



Job Title: Speciality Doctor - General Medicine
Location: Dr Gray's Hospital, Elgin
Ref No: PS181438
Closing Date: 16th April 2024

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NHS GRAMPIAN
Speciality Doctor General Medicine
Dr Grays Hospital
REF: PS181438
JOB DESCRIPTION

1. THE HOSPITAL

Dr Grays Hospital is a district general hospital built in the early 19th century with a bequest from Dr Alexander Gray, a son of Elgin. The site has expanded to provide acute bed capacity and essential clinical facilities for the population of Moray. We have a General Medical Ward, Acute Care of the Elderly Unit (ACE), Acute Medical Assessment Unit (AMAU), Ambulatory Emergency Care (AEC), Stroke Ward and HDU with patient care supported by a range of specialties including diabetes, cardiology and gastroenterology. A full range of clinical support services are also provided including radiology, laboratories, occupational therapy, physiotherapy, pharmacy, dietetics, podiatry and speech & language therapy. The hospital has on-site echocardiography, CT and ultrasound. There are plans in place for a MRI scanner.

Dr Gray's Hospital is at the heart of the community, serving an expanding population of around 95,000 residents of Moray. We pride ourselves on our ability to provide essential emergency and acute as well as elective services locally, advocating for our patients to be cared for close to home. We have developed strong professional links with our GP practices, community hospitals, social work teams and local services to provide comprehensive and integrated pathways of care.

We are looking to attract candidates who are passionate about improving the care of acutely unwell medical patients as part of a dynamic and forward thinking team to shape the future of acute care in Moray.

THE MEDICAL DEPARTMENT

The Department of Medicine at Dr Gray's is being reconfigured and modernised so that our patients are provided with high quality clinical care from pre-hospital and community based care to tertiary centre and home. This is being achieved in partnership with the Emergency Department team with support from the Hospital Management Team, with whom we have an excellent working relationship. Applicants should see this opportunity as a chance to be part of NHS Grampian's ambition and drive to innovate and develop improved, sustainable services in Moray with significant health and social benefits to the local community we serve.

NHS Grampian is committed to developing an integrated and equitable medical service for patient care across our two acute sites involving both Aberdeen Royal Infirmary and Dr Grays Hospital. This strategy will provide significant career development in a wide range of medical specialities and align to service delivery models across Grampian with increased

opportunities for research, education and clinical management for those with an interest in these areas.

The post holders will join a well-established multi-disciplinary team and the successful candidates will be supported working in a modern, friendly and well equipped hospital. Dr Gray's Hospital is affiliated with the University of Aberdeen, Robert Gordon's University and the University of the Highlands and Islands. On the main hospital site there is a modern education facility housing an excellent library with further educational and conference facilities located in the Andrew Graham Bell Centre run by University of Highlands and Islands at nearby Moray College.

Current Medical Team: Acute and General Medicine

Consultants

- Dr Louise Millar Consultant in Acute Medicine, Lead Clinician
- *Acute Medical Consultant vacancies currently covered by locums*

Medical staffing

- 10 FY1 doctors working within in Medicine and HDU
- 2 FY2 doctor
- 2 ST3+ doctors
- 3 GPSTs
- 3 IMTs
- 5 Specialty Doctors (inclusive of this vacancy)
- 1 Physician's Associate

We have developed a strong hospital-wide Advanced Nurse Practitioner team over the past 2 years, of which a number are allocated to work in medicine at any one time. We have a strong focus on medical education and training at Dr Gray's and hold weekly trainee-led departmental education/ M&M meetings and monthly hospital wide audit sessions. 5th Year medical students from The University of Aberdeen are placed regularly within the department throughout the year.

Current Medical Team: Medical sub-specialty consultants

- Dr Chee Hew, Consultant Gastroenterologist
- Dr Deepak Garg, Consultant Cardiologist
- Dr Graeme Hoyle, Consultant Geriatrician
- Dr Suzanne Clements, Consultant Geriatrician
- Dr Paula Geddes, Consultant Geriatrician
- Dr Fiona Strachan, Consultant Diabetologist

We are supported by a comprehensive composite workforce. We actively encourage the use of technology and innovation to build and maintain professional links across the region.

JOB ROLE

The core hours of work are expected to be 9-5, with the potential to do 1/10 on call. We would anticipate some flexibility to cover leave. We would be delighted to hear from suitably qualified doctors who wish to work part time or on a sessional basis.

The post -holder will be a key player in the deployment of resource in the management and assessment of acutely admitted medical patients and referral from the Emergency Department, Acute Medical Assessment Unit, Ambulatory Emergency Care, medical inpatient wards and High Dependency Unit. The post holder is expected to:

- a) take responsibility for patients in the AEC (working alongside an ANP)
- b) contribute to the clinical work of the department including the assessment and treatment of unselected acutely unwell medical patients.
- c) take responsibility for and support the work of the junior staff in the medical department with particular emphasis on teaching and supervision.
- d) ensure that patient pathways are well optimised
- e) give decision support to the MDT in all medical areas
- f) provide support for the consultant staff in OPD as required

Requirements of the post holder

Appreciation of benefits of Learning Organisation · Giving Feedback · Innovative Approach
Communication · Listening

Adherence to Clinical Governance and Continuous Quality Improvement principles

Excellence, quality patient services and achieve performance indicators, working with
Clinical Lead and other key stakeholders.

Promotion of multi-disciplinary team working

Contributing to the system wide approach to unscheduled care in Moray.

FREEDOM TO THINK

In practice the role will have a high degree of autonomy in clinical areas supporting the admitting consultants (within agreed protocols) and decisions on resource deployment.

RESEARCH AND DEVELOPMENT

The department of medicine at Dr Gray's is supportive of any successful applicant who wishes to pursue new or current research projects. There is a library on site with a good catalogue of reference works available both on the shelf and through links to the main library in Aberdeen Royal Infirmary. There is also a virtual library and an enthusiastic library team to assist in literature searching and retrieval.

NHS Grampian aim to maintain the tradition of clinical excellence and to encourage clinical staff to work in an environment which supports innovation and development. The Research & Development Strategy developed by NHS Grampian seeks to prioritise and stimulate research and development within established fields of interest and to complement the research strategies of the Universities and Research Institutes in the area.

QUALITY IMPROVEMENT

Quality Improvement is integrated into the post-graduate departmental teaching programme, as are monthly Morbidity and Mortality Meetings. Specialty Doctors will be expected to be involved with these meetings and will be actively encouraged to engage in Quality Improvement work within our department. There is a hospital monthly audit and M & M meeting, which occurs on a rolling basis through different departments.

**NHS GRAMPIAN
POST OF SPECIALTY DOCTOR IN GENERAL MEDICINE**

PARTICULARS OF POSTS

- 1 The appointment, will be offered for a period of 12 months in the first instance. This post is for 32 hours per week.
- 2 The appointment will be made by an Advisory Appointments Committee of NHS Grampian constituted for this purpose.
- 3 The officer appointed will be required to assist the senior staff at NHS Grampian and will work within the General Medicine department under the direction of the Clinical Lead. The officer appointed may also be required to visit district hospitals and clinics in the Area and to undertake locum duties within the Area.
- 4 The officer will be required to take part in undergraduate and postgraduate medical teaching.
- 5 The inclusive salary is within the scale of £47,905 - £89,329 per annum pro rata. Movement through the scale will be contingent on meeting the criteria set out in Schedule 11 of the Terms and Condition of Service.
- 6 Placement on the scale will be in accordance with previous service and experience. The appointment will be superannuable if the person appointed so chooses. He or she will be subject to the regulations of the National Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless he or she opts out of the Scheme.
- 7 So far as is consistent with the proper discharge of the above duties the postholder undertakes to deputise from time to time for absent colleagues.
- 8 The postholder undertakes exceptionally to perform additional duties in occasional emergencies and unforeseen circumstances.
- 9 The postholder undertakes exceptionally to be available for such irregular commitments outside normally rostered duties as are essential for continuity of patient care.
- 10 The officer appointed will be required to have full registration with a licence to practise with the General Medical Council.
- 11 NHS Grampian is legally liable for the negligent acts or omissions of employees in the course of their NHS employment. Medical staffs are however advised to ensure that they have adequate defence cover for activities not covered by the Board indemnity.

- 12 Your residence, which shall be maintained in contact with the public telephone service, shall normally not be more than 10 miles by road from Aberdeen unless specific approval is given by NHS Grampian to a greater distance.
- 13 As a result of guidance issued by the Scottish Office on "Protecting Health Care Workers and Patients from Hepatitis B" the NHS Grampian is required to:-
- Ensure health care workers who may be at risk of acquiring hepatitis B from a patient are protected by immunisation.
 - Protect patients against the risk of acquiring hepatitis B from an infected health care worker.
 - Due to the nature of this post, any offer of appointment will be conditional upon the successful applicant either:-
 - Undergoing a process of screening/immunisation/monitoring in accordance with the Board's Policy and Procedure, or
 - Producing acceptable documentary evidence that he/she is not an infective risk to others.

In the event that he/she is an infective risk to others or if he/she fails to comply with the above requirements, the conditional offer of appointment will be withdrawn.

As a condition of his/her subsequent employment in this post he/she is also required to undergo further immunisation and monitoring at the intervals specified by the Board's Occupational Health Service in order to boost/maintain his/her level of immunity. Should he/she become hepatitis B e antigen positive and therefore an infective risk to others at any stage in the future the appointment will be subject to review in accordance with the Board's agreed Procedure for dealing with such situations where the postholder is involved in "Exposure Prone Procedures". This review may result in the postholder having to alter his/her clinical exposure to remove risk to patients and others. In circumstances where this is not a practical option, it will be necessary to provide industrial compensation for this prescribed industrial disease prior to the postholder leaving the Board's employment.

- 14 The Board is required to instigate a PVG (Protecting Vulnerable Groups) Scheme Check, to be made with Disclosure Scotland, for any convictions recorded before an offer of appointment can be made (Rehabilitation of Offenders Act 1974 (Exclusions and Exceptions) (Scotland) Amendment Order 2015)
- 15 The appointment is made subject to satisfactory fitness for employment. The successful candidate will therefore be required to complete a pre-employment health screening questionnaire and may subsequently be required to attend for health screening.
- 16 The Officer appointed will be required to work within the policies and procedures of NHS Grampian which have been agreed by the appropriate committee and negotiating committees.
- 17 Termination of the appointment is subject to three months notice on either side.

NOTE

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish from visiting the hospitals concerned.

Further information can be obtained and an appointment to view the Department by contacting:

Dr Louise Millar
Consultant Physician/Clinical Lead Medicine
Louise.millar2@nhs.scot

Tel: 01343 567936

Mrs Louise Pearson
Unit Operational Manager
Medicine & Unscheduled Care
Louise.pearson2@nhs.scot

Tel: 07917 266399

Apply for this post by visiting apply.jobs.scot.nhs.uk and search for the above Ref No. Closing date 16th April 2024.

The Board is obliged to bring to your notice that the Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences, the opportunity to have no need to refer to any conviction or circumstances relating to it in the course of daily lives. Certain convictions can, therefore, be regarded as “spent” after the lapse of a period of years under the terms of the Act. The National Health Service employment for which you are applying, however, has been excluded from the provisions of the Act and you are, therefore, required not to withhold information about convictions which for other purposes are “spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given, however, will be completely confidential and will be considered only in relation to the post for which you are now making application.

There is a Day Nursing facility for children of staff employed by NHS Grampian. ‘Little Acorns Day Nursery’ which has been specially designed can accommodate 24 children between the ages of 6 months and 5 years. Please contact the Nursery Manager on (01224) 557828 for further details.

**IN THE INTEREST OF HEALTH PROMOTION, WE OPERATE A NO SMOKING
POLICY**

Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • MB ChB (or equivalent) • Full GMC Registration with Licence to Practice • Successfully completed and evidence of achievement of Foundation and ST3 competencies in line with GMC standards/Good Medical Practice 	<ul style="list-style-type: none"> • Additional relevant qualification, e.g. primary FRCA or equivalent, MRCP, FRCS, MCEM, MRCGP • BSc, MSc, MD, in relevant discipline. • ALS qualification
Experience	<ul style="list-style-type: none"> • Wide experience of General Medicine • Shall have completed at least four years' full-time postgraduate training (or its equivalent gained on a less than full-time or flexible basis) at least two of which will be in a specialty training programme or specialty registrar locum appointment for training (LAT); or. • Shall have equivalent training, experience and competencies, either in UK or overseas. 	<ul style="list-style-type: none"> • Experience of handling a wide range of medical emergencies
Ability	<ul style="list-style-type: none"> • Evidence of some training in Acute or General Medicine with good up to date knowledge of general medical conditions. • Ability to manage a wide range of general medical conditions. • Understanding of clinical risk management. 	<ul style="list-style-type: none"> • Teaching experience
Personality	<ul style="list-style-type: none"> • Clear communicator. • Able to work well with colleagues. A team player. • Ability to prioritise workload 	
Audit	<ul style="list-style-type: none"> • Evidence of continuing commitment to clinical quality improvement. 	<ul style="list-style-type: none"> • Experience and contribution to quality improvement projects
Research		<ul style="list-style-type: none"> • Evidence of involvement in clinical research projects
Management Ability	<ul style="list-style-type: none"> • Willingness to contribute to the management of all aspects of the medical service. • Shows insight into limitations 	<ul style="list-style-type: none"> • Attended management course.
Other requirements	<ul style="list-style-type: none"> • Realises the opportunities (and challenges) of working in a smaller district general hospital. 	

Model Job Plan Format

Name: Specialty Doctor ___ Specialty: General Medicine

Main Base: Dr Gray's Hospital, Elgin

Contract: Full Time Programmed Activities: 10 DCC: 8.5 SPA: 1.5

Availability Supplement: None

% Premium Rate Payment Received: Nil

Managerially Accountable to: Unit Operational Manager Medicine and Unscheduled Care

Clinically Responsible to: Clinical Lead Medicine

a) Timetable of activities which have a specific location and time

DAY	HOSPITAL/ LOCATION	TYPE OF WORK
Monday From/To	DGH	AM ward round – 1 DC PM Outpatient clinic- 1 DC
Tuesday From/To	DGH	AM ward round 1 DC PM 1 SPA
Wednesday From/To	DGH	AM AEC 1 DC PM AEC 1 DC
Thursday From/To	DGH	AM AEC 1 DC PM AEC 1 DC

Friday From/To	DGH	AM AEC 1 DC 0.5 SPA 0.5 APA
Saturday From/To		nil
Sunday From/To		nil