

**Working for NHS Lanarkshire**

**Clinical Fellow in Anaesthesia &**

**Intensive Care Medicine with**

**Specialist Interest, NHS Lanarkshire**

**Recruitment Pack**

**Application Closing Date: 28th April 2024**

HR Medical & Dental

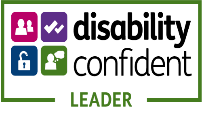
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| **This post requires the post holder to have a PVG Scheme membership/record. If the successful applicant is not a current PVG member for the required regulatory group i.e. child and/or adult, then an application will need to be made to Disclosure Scotland and deemed satisfactory before the successful post holder can commence work.** |

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| **Section 1: HOW TO APPLY** |

**In order to apply:**

Applicants are required to complete an Application Form via the following link: https://apply.jobs.scot.nhs.uk/vacancies.aspx. Please note that you can upload your CV, however this will only be used to pre-populate part of the application form. CV`s are **not** accepted instead of a completed Application Form. Your CV **will not** be visible to the panel.

**Please complete applications by MIDNIGHT ON THE CLOSING DATE.**

**You will receive an email acknowledging receipt of your application once submitted.**

To find out more about the role and our recruitment process please visit NHS Scotland Recruitment Portal

Recruitment | NHS Lanarkshire (scot.nhs.uk)

**Application Process:**

The first part of the process is to complete the gateway questions applicable to the role you are applying for. Should you meet the requirements of the gateway questions you will then have the opportunity to complete the full application form, which asks you to complete your top three preferences of location and specialty.

**It is important that you demonstrate you meet the eligibility criteria detailed in the person specification on your application.**

**Shortlisting Process:**

**Stage 1**

Applications will be longlisted in line with the person specification for the job. If you are successful, you will receive an email from Jobtrain advising you have been successful. Successful candidates from longlisting will be emailed a Clinical Situation and asked to provide feedback on this in the form of a one page document. If you are successful after this stage you will receive an invite to interview email.

**Stage 2**

Interview and Competency Assessment.

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| **Section 2: Contact Information** |

**Programme / Post Queries**

Prospective applicants are encouraged to make contact with:

Dr S Chohan

Consultant / Clinical Director

(Email: sanjiv.chohan@lanarkshire.scot.nhs.uk)

Dr Gordon Cowan

Consultant /Deputy Clinical Director

(Email: gordon.cowan@lanarkshire.scot.nhs.uk)

Dr Daniel Silcock

Consultant/Clinical Lead Intensive Care Medicine

(Email: daniel.silcock@lanarkshire.scot.nhs.uk)

Claire Currie

Clinical Lead for Anaesthesia

(Email: Clare.Currie@lanarkshire.scot.nhs.uk)

**Application Queries**

If you have any queries regarding the application process please email Gill Swinburne at medical.dentalrecruitment@lanarkshire.scot.nhs.uk

**NHS Lanarkshire is committed to working towards equal opportunities for all.**

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| **Section 3: Person Specification** |

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| **PERSON PROFILE** | | | | |
| Attributes | **Essential** | | | **Desirable** |
| Qualifications | MBChB or equivalent.  Successful completion of UK Foundation Programme **OR CREST FORM** | | | Parts of Post Graduate Anaesthesia Examinations  Primary FRCA |
| Training | Completed initial Anaesthesia test of competency.  Life Support Qualification | | | Experience within UK training establishments  Human Factors Training.  Further life support qualifications, eg PALS, ATLS etc |
| Experience | Minimum 1 year of acute specialty experience – medicine, anaesthesia, emergency medicine or surgery.  Clinical experience and competency in with Anaesthesia and/or Critical Care. (minimum 12 months in last 4 years)  Eligible for full registration with the GMC at time of application and hold a current licence to practice \* (\***Overseas Registration and Qualifications -**  NHS Lanarkshire will check you have the necessary professional registration and qualifications for this role. You will need to provide an official translation of qualifications notarized by a solicitor of your overseas qualifications to be checked by the recruiting panel. Please ensure that this is available before applying for the post. | | | Administrative / Management experience. |
| Audit/Research | Understanding of the principles of medical audit.  Evidence of a consistent engagement and contribution to audit or quality improvement. Minimum of annual local involvement.  Awareness of principles of research with an ability to critically analyse medical literature. | | | Experience and interest in Audit of Anaesthetic and Critical Care practice and experience of design of audit  Research within Anaesthesia and Critical Care  Involved in design of research relevant to Anaesthesia and/or Critical Care |
| Publications | Presentations relevant to the practice of Anaesthesia, Critical Care or acute emergency management of medical or surgical issues. | | | Previous publications relevant to the practice of Anaesthesia and/or Critical Care  Presentations at national meetings relevant to the practice of Anaesthesia and/or Critical Care |
| Teaching | Previous contribution to a teaching programme. | | | Interest in and commitment to teaching and training.  Experience of providing problem-based teaching.  Experience of organising teaching programmes.  Formal training in educational/clinical supervision. |
| Knowledge and  Skills | Broad based knowledge and skills in diagnosis and clinical management within the Specialty and encompassing most sub-disciplines. | | | Further educational certificates, diploma’s, etc  Good IT skills. |
| Disposition | Committed to Quality Patient Care.  Able to be understanding of and sensitive to the needs of patients.  Excellent communication skills (verbal and written)  Ability to work under pressure.  Ability to work effectively in a multidisciplinary team.  Responsive to change and innovation, promoting a culture for organisational development.  A flexible approach to duties, which satisfies the needs of the Service in a changing environment.  Ability to demonstrate reflective practice with evidence of regular appraisal with clear Personal Development Plan relating to Continuing Professional and Personal Development.  Good time management and organisation.  Demonstrates commitment and enthusiasm to service delivery. | | | Problem solver/diplomat/counsellor.  A natural leader. |
| Managerial | Knowledge of service provision at a local level.  Awareness of the principles and core practices involved in service management, project management and effective meetings. | | | Involvement in service re-design.  Involvement in project delivery.  Formal leadership qualifications.  Evidence of leadership resulting in positive transformation of patient care. |
| Leadership | Awareness of the principles of team leadership and effective people management.  Commitment to the Values of NHS Lanarkshire:- Fairness, Respect, Quality, Working Together. | | | Evidence of role as leader within groups. |
| Other | Satisfactory medical clearance by NHS Lanarkshire Occupational Health Service.  Satisfactory PVG Check.  Fluent in medical English and evidence of ability to communicate in stressful situations. | | | Preference to work in a District General Hospital. |
| If there is any reason why a disabled person should not be considered suitable for this post, please provide details: | | | **The post requires physical dexterity. Uncorrected visual or hearing defect would be incompatible with the nature of the work**. | |
|  | | **Prepared By:-** | | **Approved By:-** |
| Name | | Dr Gordon Cowan | |  |
| Designation | | DCD | |  |
| Date | | November 2023 | |  |

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| **Section 4: The Post** |

**ROLE SUMMARY:**

The main duties will consist of the provision of Critical Care and General Anaesthesia for the specialties on the Monklands site.

The post holder will be expected to contribute to departmental clinical governance activities.

The precise details of the job will be dependent on the successful candidate’s training and interests.

The job is offered as a full-time post but applications will be considered from those wishing to work less than full-time.

This post is to support the delivery of anaesthesia and intensive care medicine at University Hospital Monklands and to allow the post holder to further develop their clinical and non-clinical experience. Specific time will be allocated to the pursuit of an agreed special interest. The successful applicant will have prior experience in anaesthesia and be competent to anaesthetise ASA 1-2 patients for elective surgery.

The department is part of the Surgical & Critical Care Directorate and provides Anaesthetic services within the 7 theatre main operating suite and the stand-alone 2 theatre day surgery unit. The Monklands site has centralised in-patient operating for ENT, Oral & Maxillofacial Surgery and Urology. In addition, general surgeons, vascular surgeons and dentists operate on site. An extensive replacement exercise for anaesthetic equipment has recently been completed with Drager Perseus A500 machines supported by Philips monitoring. Quantitative neuromuscular monitoring and BIS is available. There is a rolling replacement program for anaesthetic equipment.

There is a 10 bedded Level II/III ICU adjacent to the main theatre suite admitting approximately 600 patients per year. In addition, there are 6 Level 1 surgical beds on the second floor of the surgical tower admitting over 200 patients per year.

The new theatre complex was completed in December 2018.

The Same Day Admissions Unit has undergone refurbishment to current standards and provide a single area for all elective admissions to be assessed. Most patients are admitted on the day of surgery.

The Day Surgery Unit has also undergone a refurbishment to provide better care for children and vulnerable adults.The department utilizes convenient electronic rota management software (jet5).

The department hosts weekly teaching and a monthly CME programme. There are ICU grand rounds and an active hospital programme of post graduate education.

***Out of hours responsibilities:***

The post holder will contribute to the trainee rota covering both Theatres and ICU. The other personnel contributing to the rota are anaesthetic trainees in the West of Scotland school of anaesthesia.

The shifts that include out of hours work are 0830-2100 for ICU and 0800-2100 for theatre cover. There is a night shift 2030-0900 covering both theatres and ICU.

***Critical Care***

University Hospital Monklands has a 10 bedded general ICU comprising of 6 level III beds with 4 surgical level II beds with the ability to “flex” as the clinical need arises.

It has approximately 600 admissions/year

The ICU is fully subscribed to the Scottish Patient Safety Programme. The unit is involved in multi-centre research studies (portfolio studies) and a strong audit/Quality Improvement culture exists.

Nursing staff have an extended role.

We are a certified Level III Training Unit for Intensive Care Medicine.

An FY doctor rotates through the Unit as part of the West of Scotland Foundation Program

There are currently 2 WTE Advanced Nurse Practitioners in Critical Care (ANPCCs) employed in the Critical Care Unit at Monklands Hospital as well as one trainee.

There is a weekly MDT covering patient reviews, governance, QI, research and other business. This is also an ideal teaching opportunity.

You will be expected to work with professional colleagues and local managers to ensure the efficient running of the service subject to the provision of the terms and conditions of service. You are expected to observe agreed policies and procedures and follow the standing orders and financial instructions of NHS Lanarkshire.

The unit has up to date equipment including ultrasound capable of intra-abdominal and cardiac imaging. One of the consultants is a FICE mentor.

Current CO monitoring is with the PICCO system that integrates with our Philips monitoring. There is a dedicated ultrasound machine for ICU.

In addition, high flow fully humidified nasal oxygen delivery devices (Optiflow) have recently been purchased for use in the critical care areas within the hospital.

***Pain services***

The department is responsible for the Acute Pain Service which includes a Pain Specialist Nurse and has dedicated consultant time for the provision of the service.

NHS Lanarkshire is actively improving and modernising chronic pain services through the development of a single system approach headed by a specialist multidisciplinary team. This is now provided from a community medical centre base with theatre interventions undertaken at Wishaw General Hospital.

***Pre-assessment services***

There are currently 3 dedicated consultant sessions for pre-assessment. The service in general is being developed with the goal of 100% assessment of all elective theatre cases. The majority of assessment falls to nurses and plans include development of their knowledge and skills. In addition, there is a purpose built area within the hospital to support these developments.

***Emergency Theatres***

There is a daily emergency theatre covered by dedicated staff until 2100. After that, cover is shared with the intensive care unit.

OOH operating is limited by adherence to NCEPOD guidance on only life and limb threatening procedures being carried out overnight.

Current elective and emergency theatre services in Lanarkshire are provided on 3 acute sites with 3 ICU’s.

***Medical Education***

The Board has a well-established, bespoke Medical Education and Training Centre with simulation facilities and is developing a faculty for Human Factors training. We have a strong commitment to Patient Safety and Quality Improvement with an increasing number of consultants who are trained Patient Safety Fellows.

Supervised learning events can be completed for units of training relevant to practice in University Hospital Monklands. Prospective candidates are encouraged to discuss their training requirements prior to interview.

***Quality Improvement / Research / Simulation***

The post holder will have an average of half a day per week dedicated to either quality improvement, portfolio research in ICM or simulation. The choice will be determined by the successful applicant, and they will be expected to complete a defined project within their chosen area. Depending on the post holder’s experience, it may be possible to combine two aspects into a major and minor role.

The department has three Patient Safety and Quality Fellows who will provide support and mentoring for quality improvement. There is an active community of improvement in the hospital with an IHI open school chapter and dedicated improvement manger.

The department has a number of portfolio research opportunities in ICU and is actively participating in trials on novel therapies for COVID 19.

University Hospital Monklands has a dedicated on site facility for undertaking medical simulation which forms part of a programme of multi-disciplinary team training. In addition, there are facilities for in situ simulation. Members of the department co-ordinate and run the simulation programme and are trained facilitators.

***Teaching***

There is an active teaching program within the department covering anaesthesia, critical care, pain and includes a journal club. The successful applicant will be able to avail themselves of this program and contribute to the presentations. Sessions are held twice a week.

***Work Programme***

The work plan will be dependent on the successful candidate’s previous training and interests.

A provisional work programme is detailed as follows:

There are no fixed commitments in this post. Clinical work will be made up of 12.5hrs shifts to cover ICU or theatre, or “normal” morning and afternoon theatre sessions. Night shifts jointly cover ICU and theatres.

The rota pattern is that nights are in 3 and 4 night runs, and both theatre and ICU daytime are covered as a long day, normally with no more than 3 such shifts in a row. Appropriate rest periods are built into the rota following all the relevant EWTD / new deal and Scottish Government requirements. Other working time is allocated to daytime theatre work.

An average of a half day per week will be allocated to the development of the special interest areas.

In addition

* Reviewing new admissions/cases in ICU
* Discussions with Clinical teams for elective theatre lists
* Discussing referrals, inpatient and outpatient with Colleagues (daily).
* Discussing management/investigation of patients with colleagues in other appropriate Clinical Support Services
* Ward Referrals, discussing patient
* management/ reviewing patients with doctors in training and Nursing Staff out with formal ward rounds.
* Expeditious completion of discharges and completion of patient administration duties e.g. verifying letters, signing off results etc.
* Speaking to GP’s, outpatients re results.
* Work towards generic and specialty objectives.
* CPD and Appraisal
* Audit

***Audit & Research***

The successful candidate will be expected to participate in audit processes and there is an active clinical audit department available to assist. NHS Lanarkshire is ambitious to build a portfolio of research projects backed by enthusiastic and dynamic individuals. It has an active Research and Development department and would welcome discussion regarding a potential research interest.

***Continuing Professional Development***

The appointee will be required to fulfil such demands for continuing professional development as the Royal College of Anaesthetists and the Faculty of Intensive Care Medicine (or other relevant bodies) may make.

Appropriate study leave and study leave budget will be provided for the seniority of the appointee.

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| **Section 5: Department Resources** |

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| **Consultants** | **Special Interest** |
| Dr J Bell | Educational Supervision, Acute Pain, Green Theatres |
| Dr W Brown | Educational Supervision, Appraisal |
| Dr S Chohan\* | Clinical Director Anaesthesia, Critical Care and Surgery, Scottish Quality and Safety Fellow, Undergraduate teaching |
| Dr G Cowan | Depute Clinical Director, Scottish Quality and Safety Fellow, Undergraduate teaching |
| Dr C Currie | Clinical Lead for Anaesthesia, Pre-assessment and Perioperative medicine lead, M&M |
| Dr T Dunn | Scottish Quality and Safety Fellow. |
| Dr P Hartley | Educational Supervision |
| Dr S Jamil | Critical Incidents, Educational Supervision, Appraisal |
| Dr S Ley\* | FICM Tutor, FICE Mentor, Organ Donation Lead |
| Dr P Laloe\* | Critical Care, morbidity and mortality, critical incidents |
| Dr R MacKenzie\* | Associate Executive Clinical Director, Centre for Sustainable Delivery |
| Dr C McIntyre | Airway Lead, Anaesthesia Associate Supervisor |
| Dr J Ruddy\* | Deputy Chief of Medical Services, Clinical Lead MRP |
| Dr D Silcock\* | Clinical Lead ICM teaching, Rota, Undergraduate Teaching |
| Dr B Steiblich\* | Locum Consultant ICM |
| Dr F Taljard | eHealth lead, |
| Dr C Vass | College tutor, Teaching, Pre assessment |
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| *\*Consultants with regular ICU commitments* | |
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| Specialty Doctors | 3 |
| Trainees from the West of Scotland School of Anaesthesia. | 11 |
| Trainees from West of Scotland Deanery (ICU) | 0-2 |
| Clinical Fellows | 2 |
| **Secretarial Support:** |  |
| Senior Secretary | 1 |
| Office space | All consultants have access to shared office spaces with IT facilities. A dedicated departmental secretary provides administrative and secretarial support. |

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| **Section 6: Working for NHS Lanarkshire** |

For more information on the role please visit **NHS Lanarkshire Careers Website**

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| **Section 7: Terms and Conditions of Employment** |

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| **TYPE OF CONTRACT** | Fixed Term (12 months) |
| **GRADE AND SALARY** | Clinical Fellow  £40,995 to £64,461 per annum (pro rata) |
| **HOURS OF WORK** | Full Time – 40 hours per week |
| **SUPERANNUATION** | New entrants to NHS Lanarkshire who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to "opt out" arrangements can be made to do this via: www.sppa.gov.uk |
| **REMOVAL EXPENSES** | Assistance with removal and associated expenses may be awarded |
| **EXPENSES OF CANDIDATES FOR APPOINTMENT** | NHS candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement shall not normally be made to employees who withdraw their application, refuse an offer of appointment. Non NHS employees are not normally awarded travel expenses. |
| **DISCLOSURE SCOTLAND** | This post is considered to be in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership. |
| **CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK** | NHS Lanarkshire are required to check the entitlement to work in the UK of all prospective employees, regardless of nationality or job category. UK Visas & Immigration rules are available at www.bia.homeoffice.gov.uk. Prospective applicants are encouraged to check eligibility in advance of applying for vacancies in NHS Lanarkshire. |
| **MEDICAL NEGLIGENCE** | In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme. |
| **NOTICE** | Employment is subject to one month notice on either side. |
| **PRINCIPAL BASE OF WORK** | You may be required to work at any of NHS Lanarkshire sites as part of your role. Your base will be clarified for expenses purposes. |
| **REFERENCES** | All jobs are only offered subject to receiving two satisfactory references. At least one reference must be from your current/most recent employer or your course tutor if you are currently a student. If you have not been employed or have been out of employment for a considerable period of time, you may give the name of someone who knows you well enough to confirm information given and to comment on your ability to do the job. |