

Our Scottish Borders
Your future



Borders General Hospital, Melrose, Scottish Borders

Job Description and particulars for the post:

Clinical Development Fellow (Post FY2 / ST 1 level)

***Rotational Opportunities and Stand Alone Posts
Various acute specialties and Psychiatry***



Grade	Post FY2 / ST1 level. Locum Appointment for Service - Non Training Grade
Location	Borders General Hospital & NHS Borders Mental Health Services
Hours	Full Time – part time / flexible applications also welcome Full time hours of work will not exceed 48 hours per week on average; you are paid a supplement to take account of your rota participation and frequency of out of hours working.
Salary Scale	The full-time salary inclusive of out of hours supplement is between £1,319.21 - £1,413.44 per week (pro rata if applicable).
Duration	One Year Fixed Term Contract from August 2023
Closing Date	20 March 2023

Your Application	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. Should you require further information regarding this post you can contact the Medical Staffing team or make informal enquiries with the Director of Medical Education using the contact details below.
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Contact Details	Telephone	01896 826167
	Email	Medical.staffing@borders.scot.nhs.uk

Application Process	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
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Visits and Enquiries	Informal enquiries regarding these posts will be welcomed by:-		
	Oliver Herlihy	Director of Medical Education / Consultant Physician	Email: olive.herlihy@borders.scot.nhs.uk

Date post is vacant	Wednesday 02 August 2023, but there is some flexibility for earlier or later start dates to be agreed with the successful candidate, and duration is also negotiable.
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NHS Borders Website	For further information regarding NHS Borders, please visit our website:- www.nhsborders.org.uk
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<p>Post Description</p>	<p>Clinical Development Fellow posts are aimed at post foundation doctors at ST1 or ST2 level who have completed a foundation medical training programme and can demonstrate foundation competencies (or equivalent). You may be seeking further experience of acute specialty or general psychiatry in which you have a longer term interest (e.g. future entry into specialty or general practice training), or to provide a professional development supplement to support other career options longer term.</p> <p>You will have the opportunity to experience over 12 months a range of experience as we can offer both a rotation combining two or more specialties or a stand-alone post in a single specialty.</p> <p>The specialties for a one year stand alone post or 2 X 6 month rotation include:</p> <ul style="list-style-type: none"> • general & acute medicine (with opportunity for sub specialty experience e.g. medicine for the elderly or stroke medicine) • Medicine for the Elderly including community hospitals • emergency medicine • orthopaedics and trauma • general surgery • haematology • palliative medicine • psychiatry – general adult and Mental Health for Older Adults. <p>We can be very flexible according to your career aspirations and training.</p>
<p>NHS Borders Description</p>	<p>Why work for us – do you recognise our Values?</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>We seek to test competence, clinical skills and knowledge in the interview/assessment process but also assess that the values and behaviours of individual candidates align to the Values of the NHS in Scotland.</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 aim for an open and honest culture and believe in nurturing future</p>



	<p>stars in NHS.</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 (compared to Scottish average of 12%).</p> <p>(d) The proportion of the population over 65 is the highest in Scotland</p> <table data-bbox="587 1061 1473 1171"> <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 data-bbox="493 1426 1347 1619"> <thead> <tr> <th>Hospital</th> <th>No. of beds</th> </tr> </thead> <tbody> <tr> <td>Peebles (Haylodge Hospital)</td> <td>23</td> </tr> <tr> <td>Duns (The Knoll Hospital)</td> <td>18</td> </tr> <tr> <td>Kelso Hospital</td> <td>23</td> </tr> <tr> <td>Hawick Community Hospital:</td> <td>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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<p>NHS Borders Services</p>	<p>The Borders General Hospital is the district general hospital serving the Scottish Borders Region. It has 287 beds of which 12 are in a higher dependency area with monitoring and telemetry facilities. The hospital offers services in General Medicine, Haematology, Palliative Care, Medicine for the Elderly, Stroke Medicine, Paediatrics, General Surgery, Orthopaedic</p>																



Surgery, Ophthalmology, ENT, Obstetrics and Gynaecology.

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

The Medicine for the Elderly department operates on a needs related basis. Acute medical emergencies of all ages are admitted via the Medical Assessment Unit. There are 30 acute DME assessment beds (ward 14). Most admissions to DME are emergency admissions via the medical assessment unit, the remainder are transfers from orthopaedic and surgical wards. Further services include Acute Stroke (12 beds in the Borders Stroke Unit), Front Door Frailty Service (variable beds in Medical Admissions Unit), Orthogeriatrics Service (variable beds in Ward 9) and specialist outpatient clinics and day hospital services e.g. syncope and Falls, movement disorder, neurovascular and general geriatric.

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 Primary Care In-hours Urgent Care Centre / OOH Emergency Care Service (BUCC & BECS). 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.

There is a 6 bedded ITU run by the Anaesthetic Department who also run an acute haemodynamic support service and an active outreach programme for critically ill patients, with outreach staff from ITU liaising with ward staff.

The Orthopaedics 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. Each of the 8 consultants is supported in their clinical activities by a speciality grade doctor or trainee. 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.

The Department of General Surgery consists of an inpatient ward and a Planned Day Case Surgical Unit. There are 5 general surgeons who all



provide emergency and elective general surgical cover. Part time urologists visit from the Western General Hospital, Edinburgh. Each surgeon has his own special interest covering colorectal, breast, endocrine, laparoscopic and ERCP interests. The majority of the patients for operations are admitted through planned day surgery unit and most of them after straight forward operations are discharged home under nurse supervision. Major cases are transferred after surgery to ITU, HDU or to the ward. The whole department works as one team with the on call team consisting of the on call consultant, middle grader and FY1 acting as the core of the general surgical unit.

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.

Neurology, Rheumatology, Dermatology and Renal Medicine Consultants provide outpatient clinics and an inpatient consultation service.

Hospital at Night (HaN) team operates from 9.00 pm – 9.30 am. This comprises the HaN Team Leader (a medical registrar, Clinical Development Fellow or senior GPST), a GPST/FY2 doctor, 1 FY1 doctor and 2 advanced nurse practitioners- one of whom acts as the co-ordinator. The HaN team provides a generic clinical service to all adult inpatient areas in the hospital (excluding ITU) with specialty support from general surgery, O&G, paediatrics, orthopaedics and anaesthetics. The HaN Team Leader is responsible to the on-call consultant physician.

The Scottish Borders General Adult Psychiatry service provides specialist care for people suffering from mental illness with associated needs and disabilities. The aim of the service is to provide multidisciplinary assessment, care and treatment of those with mental health problems who do not have a learning disability, and are aged 18-69 years old. The service currently consists of three multidisciplinary adult Community Mental Health Teams with access to 19 inpatient beds at Huntlyburn House adjacent to the Borders General Hospital in Melrose. A CDF placement would be available in a Community Mental Health Team or Mental Health for Older Adults or CAMHS depending on your background.

There is an active post graduate programme under the direction of the Director of Medical Education, with excellent facilities in the Educational Centre.



POST INFORMATION	
<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 core service commitment (periods outwith 07:00 hrs – 19:00 hrs, Mon - Fri) • Professional and personal development opportunity (approximately 20% of day time working time protected for this purpose, exceptions apply to night duty and admitting weeks) <p>You will work under supervision with local clinical teams to develop skills in your preferred Acute specialties and/or general psychiatry. Some sub specialty experience is also possible outwith core duties (e.g. stroke medicine, palliative medicine, respiratory, diabetes, cardiology, dermatology, intensive care medicine if this should support your career direction). As part of the service component you will provide a proportion of out of hours service (evenings, nights and weekends).</p> <p>You will need to have obtained FY2 competencies or equivalent and this post may be most suitable for post FY2 / ST1 level doctors seeking out of programme experience, to support future career intentions.</p> <p>In acute specialties (except ED) overnight, you will be one of the 5 members of the core HaN team (operational from 9.00 pm – 9.00 am), the others being a Medical Registrar or equivalent, 1 x FY1 doctor and 2 advanced nurse practitioners (one of whom coordinates the team). Whilst the majority of overnight activity happens in medicine (about 75% of overnight activity) the HaN team provide a generic clinical service to all adult inpatient areas in BGH (excluding ITU) with specialty support provided from staff grades/specialty trainees in general surgery, O&G, paediatrics, orthopaedics and anaesthetics. E.D. overnight is covered by a Specialty Doctor or CDF with support from a salaried GP.</p> <p>This post is aimed at post foundation ST1 or ST2 level i.e. doctors having completed a UK Foundation medical training programme (or equivalent) and having sufficient experience in the management of acutely unwell adult patients. Candidates may be looking for some experience an acute specialty or psychiatry in which they may have a longer term interest (e.g. future entry into core medical training / G.P. training), or to provide a professional development supplement to other career options longer term.</p> <p>This is 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 may develop a 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 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 equivalent to training grade doctor. There is an excellent Postgraduate educational programme, good library facilities on site and protected formal teaching within medical unit</p> <p>Each normal working week; one day of protected development time would be rostered, there are exceptions as protected development time would not apply in a week-nights week. Admitting week or an annual leave week. Development time may feature supernumerary experience in a preferred specialty e.g. Intensive Care Medicine (see sub specialty placements below). 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 usually 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 exceptional circumstances.</p> <p>Personal Development Plan</p> <p>An educational supervisor (a senior clinician within the medical 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 your 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>Some examples include the following:</p> <p>Medical Education:</p> <p>Simulation training has undergone a significant upgrade at Borders General</p>
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	<p>Hospital. There will be support to attend a simulation faculty development course to allow a CDF to take an active role in the development of advanced facilities.</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 can be dedicated to supernumerary time in ITU to gain competency in practical procedures such as lumbar puncture, central line insertion and airway management, as well as the management of the critically unwell patient.</p> <p>Sub Specialty Placements: Both the study leave/development time may be utilised for purposes agreed with your clinical supervisor such as supernumerary placements in medical sub specialties possibilities include palliative medicine, respiratory medicine, diabetes, rheumatology, intensive care medicine etc. This may take the form of supernumerary attendance at outpatient clinics. The key is that we would be flexible according to your individual career needs and the experience you may need.</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 medical curricula, work based assessments and reflective practice 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> <p>NHS Borders offers a training / study leave grant up to a maximum value of £500 per annum (pro rata for part year appointees) for each CDF.</p>
DUTIES AND RESPONSIBILITIES	
Main Duties	<p>A job plan would be agreed between the successful applicant and Consultant Supervisor depending on your background and career interest</p> <p>Some of the core clinical components would include the following:.</p>



	<p>Clinical responsibility for the care of patients in your specialty. This includes daily ward round, admissions of list cases and emergency admissions (according to rota).</p> <p>On basis of rota, clinical responsibility for emergencies in the Emergency Department and initial assessment and appropriate referrals.</p> <p>Within BGH participation as the intermediate doctor, middle grade on the FY2/GPST HAN rota. Potentially after appropriate development, participation as a Team Leader for the Hospital at Night Team rota. CDFs in Emergency Medicine cover the Emergency Department overnight</p> <p>Organisational responsibilities, e.g. PACES examinations, rota preparation and FY1 / FY2 supervision.</p> <p>From time to time work in out-patients under Consultant supervision Clinics, e.g. diabetes, cardiology, respiratory medicine, gastroenterology, ambulatory care and NVC.</p> <p>Contribute to the teaching and audit activities, e.g. for Foundation Doctors, Medical Students and other healthcare professionals.</p>
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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. 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 in the Borders maintain 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 down hill 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. The Borders has 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. The Hospital also has corporate membership of an excellent Fitness Centre in Galashiels. There is a purpose built nursery in the grounds of the hospital for hospital employees' children.

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 in music, including opera and ballet, theatre, cinemas (including a film theatre) and visual arts, and of course every year there is the world famous Edinburgh International Festival and Fringe Festival. Local transport links have improved greatly.

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. 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).

As part of our policy there is assistance with relocation allowances / excess travel allowance (e.g. if commuting from Edinburgh) if applicable.

MELROSE has taken the title of the best place to live in Scotland in a new national ranking - <https://www.sundaypost.com/fp/borders-town-of-melrose-named-best-place-to-live-in-scotland/>
<http://www.nhsborders.co.uk>

An Estate agency (Rightmove) has named **GALASHIELS** as Scotland's happiest place to live. More than 22,000 people across the UK took part in the survey, The happiest place to live in Scotland is Galashiels - Scottish Field

Person Specification: Clinical Development Fellow (post FY2)

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 Medical 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 medical training in line with GMC standards/Good Medical Practice. 	ALS/ATLS/CRISP Instructor Status	C.V
Experience	<ul style="list-style-type: none"> Experience at FY2 / SHO / ST1 level in an acute specialty or psychiatry Assessed as "acute take competent" under appropriate supervision. 	Well-presented log book or professional portfolio	C.V./Interview
Teaching	<ul style="list-style-type: none"> Enthusiastic in teaching clinical skills in the workplace or training environment. Evidence of contributing to teaching & learning of others 	Experience of simulation based teaching Has completed a 'training the trainers' or 'teaching skills' course	C.V./Interview
Fitness To Practise	<ul style="list-style-type: none"> Is up to date and fit to practise safely Has obtained FY2 level competencies or equivalent 		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
Other	<ul style="list-style-type: none"> Be able to satisfy EU Immigration / Sponsorship Regulations. Satisfactory pre-employment health screening including Hepatitis B immune status. 		Pre employment checks.



Specification of NHS Values	
NHS VALUE	Method of Assessment
<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>Supporting Statement</p> <p>Interview</p> <p>MDT Process</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>Supporting Statement</p> <p>Interview</p> <p>MDT Process</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>Supporting Statement</p> <p>Interview</p> <p>MDT Process</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>Supporting Statement</p> <p>Interview</p> <p>MDT Process</p>



<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 (New Deal and 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 appointment it is for fixed term duration of one year.</p> <p>Full-time salary inclusive of out of hours allowances is per week (pro rata if applicable) £1,319.21 - £1,413.44 per week. There is flexibility and applicants who wish to work part-time, lesser hours or a job share arrangement are welcome.</p> <p>Full time hours of work will not exceed 48 hours per week on average; you are paid a supplement to take account of your rota participation and frequency of out of hours working.</p> <p>The Job Plan will be agreed in association with a Consultant / Educational Supervisor. Hours of work will not exceed 48 per week on average and you are paid a supplement to take account of your rota participation and out of hours working.</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</p>
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	<p>requirement of employment within the NHS that medical staff be registered with a medical insurance organisation. Medical staff are 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 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 relocation costs or excess travelling costs if required. Single accommodation is sometimes available in our on-site residences or elsewhere locally – details on application. CDFs commuting from Edinburgh are entitled to reimbursement of public transport costs or an excess mileage rate if travelling by private vehicle.</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.</p> <p>It should be noted immunisation status (clearance for E.P.P.s) is checked by the Occupational Health Service.</p>
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