leisure, there are six golf courses, a luxury spa and a major shopping outlet. Find out more about the area on [Discover Clackmannanshire](#).

Job Description

Job Title: Consultant in Anaesthesia
Post: 1 substantive post
Hours of Work Full time/Part time – up to 40 hours per week

Background

The Anaesthetics Department

The department has special interests including regional and general anaesthetics, obstetric anaesthesia and analgesia, intensive care medicine, paediatric anaesthesia, the difficult airway, pain management, pre-operative assessment (including CPX testing), simulation, academic research and teaching.

The department is a dynamic, forward thinking and supportive environment, with a reputation for friendliness and training excellence. Weekly departmental meetings offer a mix of presentations, discussion and morbidity/mortality review.

Anaesthetic Activity

The hospitals undertake over 15,000 anaesthetics per year, mainly in a modern centralized theatre complex of 16 theatres at Forth Valley Royal Hospital. General surgery includes major laparoscopic colorectal surgery; orthopaedics includes primary and revision arthroplasty and well developed regional anaesthesia provision for upper limb surgery; trauma is supported by a dedicated daily trauma theatre; urology includes both open and laparoscopic nephrectomy; obstetrics (3500 deliveries per annum) has a dedicated theatre, regular elective section lists and 24/7 epidural and remifentanil PCA service. Other surgical services comprise ENT, oral & maxillofacial surgery, gynaecology, dental surgery, ophthalmology, and ECT. The wide range of specialties and services contributes to a challenging and satisfying professional environment. There is a significant paediatric anaesthetic workload, with both visiting paediatric surgeons and opportunity for secondment to the Royal Hospital for Children in Glasgow.



Enhanced Recovery After Surgery (ERAS) principles underpin the delivery of anaesthesia. Innovation is encouraged and examples include the recent introduction of continuous rectus sheath catheters for post laparotomy pain relief.

All elective patients are preassessed by an excellent nurse-led centralised preassessment service. This is supported by consultant led high-risk anaesthetic assessment clinics on most weekdays, with the capability to perform cardiopulmonary exercise testing. This work supports the high rate of day-of-surgery admission and low day of surgery cancellation rate. 23 hour stay patients are accommodated in a dedicated 17 bedded ward adjacent to theatres.

Service Expansion

Surgical services are continuing to expand, in particular Orthopaedics, OMFS and Paediatrics. By October 2020 we had increased our theatre numbers from 14 to 16. By January 2023 a newly built in-patient facility will support this ongoing significant increase in surgical activity.

Intensive Care Activity

The modern combined ICU / HDU has 17 beds currently in use, with the ability to expand up to 29 beds should the need arise. This is managed 24/7 by the critical care team. The unit has been designed such that level three care could be delivered at any bed space. Critical Care is overseen by a team of 9 Consultant Intensivists.

Currently, this is one of the busiest critical care units in Scotland with around 1300 admissions per annum. Of these, approximately 300 patients would be intubated and ventilated with a large proportion of the remainder receiving non-invasive ventilation.

The unit has been a leader in several Scottish Patient Safety Programme initiatives and with this we have achieved a very low rate of nosocomial infections, a marked reduction in length of mechanical ventilation, developed a successful early mobilisation programme led by the physiotherapists, and seen a remarkable reduction in the incidence of ARDS. We take part in the Scottish Intensive Care Society national audit, and over the years have regularly been very pleased with the results that we achieve for our patients.

We are able to deliver all supportive treatment modalities that would be expected at a large district general hospital, such as 'invasive' and non-invasive ventilatory support, advanced cardiac output monitoring, continuous veno-venous haemodiafiltration (~ 60 patients in the last year). During April 2020 we have initiated a haemodialysis service as well. It is rare for any patient to have to be transferred to another centre other than to receive tertiary input e.g. neuro or cardiothoracic surgery.

We have a paediatric ward within the hospital, and one of the team will often be called upon to help with stabilisation of critically ill children prior to their transfer to the PICU.

Over the last few years we have taken part in numerous multi-centre research studies. Local work has been submitted and presented at national and international ICM meetings, and accepted for publication in peer reviewed journals.

There are two ICU consultants assigned to critical care each day (Monday to Friday), with a single consultant each day at weekends. Currently nine consultants contribute to the ICU on-call rota.

Pain Services

There are well-established services for acute and chronic pain. The service is truly multidisciplinary with Consultants, ANPs, psychologists, physiotherapists and a pharmacist. The service also provides a pain services to Strathcarron Hospice. There is an active training programme that includes medical students, anaesthetic trainees and other health care professionals. Consultant led Acute Pain rounds are undertaken once a week, while the Acute Pain nurse oversees the service at other times. The pain service is overseen by a team of three consultants. This could increase to four.

Establishment

At present, there are 36 Consultants (excluding this post), one Associate Specialist, one Specialty Doctor Grade posts and some 17 Trainees (Anaesthetic and ACCS). The Department also employs three Anaesthesia Associates. The Anaesthetic Department has responsibility for FY1s on rotation through the department and has FY1's and FY2's in the Critical Care Service.

Medical Staff in Post:

Consultants	ICU Consultants	Associate Specialist	Specialty Doctor
Sonia Allam	Chris Cairns - AMD	Alison Keay	Adam Savage
Elizabeth Beattie	Ian Edmond		
Peter Beatty	Simon Evans		
Daniel Celnik	Martyn Hawkins		
Nicholas Crutchley	Fiona McIlveney		
Daniel Govenden	Neil Stewart		
Stuart Hannah	Helen Tyler		
Ewan Jack	Marc Vilas		
Thomas Kelgiorgis	Abby Short		
Sri Laskshminarayan			
Andrew Longmate			
Ruth Mawhinney			
Kathryn McIntosh - CD			
Clare McNulty			
Scott McQueen			
Michael Money Penny			
Jonathan Richards			
Jelena Skuratova			
Alvin Soosay			
Lorna Stevens			
Gordon Stewart			
Louise Welsh			
Judith Wilson			
Alex Arthur			
Jonathan Raby			
Katherine Maguire			
Serena Elliott			

Non Medical Staff

The service is supported clinically by nursing staff and non-clinically by medical secretarial support and a dedicated Service Manager.

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.

Forth Valley Royal Hospital has developed a comprehensive clinical skills teaching suite for the teaching of 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 in the hospital 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.

Equipment

The Forth Valley Royal Hospital is fully digital, and the Anaesthetic department is well equipped. Electronic prescribing has been introduced and full implementation of electronic patient records is ongoing including full anaesthetic record documentation.

Teaching, Research and Audit

The department has an active interest in teaching, research and audit. There is protected trainee teaching once a week, delivered by consultants. The trainees are also encouraged to attend the West & South East of Scotland anaesthetic courses as appropriate.

We have a consultant lead for audit within anaesthetics. They co-ordinate audit projects within the department ensuring audit loops are completed. They also take a lead on our participation in large national / RCA / AAGBI audits. We also have an ICU consultant lead for the Scottish Intensive Care Audit Groups continual ICU audit.

ICU has also taken part in several multi-centre RCTs with the help of its research nurse: SAFE II, SIGNET, OSCAR, DESIST, BREATHE, GENISIS, SWIFT, FIRE, RELIEVE included.

Administrative Support

The anaesthetic department is fortunate to have 1.2 WTE anaesthetic administrators who co-ordinate our rotas and provide secretarial support. The pain service has additional secretarial support. The department also benefits from excellent access to consultant office space and IT provision.

Responsibilities

- As agreed with the Director of Acute Services and Deputy Medical Director to provide with Consultant colleagues an area wide service with responsibility for the prevention, diagnosis and management of illness, and for the proper functioning of the service;
- Out-of-hours (on-call) responsibilities for Forth Valley Royal Hospital shared with the other Consultants as part of a Consultant team;
- 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 Deputy 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 orthopaedic service in order 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 Deputy Medical Director in line with the Board's Clinical Effectiveness Strategy;
- To support the Anaesthetic Department's Clinical Governance agenda;
- To participate fully in Consultant appraisal and personal development planning activities;
- To ensure the efficient and effective use of the organisation's resources;

- To work with colleagues to ensure the effective and efficient development and implementation of support systems.

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 holder will be required to agree a detailed job plan which will be reviewed at least annually. Efforts will be made to complete job planning prior to the date of commencement in 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, medical students and paramedics
- Tutors (Anaesthetic, ICM)
- Department leads (e.g. Airway, M&M, Obstetric Anaesthesia, Acute & Chronic Pain, Audit, regional anaesthesia, Equipment)
- Departmental links to other departments
- Committee representation (e.g. Drugs and therapeutics, Transfusion, Resuscitation, Training, Trauma group)
- Research
- Service development (Recent examples: ERAS, rectus sheath catheters, lignocaine infusions, peri-operative medicine)
- Simulation

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

Examples of weekly timetables

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

Consideration of all surgical speciality theatre work and / or pre op clinic activity will depend upon individual's skills and requests. Being a dynamic DGH there remains a high degree of flexibility in theatre work allocation throughout all individuals careers).

General (example based on 8:2, DCC:SPA job plan):

DAY	Standard week 9 in 12	Weekday Nights 1 in 12	Weekend Nights 1 in 12	Post Weekend Nights
Mon	AM DCC PM DCC (Emergency theatre/pre op/Pain)	OFF	AM DCC PM DCC(Emergen cy theatre/pre op/Pain)	OFF
Tues	AM DCC PM DCC (flexible theatre)	NIGHT	AM DCC PM DCC(flexible theatre)	AM SPA PM SPA
Wed	AM SPA PM SPA	NIGHT	AM SPA PM SPA	AM DCC PM DCC(Gynae theatre)
Thurs	AM DCC PM DCC(Gynae theatre)	NIGHT	OFF	AM DCC PM DCC(Gynae theatre)
Fri	OFF	OFF	NIGHT	OFF
Sat			NIGHT	
Sun			NIGHT	

An average working day in NHS Forth Valley for anaesthetic staff is 9 hours worked flexibly between 08:00 and 18:00 to suit the needs of the service and individual.

This timetable is for illustrative purposes only, and outlines one of the many different working practices that may be required.

Anaesthesia at night.

Each night (20:30-09:00) the “anaesthetic at night” team comprises four anaesthetists. Two are on site. 13 nights out of 14 the senior on site anaesthetist is a consultant. One night out of 14 they are an associate specialist. The other on site anaesthetist ranges from ST1 to ST7 or specialty doctor. The other two members of the team are non-resident consultants on call over night: one nominally for critical care, the other for anaesthetics. There are other non anaesthetic trainees from ITU and ACCPs in ITU supporting these roles.

The on site consultant is expected to lead the anaesthetic team with the non-resident members of the team at their disposal. When on site, the consultant leads the first response to all aspects of “anaesthesia at night” including critical care, theatres and labour ward.

Overnight on site working will be a maximum four nights every six weeks and will include weekend working. (Current overnight Consultant rota involves 3 nights every 6 weeks).

General Posts

When non-resident on call, all general anaesthetic consultants are on site 08:30-21:00 as a minimum, Monday to Friday, and then “on-call” from home.

This post would entail a 1/3 share of a slot on the non-resident general anaesthetic consultant on call rota (currently 1/3 share of 1 in 13, i.e. a 1 in 39).

These posts also include delivery of one trauma Saturday shift (08:00-18:00) per year.

Leave

Access to leave will be on the same terms as current Consultants. The department have agreed the maximum number of Consultants allowed on leave at any given time.

Contractual Details

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

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

The Consultants in the department will agree arrangements for cover of clinical duties.

This 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.

As a normal component of the contract, the post holders will be required to work on site in the hospital overnight (maximum 35 nights per annum, if contracted for 40 or fewer hours) and for extended working days. The post holder will be expected to work flexibly. Remuneration for these activities will be at plain time rates for hours worked between 08:00 and 20:00 hours, Monday to Friday, and at premium rates as defined by the Consultant Terms and Conditions of Service outside these times.

NHS Forth Valley requires each Consultant to agree with the Director of Acute Services and Deputy 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 holder 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.

This appointment 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

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 Anaesthetists (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 jacqui.crilley2@nhs.scot
Lynsey Doherty	Deputy Medical Workforce Manager	01786 457388 lynsey.doherty@nhs.scot
Laura Bayley	HR Adviser Medical Workforce	01786 457375 laura.bayley@nhs.scot
Elsbeth Gillespie	Medical Workforce Adviser (Contracts)	01786 457382 elsbeth.gillespie@nhs.scot
Hunter Rice	Medical Workforce Adviser	01786 457376 hunter.rice@nhs.scot
Katrina Vernon	Medical Workforce Adviser	01786 457387 katrina.vernon@nhs.scot
Leiane Hall	Medical Workforce Adviser	01786 457307 leiane.hall2@nhs.scot

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
Qualifications	<p>All posts:</p> <p>Fellowship of the Royal College of Anaesthetists (UK), or equivalent</p> <p>Full GMC registration, with licence to practise</p> <p>Certificate of Completion of Specialist Training (CCT) / Certificate of Eligibility for Specialist Registration (CESR)</p> <p>Applicants who are within 6 months of achieving CCT / CESR, at the date, of interview are eligible to apply</p> <p>Additional for Pain:</p> <p>Advanced training in Pain Management or equivalent</p>	<p>Higher degree eg. MSc, MD or PhD higher degree</p> <p>MBA or other relevant diplomas</p> <p>Higher or specific sub-specialty training within an agreed area of specialist interest</p> <p>Additional for Pain:</p> <p>FFPMRCA or equivalent</p>
Experience	<p>At least 5 years of Higher Specialist Training in Anaesthetics</p> <p>Recent experience in both obstetric anaesthesia and critical care</p>	<p>Knowledge and / or training in areas of anaesthetic practice that would support recent or proposed surgical (and other) developments within Forth Valley</p> <p>Intermediate or higher training in these areas of anaesthesia</p>
Knowledge and Skills	<p>Team fit</p> <p>Experience of working in a multi-disciplinary team and an understanding of team dynamics</p> <p>Personality and ability to work within and lead a multi-disciplinary team</p> <p>Appropriate specialty and sub-specialist interest and knowledge</p> <p>Demonstrated ability to work unsupervised and make decisions</p>	<p>Demonstrated knowledge of specialty / subspecialty developments.</p> <p>Evidence that the candidate has considered how these developments might help Forth Valley Health Board meets its service obligations.</p>

Criteria	Essential	Desirable
Knowledge and Skills (cont)	<p>Ability to respond efficiently and humanely to the needs of patients</p> <p>Demonstrated ability to cope well in a crisis situation</p> <p>Good written and oral communication skills</p> <p>Demonstrated ability to manage time effectively</p> <p>Ability to reflect on errors and incidents and change practice accordingly.</p> <p>Able to demonstrate a high level of competence in the clinical aspects of Anaesthetics and evidence of an ability to develop new skills and train colleagues as appropriate.</p> <p>Good information technology and administrative skills. Experience in the use of IT systems to manage medical information.</p> <p>Ability to embrace and accept change</p> <p>Awareness of relevant SIGN and NICE guidance</p> <p>Knowledge of recent Anaesthetic and Surgical Developments e.g. Day of Surgery Admission, Enhanced Recovery Programmes, Pre-operative Assessment and new roles</p> <p>Knowledge of Forth Valley's delivery plan and the challenges that the Health Board faces.</p> <p>Knowledge of initiatives within the Scottish NHS and the Scottish Governments' high level strategy</p>	<p>Demonstrated ability to communicate effectively e.g. report writing; thesis</p> <p>Appropriate sub specialty interest and knowledge</p> <p>Able to demonstrate evidence of function at an expert level within anaesthesia and areas of sub-specialty interest</p> <p>Evidence of ability to drive change</p> <p>Ability to demonstrate understanding of the strengths and weaknesses of the NHS with particular reference to the use of trainees in the delivery of service</p> <p>Formal training in communication skills</p> <p>Experience of working in the NHS.</p>
Teaching and Training	<p>Experience in delivery of both formal and informal education to medical students, trainees, other members of the medical team and other members of the wider team.</p>	<p>Formal training in teaching methods</p> <p>Experience as a clinical or educational supervisor</p>

Criteria	Essential	Desirable
Teaching and Training (cont'd)	<p>Knowledge of the anaesthetic training curriculum</p> <p>Demonstrated ability to teach in the broadest sense.</p> <p>Experience of working with trainees in a supervisory capacity including in an on-call role.</p>	<p>Experience of training and assessing trainees in the NHS.</p>
Academic, Audit, Research and Quality Improvement	<p>Knowledge of improvement methodology and a proven track record in QI delivery.</p> <p>Knowledge of audit and research methodology.</p> <p>Knowledge of how these skills might be of use to the anaesthetics service in Forth Valley and help the Health Board meets its objectives</p> <p>Participation in research, or clinical audit to improve clinical care.</p>	<p>Formal research or training in improvement methodology.</p> <p>Able to evidence development and/ or delivery of an improvement in clinical practice and/ or a research project.</p> <p>Understanding of how to drive change and improvement.</p>
Management	<p>Understanding of management issues including medical discipline; clinical governance, service planning and willingness to contribute to the activity of the NHS in Forth Valley.</p> <p>Knowledge of Forth Valley's Management Structure and the relationship between medical and non-medical managers.</p>	<p>Demonstrated ability to manage e.g. project work; mentoring junior staff (or other staff); Consultant or other appraisal</p> <p>Formal management / leadership training</p>
Other	<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> <p>Must pass Occupational Health Screening and have a suitably up to date immunisation record (eg HepB, C etc)</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 132319** on all correspondence.

Please note the following dates:

Closing date: 5th February 2023

Interview date: 23rd February 2023

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

Living & Working in Scotland

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