



Consultant Physician  
in General Medicine

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Western Isles Health Board  
**The best at what we do**



## Job Advert



### Consultant Physician in General Medicine

Salary £91,474 - £121,548 (per annum)

Plus Distant Islands Allowance of £1,117 (per annum)

Permanent post

The Western Isles is located 40 miles off the North West coast of Scotland, and is 130 miles long from the Butt of Lewis in the North to the Isle of Barra in the South. The population of the Western Isles is approximately 26,500. The Health Board employs over 1,000 staff, excluding GPs and Dentists. There is easy access to the mainland, with regular flights between Stornoway and Glasgow, Edinburgh, and Inverness.

Applicants must be on the GMC Specialist Register, with Licence to Practise, or be eligible for inclusion on the Specialist Register within 6 months of the date of interview. Applicants would be fully supported whilst working toward this. The post is for 12 PAs (8 PAs, 2 SPAs plus 2 EPAs per week) subject to agreement of a satisfactory job plan, plus an 8% availability allowance. However, the successful candidate may decide to work 10 programmed activities a week on an annualised basis, and be granted an additional 8 weeks of time in lieu a year which will be recognised in the Job Plan.

The Terms and Conditions of service are those determined by the New Consultant Contract (Scotland) 2004. If you do not hold permanent residential status in the UK or an EU passport, you should be eligible to apply under the current immigration process for this post.

It is your responsibility to ensure your eligibility and entitlement to work in the UK in line with UK Border Agency/Immigration rules and regulations. NHS Western Isles cannot guarantee that that a certificate of sponsorship could be obtained.

This post is eligible for relocation costs.

The successful applicant will be required to register with the PVG (Protecting Vulnerable Groups) Scheme. Applicants should complete applications along with a full CV together with the names of 2 referees relating to posts held in the last 2 years.

For further information, contact Dr Frank Mcauley, Medical Director, NHS Western Isles on 01851 708 050 or [francis.mcauley@nhs.scot](mailto:francis.mcauley@nhs.scot)

**CONSULTANT PHYSICIAN IN GENERAL MEDICINE  
WESTERN ISLES HOSPITAL  
STORNOWAY**

**Job Description**

**1. THE WESTERN ISLES**

The Western Isles lie approximately 30 miles off the West Coast of Scotland and consist of many small islands in the Outer Hebrides. The main ones being Lewis, Harris, the Uists and Barra with a total population of 26,500. They are easily accessible by ferry from Ullapool, Skye and Oban which runs in conjunction with the ferry timetables and links with rail services from Inverness and by air from Glasgow and Edinburgh.

Stornoway is the administrative “capital” of the Western Isles. It has a population of approximately 8,000 and has all the facilities one would expect to find in a town of this size. There are many primary schools on the islands as well as secondary schools.

**2. WESTERN ISLES HOSPITAL**

The Western Isles Hospital (WIH) is a general rural hospital serving the Outer Hebrides area. The hospital was opened in 1992, is modern and well equipped. The main hospital is in Stornoway with 96 beds covering specialities in General Medicine, General Surgery, Orthopaedics and Trauma, Obstetrics & Gynaecology, Psychiatry, Paediatrics and Radiology.

Uist and Barra Hospital has 16 beds. St. Brendan’s hospital in Barra has 5 beds with a plan to reduce in a new build to 3.

The W.I.H has an up-to-date laboratory service covering the main disciplines of haematology, microbiology and clinical chemistry with ready access to more specialized investigations at Raigmore laboratories and other specialized laboratories in Scotland.

The Radiology Department is well equipped for routine radiology, CT scanning, ultrasound and Doppler studies.

**Locally based consultant services**

- General Medicine
- General Surgery
- Orthopaedics
- Anaesthesia
- Paediatrics
- Obstetrics & Gynaecology
- Psychiatry
- Radiology
- Dental Services

## **Visiting Consultant Services**

- Respiratory Medicine
- Rheumatology
- Dermatology
- Oncology
- Neurology
- Ophthalmology
- Renal Medicine
- Otolaryngology
- Urology
- Child & Adolescent Mental Health

### **3. DEPARTMENT OF GENERAL MEDICINE**

The services provided within the medical specialty form a considerable proportion of the workload in the hospital. There are 400 - 450 new out patient referrals per year and approximately 2000 unselected admissions per year.

There is a separately staffed Day Hospital for clinics and treatment.

There are three permanent consultant general physician posts. The Medical Department trains Foundation and Specialist Junior doctors in Training in both Medicine and General Practice.

The WIH uses an innovative approach to the provision of Out of Hours cover. Overnight work is carried out by GPs and Specialist Nurses; weekend day time Out of Hours work is provided by Junior Doctors and Specialist Nurses.

The main referral centres are in Inverness and Glasgow, but hospitals in Edinburgh and other hospitals in Scotland are used when necessary in accordance with established referral management system.

The role of Consultant Physician in NHS Western Isles is both challenging and rewarding. Working in a modern well equipped acute sector, supported by a well trained multi professional team, the Consultant Physician provides both emergency and elective care to a high standard. Working within a small team, supported by excellent links with larger units and with high quality connectivity and transport arrangements, the Consultant Physician is the key decision maker for the management of acute medical presentations.

The post holder will be based in the Western Isles Hospital which is a Rural General Hospital (Plus) situated in Stornoway, the largest town in the Western Isles. It is a modern, well equipped hospital with a bed complement of 96. There are four acute wards: 2 medical (one of which contains a 4 bedded High Dependency Area (HDA)) 2 surgical (one of which is a day surgery unit) and a maternity unit of 6 beds. In addition there are intermediate care (nurse led) orthopaedic and general rehabilitation beds, a 4 bed paediatric area and a 6-bed dedicated stroke rehabilitation unit.

There is also a renal dialysis unit on-site supported by renal physicians from Raigmore Hospital, Inverness. There is an acute adult psychiatric unit and an elderly mentally ill facility.

#### Overview of the Western Isles Hospital Bed complement

General Medical Dept.	45 acute beds
Surgical Dept.	18 ( general surgery, orthopaedics and gynaecology)
High Dependency Unit	4
Paediatrics	4
Maternity	6
Elderly Mentally Ill facility	16
Acute Psychiatry	4
Other (Day Surgery Unit) & Chemotherapy	13 – not included in the total

The population of the Western Isles is approximately 26,500 of which 20,000 are resident in the island of Lewis and Harris. Because of its geographical position, the Western Isles Hospital accepts all types of emergencies. Those patients requiring further specialty treatment in a mainland hospital (usually Glasgow or Inverness) are transferred by air ambulance or helicopter depending on the clinical condition. The Emergency Medical Retrieval Team (EMRS) may be called for transferring acutely ill patients.

#### **4. THE POST**

The post-holder will be expected to have wide experience in general medicine and be able to manage day to day acute medical emergencies to HDA and unselected admissions to the Acute Assessment Unit or medical wards. The general medical on call rota is 1:3 (non-resident)

This is an exciting opportunity for an enthusiastic clinician who is keen to develop innovative ideas and skills for working in a remote and rural area. The successful candidate will take an active role in developing protocols. Development of service provision will be encouraged and supported.

This post also offers a significant opportunity to be involved in shaping the future service model within the department and to develop an interest in clinical leadership within the management structure.

Close links with Medical departments in Glasgow and Inverness have been developed and retrieval of seriously ill patients is carried out in partnership with the Emergency Medical Retrieval Service (EMRS). The development of ever stronger peer support networks with defined larger units on the mainland is being encouraged.

Telemedicine is already in use to improve access to specialist advice and opinion across the island chain and with mainland providers. It is the aim of the Board to strengthen and mainstream the use of technology and an interest in developing such ways of working will be welcomed. Postholder is expected to liaise with and provide support/advice to GP's managing our remote sites.

In addition to the Western Isles Hospital, NHS WI has two community hospitals. The post holder in rotation with the other consultants will provide outpatient services to the Ospadal Uibhist agus Bharraigh (Uist and Barra Hospital) on Benbecula (29 beds) and St Brendan's Hospital (5 beds) on Barra. General Practitioners currently provide inpatient medical services to these 2 hospitals.

The post holder, along with other consultants, will be responsible for the training/teaching and clinical supervision of junior medical staff and medical students and will devote time to this on a regular basis.

### **PROVISIONAL TIMETABLE**

Day	AM	PM
Monday	08.00 Post –take /ward round	Admin / Audit /procedures
Tuesday	08.00 Post-take/ ward round + <b>11.00 MDT meeting</b>	13.00 -14.00 <b>Med Dept Teaching</b>  <b>14.00 OP clinic</b>
Wednesday	08.00 Post-take / ward round	Admin/procedures, ward round for ortho-geriatric /orthopaedic patients
Thursday	08.00 Ward round <b>10.00 OP clinic</b>	<b>13.00 Stroke meeting</b>
Friday	08.00 post-take /ward round <b>10.30 TIA clinic</b>	Admin / routine ward work/ procedures

**There is provision for 8 PAs, 2 SPAs and 2 EPAs**

**Remuneration for the on call consists of 2EPAs plus 8% availability allowance**

#### **Secretarial Support**

Secretarial support will be provided and the post holder will have their own office accommodation.

#### **Clinical Audit**

The post holder will be expected to initiate and participate in any ongoing clinical audit.

#### **Continuous Professional Development**

The Board places high value on supporting continuous professional development to meet organisational and professional needs. Regular peer led individual development reviews are encouraged for all the consultants.

#### **Appraisal and Revalidation.**

The post holders will participate in local appraisal and revalidation processes and will be supported to do so.

#### **Rehabilitation Services**

There is modern physiotherapy department, occupational therapy department, and speech therapy department. These departments also provide services in the community.

### **Services currently provided by the Medical Dept:**

- **Cardiology:** Chest pain clinic, Exercise Tests, Ambulatory cardiac and ambulatory BP monitoring facilities, Echocardiography (visiting service from Glasgow), Pacemaker maker check services (visiting service from Raigmore Hospital); There is also Community Heart Failure Service run by the Heart Failure Nurses.
- **Diabetes services:** There is weekly diabetes clinic at WIH, 3-weekly clinic at U & B hospital and a quarterly clinic at St. Brendan's Hospital, Barra. There are DSN, dietetic and podiatry services and a well established eye screening programme. This service is supported and augmented by the Diabetes 'Obligate Network' with NHS Greater Glasgow and Clyde.
- **Stroke Rehabilitation and Stroke Thrombolysis:** A Stroke ICP, using a video link facility with a Stroke Team in Aberdeen, enables the provision of thrombolysis for appropriate patients. Consultant Stroke Rehabilitation input is currently being piloted via a weekly Video Link from NHS Lanarkshire. The 6 bedded stroke unit on Erisort ward is well established with facilities to provide comprehensive rehabilitation for these patients.

### **Consultant based in-patient services**

Locally based consultants provide the following services:

- General Medicine
- General Surgery, Orthopaedics and Anaesthesia
- Paediatrics
- Obstetrics and Gynaecology
- Psychiatry
- Radiology

### **Visiting consultants from Raigmore Hospital, Inverness and Southern General Hospital, Glasgow**

- Respiratory medicine, dermatology and oncology
- ENT, Ophthalmology and Urology
- Neurology and neuropsychology services are provided by telemedicine links.

### **Laboratory Services**

- Laboratory provides services in haematology, blood transfusion, biochemistry and microbiology. Raigmore Hospital, Inverness provides haematological and histopathological services. Glasgow consultant bacteriologist provides expertise in microbiology and infection control

### **Radiology Services:**

- The Radiology Department is well equipped with digital imaging, ultrasound, Doppler scanning, and a 64 slice CT scanner.
- There is a consultant radiologist for day to day work and out of hours cover is provided by the consultant radiologists based in NHS Borders. Work is currently underway to provide resilience to the in-hours radiology service.

**Outpatient Facilities:**

There are excellent outpatient facilities within the hospital. Visiting consultants from Inverness and Glasgow (see above) support various subspecialties.

**Tertiary referrals:**

Clinical pathways to tertiary centres are in place, with established links to specialists in NHS Highland and NHS Greater Glasgow and Clyde.

**Main Conditions of Service**

- 1 This post is subject to the Terms and Conditions of Services for Hospital Medical and Dental Staff (Scotland).
- 2 Subject to agreement of a satisfactory Job Plan the Contract will be for 10 programmed activities per week. The Health Board may offer up to 2 extra programmed activities in line with the agreed Job Plan and the salary will attract an 8% availability allowance. A Distant Islands Allowance also applies to all NHS Western Isles employees.  
The current Job Plan is based on a 8: 2 DCC : SPA split.
- 3 Annually revised and agreed Job Plan. The Job Plan will essentially be driven by the evolving and changing needs of the patients and services
- 4 Active participation in SPSP with effective implementation of local or nationally agreed systems of care/care bundles
- 5 Compliance with all approved Board policies and procedures
- 6 In the event of a pandemic (COVID-19 or other) postholder will be required to participate in and comply with the Board's resilience and contingency plans, altered work methods and systems.
- 7 Residence – the successful applicant will be required to reside within 10 road miles of the Western Isles Hospital, unless specified approval is given by the Board.
- 8 For pre-employment health assessment purposes, as part of the Board's Occupational Health Service, the successful applicant will be required to complete a health questionnaire. This will be treated in strict confidence.

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**Person Specification**

	<b>Essential</b>	<b>Desirable</b>
<b>Educational/ Professional Qualifications</b>	Possession of a primary medical degree and a specialist qualification (MRCP UK or equivalent). Will be a practising doctor. Registered (or eligible to be registered) to practise medicine in the United Kingdom. Must be on the GMC Specialist Register (General (Internal) Medicine) with Licence to Practice or within 6 months of CCT.	Possession of a higher degree.  Membership/fellowship of professional organisations
<b>Work &amp; other Experience</b>	Must possess clinical skills which can be used in the service of patients in the Western Isles.	Experience and training in care of the elderly. Qualifications in ortho-geriatrics or stroke rehabilitation
	Evidence of involvement in teaching at undergraduate levels	Educational Supervisor
	Competence in supervising trainees at postgraduate level	
<b>Personal Qualities &amp; Abilities</b>	Good communication and interpersonal skills	
	Good presentation skills Flexibility of attitude Leadership and decision making skills Team building and organisational skills Self-motivation and time management skills	
<b>Clinical</b>	Must be practising as a hospital doctor Must possess clinical skills which can be used in the service of patients in the Western Isles	
<b>Other</b>	Strong commitment to personal development	Clean driving licence

In the event that an otherwise appointable candidate does not have one of the essential criteria and this skill may be acquired through a period of further training, consideration may be given to offering a “proleptic appointment”.

# About the Western Isles

The Western Isles, also known as the Outer Hebrides, are a chain of islands which lie 55km off the west coast of Scotland. The islands have a population of around twenty-seven thousand people.

Those who enjoy outdoor activities will find that the islands have a lot to offer. Outdoor pursuits such as horse riding, hiking, and fishing are popular, as are water sports such as canoeing, surfing, and kayaking. Further information about outdoor and sporting activities can be found on the Outer Hebrides Tourism Information website.

The local Council website provides information regarding schools, jobs, bus timetables, and opening times of the leisure centre.

The Board works in partnership with Hebridean Housing Partnership (HHP), which means that Key Worker Status will form part of their Housing Allocation Policy. For more information, please visit the HHP website.

If you have any specific queries regarding your move, please do not hesitate to contact your Line Manager, who will do their best to answer them.

## Links

[wihb.scot.nhs.uk/wihrr.pdf](http://wihb.scot.nhs.uk/wihrr.pdf)  
[visitouterhebrides.co.uk](http://visitouterhebrides.co.uk)  
[welovestornoway.com](http://welovestornoway.com)  
[hebrides-news.com](http://hebrides-news.com)  
[hebrideanhousing.co.uk](http://hebrideanhousing.co.uk)  
[cne-siar.gov.uk](http://cne-siar.gov.uk)

# About NHS Western Isles

The Western Isles Health Board employs over one thousand members of staff, excluding GPs and Dentists. There are three main hospitals situated in the Western Isles:

**Stornoway**—Western Isles Hospital (Ospadal nan Eilean Siar)

**Benbecula**—Uist and Barra Hospital (Ospadal Uibhist agus Bharraigh)

**Barra**—St Brendan’s Hospital

There are a number of GP and Dental Practices across the Western Isles. Community nursing services operate out of general practice premises and at community offices in key locations.

There are only two medical practices in Stornoway: the Broadbay Medical Practice on Francis Street (tel 01851 703588) and the Group Practice on Springfield Road (tel 01851 703145). Both have a pharmacy attached to the practice for the dispensing of prescriptions.

Web

[wihb.scot.nhs.uk](http://wihb.scot.nhs.uk)

The latest information about the Board’s response to the COVID-19 pandemic can be found on the Board’s dedicated website.

Web

[coronavirus.wi.nhs.scot](http://coronavirus.wi.nhs.scot)



# Transport Information

The islands are accessible from mainland Scotland by ferry or by plane (please note that both services can be affected in the winter).

There are three airports on the Western Isles: Stornoway Airport, Benbecula Airport, and Barra Airport. The following destinations can be reached from these airports:

**Stornoway Airport**—Benbecula, Edinburgh, Glasgow, Inverness, Manchester

**Benbecula Airport**—Glasgow, Inverness, Stornoway

**Barra Airport**—Glasgow

All flights to and from the Western Isles are operated by Loganair.

If you live in the Highlands and Islands region of Scotland, you can apply for cheaper air travel through the Air Discount Scheme. Further information on the discounts available can be obtained via the Air Discount Scheme website.

There are nine ferry ports operating in the Western Isles. Routes run between the islands, as well as to and from the mainland. All routes are operated by Calmac. Further information on the individual routes, including timetables and prices, can be obtained via the Calmac website.



## Links

**Ferry Travel:**  
[calmac.co.uk](http://calmac.co.uk)

**Air Travel:**  
[loganair.co.uk](http://loganair.co.uk)

**Car Hire:**  
[carhire-hebrides.co.uk](http://carhire-hebrides.co.uk)  
[lewis-car-rental.com](http://lewis-car-rental.com)

**Air Discount Scheme:**  
[airdiscountscheme.com](http://airdiscountscheme.com)