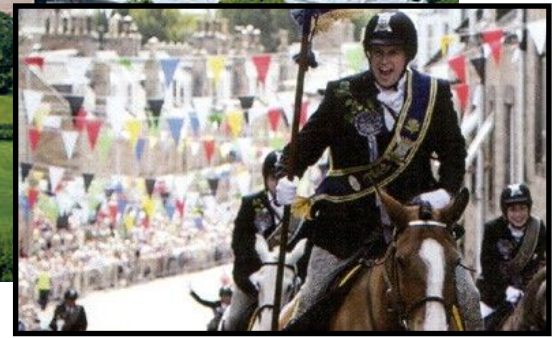


Our Scottish Borders

Your future



Borders General Hospital, Melrose, Scottish Borders

Job Description and particulars for the post:

***Clinical Development Fellow
(Post FY2 / ST1 level)***

***Clinical Haematology and Acute General Medicine
One year post from August 2023***



Grade	ST1 level. Locum Appointment for Service - Non Training Grade (Clinical Haematology/General Medicine)
Location	Borders General Hospital
Hours / PA's	Full Time – part time / flexible applications also welcome
Salary Scale	The full-time salary inclusive of out of hours banding is £1,378.58 per week (pro rata if applicable).
Duration	One Year Fixed Term Contract
Closing Date	Monday 29 May 2023

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

Application Process	<p>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</p>
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Visits and Enquiries	<p>Informal visits can be arranged and informal enquiries regarding this post are welcomed. In addition the current postholder would discuss the post with you informally – ask Diane Keddie or Janet Bennison below.</p>
	<p>Diane Keddie, Service Manager diane.keddie@borders.scot.nhs.uk</p> <p>Janet Bennison, Assoc Medical Director amdbgh@borders.scot.nhs.uk</p>

Date post is vacant	<p>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.</p>
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NHS Borders Website	<p>For further information regarding NHS Borders, please visit our website:- www.nhsborders.org.uk</p>
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<p>Department Briefing</p>	<p>The Haematology service in the Borders General Hospital is based in the Area Laboratory and the Medical Unit and supports Haematology patients up to and including Level 2a.</p> <p>The Clinical Haematology Team and consists of 2.5 WTE consultant and one Advanced Nurse Practitioner. The team covers all aspects of clinical haematology within the Borders including clinics, in-patient referrals. GP inquiries and clinical responsibilities for patients with ongoing chemotherapy and monitoring in the Borders McMillan Centre (a purpose built unit within the BGH providing Chemotherapy and cancer care services to all patients living within the Scottish Borders area)</p> <p>Whilst not mandatory, there would be high preference for the successful candidate to have an interest in pursuing a career in haematology.</p> <p>The Department provides the following services:</p> <ul style="list-style-type: none"> • Haematology and Blood Transfusion laboratory service. • Provision of haematological advice to Medical, Surgical, Paediatric and Obstetric/Gynaecological units. • Provision of a Haematology referral service for out-patients and in-patients with a wide range of haematological disorders. • Haematology/Oncology Unit for provision of chemotherapy • In patient Haematology beds. <p>The department prides itself on excellent working relationships with GPs and hospital colleagues, with easy access for consultation and outpatient waiting times in the region of two weeks. There are five outpatient clinics and bone marrows are carried out by the Haematology Advanced Nurse Practitioner in a weekly outpatient clinic.</p> <p>Patients receiving day case chemotherapy and those receiving shared care with the Edinburgh Cancer Centre attend a purpose built modern area within the Borders Macmillan Centre (BMC) and are supported through treatment by an experienced team of chemotherapy trained nurses.</p> <p>There are good links with community nursing teams and specialist palliative care allowing for ease of transfer between services as required.</p> <p>Clinical Haematology Services in the Borders General Hospital support Haematology patients up to and including Level 2a.</p> <p><i>Borders Macmillan Centre</i> The Borders Macmillan Centre is a nurse-led unit headed by a Nurse Consultant and staffed by experienced nursing staff. The unit provides</p>
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	<p>high-quality care and is audited as part of the CEL 30 requirements.</p> <p>A dedicated Haematology Advanced Nurse Practitioner undertakes procedures including bone marrows and works with the consultant team, reviewing patients and running clinics.</p> <p>Patients are offered support and information from our Cancer Information and Support Service based within the Borders Macmillan Centre and have access to a wide range of support services locally.</p> <p>Laboratory Staff Administration & Clerical Staff</p> <p>There is a team of laboratory staff including the Department Manager, Section Manager, Specialist BMS', Trainees and MLAs. The Haematology Service is supported by three Medical Secretaries based within the Laboratory. The Consultants offices are also based in the Laboratory.</p>
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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). There will be a general medical weekend commitment of approx. 1 in 8 • Professional and personal development opportunity (approximately 20% of active working time protected for this purpose) This would primarily be work in Clinical Haematology and would include audits of the Clinical Haematology clinical service. <p>You will work in Clinical Haematology under consultant supervision. You will gain experience in haematology outpatient clinics, in-patients and also you will work with patients requiring on-going chemotherapy and clinical monitoring in the McMillan Cancer Unit. As part of the service component you will provide a proportion of out of hours service (evenings, and weekends) with general medicine.</p> <p>You will be taught to take bone marrow samples</p> <p>There will informal laboratory training on blood film interpretation.</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>
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	<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.</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>You would develop a paper-based portfolio mapped to an appropriate curriculum (CMT or higher training depending on your level of experience).</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 or an annual leave week. 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 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 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>



Some examples include the following:

Medical Education:

Simulation training has undergone a significant upgrade at Borders General Hospital. There will be support to attend a simulation faculty development course to allow the CDF to take an active role in the introduction of advanced facilities. It would be proposed that the CDF would take an active role in the development and delivery of this new and exciting initiative.

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.

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. You will be taught to do bone marrow aspirate and trephine's and assessment and management of Haematology patients.

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 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.

Quality Improvement:

There are multiple opportunities to develop clinical audit projects/QI projects as well as leadership responsibility in service improvement.

Assessment, Appraisal and Revalidation:

Assessment will be mapped against an appropriate level of the medical curricula, work based assessments will take place and reflective practice will be encouraged.

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.

SIMULATION DEVELOPMENT COURSES



	<p>A further highly recommended course is the Simulation Faculty Development course also held Larbert, and all CDFs should attend this irrespective of specialty. Your Clinical Supervisor will discuss arrangements with you as we are seeking a block booking for all CDFs to attend this course.</p> <p>Excluding the Simulation Faculty Development course 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>
<p>Health and Safety</p>	<p>You are required to comply with NHS Borders Health and Safety Policies.</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 apply Values Based Recruitment, and 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 are a dynamic and forward thinking team with a wealth of clinical and leadership experience. We aim for an open and honest culture and believe in nurturing future stars in NHS.</p> <p>NHS Borders has an integrated structure for management of health services and social care, which has seen nationally recognised joint initiatives.</p> <p>The NHS Borders Board covers an area co-terminus with Scottish Borders Council, including the creation of a Joint Health and Care Partnership Board.</p> <p>Key statistics:</p> <p>(a) Size of Area – 1804 square miles (5.9% of the area of Scotland)</p>



- (b) Population – 113,000 (2.2% of the Scottish population)
- (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%).
- (d) The proportion of the population over 65 is the highest in Scotland

45 – 59 years average)	20.84% (19.29% Scottish average)
60 – 74 years	15.83% (13.98%)
75+ years	8.86% (7.09%)
- (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.

Hospital	No. of beds
Peebles (Haylodge Hospital)	23
Duns (The Knoll Hospital)	18
Kelso Hospital	23
Hawick Community Hospital:	23

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.



DUTIES AND RESPONSIBILITIES	
Main Duties	<p>A job plan would be agreed between the successful applicant and Clinical Supervisor depending on your background and career interest</p> <p>The successful applicant will, with other team members, provide medical care and continuity of care for clinical haematology inpatients, daycases and outpatients, primarily in the in hours period, Monday – Friday.</p> <p>From time to time work in out-patients under Consultant supervision Outpatient clinics. In addition whilst working in MAU you may work in the ambulatory care clinic.</p> <p>Out of Hours. 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. On basis of rota weekend and evening duty; clinical responsibility for the care of patients in MAU, medical wards and/or Department for Medicine for the Elderly wards.</p> <p>Organisational responsibilities, e.g. PACES examinations, rota preparation and FY1 / FY2 supervision.</p> <p>Contribute to the teaching and audit activities of the medical unit, e.g. for Foundation Doctors, Medical Students and other healthcare professionals.</p>



Borders General Hospital

The Borders General Hospital is the district general hospital serving the Scottish Borders Region. It has 284 beds with 87 acute medical 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 Surgery, Ophthalmology, ENT, Obstetrics and Gynaecology. There is a 6 bedded ITU and an active outreach programme for critically patients. The Margaret Kerr Unit provides palliative care services for the Scottish Borders within a purpose-built environment.

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

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 Borders Emergency Care Service (BECS), which is the Primary Care out-of-hours service for Borders. The department is managed by a consultant emergency physician and the Specialty Doctors, Salaried GPs, training grade doctors (FY2s, GP, orthopaedic and surgical trainees), and a paramedic manage ED patients supported by speciality medical staff from within the hospital. Other healthcare professionals within the ED include emergency nurse practitioners, registered nurses and 3 nursing assistants led by a senior charge nurse.

There is a 10 bedded ITU run by the Anaesthetic Department who also run an acute haemodynamic support service with outreach staff from ITU liaising with ward staff.

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.

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

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). Near-by Edinburgh is renowned for its cultural activities the world famous Edinburgh International Festival and Fringe Festival. Local transport links have improved greatly in recent years.

The Borders Railway has 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 temporary housing costs and relocation allowances if applicable.

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

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 in Haematology (with duties in Acute & General Medicine & Medicine for the Elderly)

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 MRCP (or equivalent)	C.V
Experience	<ul style="list-style-type: none"> High preference to have an interest in pursuing a career in haematology. Experience at FY2 / SHO / ST1 level particularly in acute medicine and medical specialties e.g. Acute Medicine/General Internal Medicine / Emergency Medicine etc. 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



<p>Other</p>	<ul style="list-style-type: none"> • Be able to satisfy EU Immigration / Sponsorship Regulations. • Satisfactory pre-employment health screening including Hepatitis B immune status. 		<p>Pre employment checks.</p>
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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 tem 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 (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>The full-time salary inclusive of out of hours banding is £1,378.58 per week (pro rata if applicable). There is flexibility and applicants who wish to work part-time, lesser hours or a job share arrangement are welcome.</p> <p>The Job Plan will be agreed in association with the Head of Clinical Service, with input from a Consultant Physician / Acute Physician / Educational Supervisor. Hours of work will not exceed 48 per week on average, and as a guide the training grade doctors who work on this full shift rota work less than 1/3 of duty hours outside 7am to 7pm Mon-Fri and less than 1 weekend in 4.</p> <p>Possession of MRCP or an equivalent certificate is not required and support may be available for the examination (or possibly other higher qualifications) if this is an agreed part of the personal development plan.</p> <p>You must be fully registered with the General Medical Council with a licence to practice.</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 requirement of employment within the NHS that medical staff be registered with a medical insurance organisation. Medical staff are</p>
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	<p>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 are usually by questionnaire.</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 temporary relocation costs or travelling costs if required. Depending on circumstances support for relocation may be available for successful candidate in accordance with NHS Borders' Relocation Policy. Single accommodation may be available locally – details on application.</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. It should be noted immunisation status (clearance for E.P.P.s) is checked by the Occupational Health Service.</p>
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