



NHS HIGHLAND JOB PACK

CONSULTANT PHYSICIANS (2 Positions)

**Belford Hospital, Fort William
(The heart of the UK's outdoor Capital)**

Job Reference: 187466

Closing Date: Midnight Sunday 14th July 2024



**APPOINTMENT OF CONSULTANT PHYSICIAN
INFORMATION PACK**

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Section 1 – Welcome

Introduction

Thank you for your interest in joining NHS Highland. This information package contains details relating to the local area, this post and the Terms and Conditions of Service.

NHS Highland is committed to becoming a learning organisation, recognising that staff require access to opportunities to learn, maintain and develop skills and knowledge, and we recognise the importance of valuing and supporting our staff throughout their time here.

We offer:

- Policies to help balance commitments at work and home and flexible family friendly working arrangements
- Excellent training and development opportunities.
- On-site library services at the Centre for Health Sciences
- Access to NHS staff benefits/staff discounts
- Cycle to Work Scheme
- Excellent student support
- Access to NHS Pension scheme

NHS Scotland is committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination. The aim is for our workforce to be truly representative and for each employee to feel respected and able to give their best. To this end, NHS Scotland welcomes applications from all sections of society.

Recruitment Process

Applicants are expected to make contact with the department before applying and we would **strongly** encourage those that are shortlisted to ensure they have spoken to the informal contacts and other relevant senior colleagues. You can ask for a Teams meeting to be set up through the department contact.

Department Contacts

Dr Stephen Gilbert, Clinical Lead Belford Hospital; tel 07932 456 286; e stephen.gilbert@nhs.scot
Ms Emma Oates, Belford Hospital Manager; tel 01397 702481; e emma.oates@nhs.scot

How to apply

- Complete an Application Form on the NHS Scotland National Recruitment portal, JobTrain: <https://apply.jobs.scot.nhs.uk/>. Please note we do not accept CVs.
- All candidates and employees are afforded equal opportunities in the recruitment and selection process and in employment irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
- Your personal information will not be sent with the application for shortlisting. The application form will be identified by the candidate number only to ensure that no applicant will be unfairly discriminated against.
- NHS Scotland is exempt from the 1974 Rehabilitation of Offenders Act (Exclusions & Exceptions) (Scotland) Order 2003. As part of any offer of employment in regulated work candidates will be subject to Protection of Vulnerable Groups Scheme membership.

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For further information on NHS Highland, please visit our website on www.nhshighland.scot.nhs.uk

PLEASE NOTE - You should apply for this post by completing the application process on Job Train. We suggest you use Internet Browser "Google Chrome" or "Microsoft Edge" DO NOT upload a CV as this will not be used for short listing purposes. Once you have submitted your application form you will be unable to make any amendments. For help to complete an application on Job Train please click [here](#).

Please contact nhshighland.recruitment@nhs.scot for any queries regarding submitting your application to the NHS Scotland National Recruitment website.

Section 2 – Advert

**NHS HIGHLAND
BELFORD HOSPITAL, FORT WILLIAM**

**CONSULTANT PHYSICIAN X2
£96,963 to £128,841 per annum pro rata**

We are on the brink of a very exciting time in NHS Highland at Fort William. A new hospital building is planned and we are looking for two committed and innovative medical colleagues to join us on this journey. You can be part of developing a hospital for the future.

Fort William is the outdoor capital of the UK and offers unparalleled opportunities for outdoor leisure pursuits, stunning scenery and wildlife, low levels of crime and good schools in a friendly and supportive community all within a two hour drive of Inverness, Edinburgh and Glasgow.

The current hospital has a 17 bedded Combined Assessment Unit for acute admissions, a two bedded high dependency unit with facility for short-term critical care and a 15 bedded acute mixed/rehabilitation ward. The Belford has an excellent on-site laboratory service providing biochemistry, haematology and cross match services 24/7 in addition to on site radiology with ultrasound scanning and CT facility.

The successful candidates will have broad general medical experience, excellent communication and problem solving skills, and be able to work flexibly as part of an integrated team. You would be encouraged to develop your special interests as part of a network with specialists in Highland and across Scotland, through the Scottish Rural Health Partnership. There are also exciting opportunities to be involved in research with the University of the Highlands and Islands and Aberdeen University. An active interest in teaching and support of our team of specialist nurses along with undergraduate students and junior doctors will also be important. You will be integral to the day to day running of the hospital.

This post will be offered at 2 x 10 PAs (40 hrs per week), however applicants who wish to work part time and flexibly are encouraged to apply.

You will be on the General Medical Council Specialist Register with a Licence to Practise or within six months of obtaining CCT in General Medicine at time of interview. The posts can be adapted to suit the individual candidate and hours and job plan can be discussed on an individual basis

Applicants not currently on the specialist register for general medicine would also be considered for a fixed term contract in the first instance.

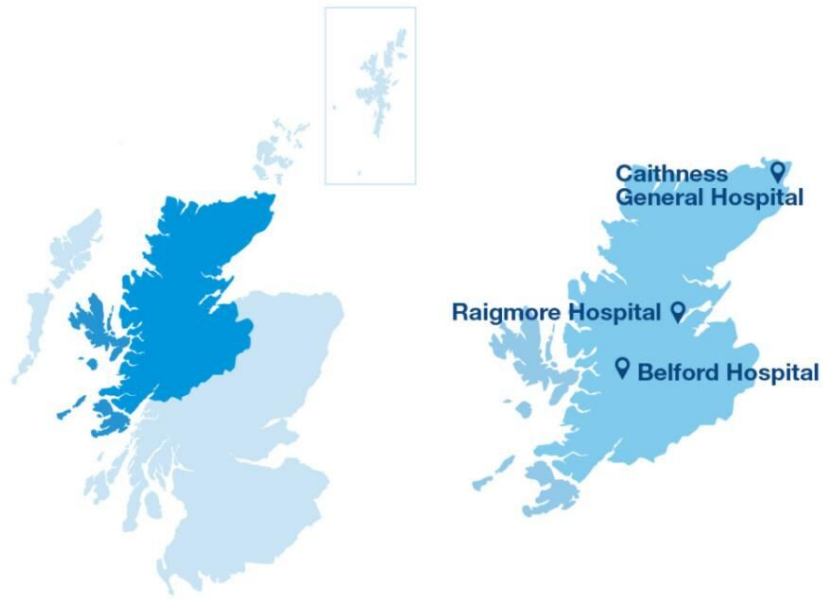
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Once you have submitted your application form you will be unable to make any amendments.

For help to complete an application on Job Train please click [here](#).



Section 3 – Job Information



We are looking for two Consultant Physicians to join our existing team, delivering high quality care from our rural general hospital in the Scottish Highlands.

Fort William

Fort William nestles between Loch Linnhe and the slopes of Ben Nevis in Lochaber, the heart of the Outdoor Capital of the UK. A vast array of local activities are available such as hill-walking and mountaineering, mountain biking, scuba diving, ice climbing, skiing and snowboarding in an area of outstanding natural beauty with a unique culture, excellent schooling and a low crime rate. The local population of 20,000 expands to 60,000 - 80,000 during the summer with visitors to experience the Highlands, and to take advantage of Scotland's best ski-resort at Nevis Range during the winter.

Belford Hospital

Belford Hospital has 37 acute beds and nine day-case beds along with a 24/7 Accident and Emergency department providing acute consultant led services. Support for level 3 care is available at Raigmore Hospital, 90 minutes away in Inverness and at tertiary referral units in Glasgow, Edinburgh and Aberdeen. Students and trainee doctors often comment on the breadth of clinical situations encountered at the Belford. When managing critically ill patients the traditional boundaries between specialties can often blur. There is good team work and consultants need to be “hands on” and physically present in times of need.

Combined Assessment Unit

The multi-disciplinary approach of our Combined Assessment Unit enables us to streamline patient care, divert unnecessary work from ED and reduce inappropriate admissions. The key element here is combined working between medical and surgical specialities and allied health professionals. This provides an ideal forum for teaching / training and has totally transformed the way we work. Every patient is discussed at a morning ‘board-round’ with medical and surgical consultants, junior doctors, nurses, physiotherapists, occupational therapists and social-workers present to inform the discussion regarding the treatment plan and need for admission.

Ward 1 (Combined Step-down & Rehab Ward)

Any patient no longer requiring high level acute care but needing time to get back on their feet is transferred to Ward 1 from CAU for multi disciplinary evaluation and rehabilitation then discharged as soon as practicable.

Accident and Emergency

A wide variety of presentations are managed in our 24/7 ED department including a relatively large volume of trauma for our size. Junior doctors and a team of experienced nurses run the department with 24/7 oversight by the rural emergency physicians, on call physician, surgeon and anaesthetist along with remote telephone/VC support from Raigmore and tertiary centres. When transfer is indicated initial stabilisation takes place in the department awaiting the local Scottish Ambulance Service or air evacuation via the Emergency Medical Retrieval Service (EMRS) based in Glasgow and Aberdeen.

Out Patient Department

Medical outpatients take place weekly with potential for specialty interest clinics. There are a variety of outreach clinics by sub-specialities providing an opportunity to meet local colleagues.

Teaching / Training

We take medical students from Edinburgh, Dundee and Aberdeen throughout the year and varying number of elective students from Imperial College, London and further afield. There is potential to become an educational and clinical supervisor, if appropriately trained and interested and we would expect our new colleague to contribute to the day - to - day teaching of all our junior doctors and students, both placement and elective. On-site video conference facilities allow participation in multi-disciplinary team meetings with the bigger units and in educational meetings elsewhere in Scotland.

Continuing Professional Development

This post attracts 30 days over 3 years of paid study leave with funding available to course fees and subsistence. All Consultant Medical Staff are expected to participate in Consultant Appraisal and Job Plan Review on an annual basis and revalidation. You will be expected to perform any audit relative to your caseload and support other staff in this activity.

Other Support

Professional leadership is provided by the Clinical Lead and Associate Medical Director for Acute services North and West Division. Administrative support of 18.5hrs is shared with another consultant and peripheral clinics and typing are supported by Band 2s. Remote IT support is available via the e health department based at the Raigmore Hospital site in Inverness. An office will be made available for administrative tasks and other activities.

Our Team

We pride ourselves that 'Generalism is our Specialism'. We are happy to consider any subspecialty interest providing you have the qualities of a general physician.

Staffing

Consultant Physicians

Dr Brian Tregaskis, Consultant Gastroenterologist
Dr Mark Roberts, Visiting Consultant Physician (8 times a year)

Consultant Anaesthetists

Dr Katrina Gannon, Consultant Anaesthetist
Dr Lester Critchley, Consultant Anaesthetist
Dr Stephen Gilbert, Consultant Anaesthetist (clinical lead)
Dr Sam Spinney, Consultant Anaesthetist

Consultant Surgeons

Mr Esam Aboutaleb
Mr Bruce Tulloh
Mr Rajarajan Ramamoorthy
Mr Ahmed Ali

Rural Emergency Practitioners

Dr Adrienne Swan
Dr Beth Hadden
Dr Sara Broom

Trainee Doctors

FY1 Medicine (4 month placement)	3 x FY2 RHM (4 month placement)
FY1 Surgery (4 month placement)	3 x GPST (Rotational – 1 year placement)
CT1 Surgery (6 month placement)	4 x Clinical Development Fellows (6 months)

Management Team

Ms Emma Oates, Hospital Manager
Dr Stephen Gilbert, Clinical Lead
Katherine Sutton, Acute Services Manager
Mike Hayward, Deputy Acute Services Manager

Clinical Management Team

Mr Constantinos Yiangou and Dr Robert Cargill, Joint Associate Medical Directors
Evelyn Gray, Associate Nursing Director
Mr Alan Grant, Surgical Lead Acute Services
Dr Duncan Gray, Medical Lead Acute Services

Senior Nursing Staff

Aileen MacLean, Lead Nurse
C/N Chris Stirrup, A&E
C/N Lesley Pow and Eilidh MacDonald, CAU
C/N Liz Knox, Rehab Ward/Ward 1
C/N Mandy Sillars, Outpatients Department
C/N Pauline Yeung, Operating Theatre and Endoscopy Department

Pharmacy

Mr Alex Kelso, Pharmacy Manager

Radiography Department

Niall Lloyd, Superintendent Radiographer (acting)

Comprehensive radiography service with CT and US available

Laboratories

Tina Webster, Laboratory Manager

24/7 laboratory service for routine and emergency bloods as well as blood transfusion/cross match.

Physiological Measurement

Access to ECGs, respiratory function tests, Exercise Tolerance Tests and echocardiography.

Physiotherapy & Occupational Therapy

Night Nurse / Day Nurse Practitioner Service

These are Senior Nurses and are undertaking advanced clinical practice.

ELIGIBILITY SUBSTANTIVE NHS CONSULTANT

Appointment to a substantive consultant post in the UK National Health Service requires the applicant to be listed on the General Medical Council (GMC) Specialist Register.

Doctors with a Certificate of Completion of Training (CCT) or a Certificate of Eligibility for Specialist Registration via the Combine Programme (CESR)(CP) who have completed an approved training programme in the UK and are eligible for entry onto the Specialist Register. Applicants can be short-listed if they are within six months of obtaining a CCT, CESR (CP) and must have written evidence of the confirmed date.

You may be eligible for direct entry onto the Specialist Register if you are a national of an EEA Country (or Switzerland) and you have a specialist medical qualification that is acceptable for mutual recognition.

Alternatively, the applicant should possess a Certificate of Eligibility for Specialist Registration (CESR). A CESR enables doctors who have not completed an approved UK training programme to demonstrate their knowledge, skills and experience are equivalent to the relevant CCT curriculum to join the Specialist Register. The CESR application requires you to prepare evidence and it can take six to nine months to process. You should submit your evidence to the GMC who will forward on to the Royal College for consideration. You will be advised that you will hear an outcome within 3 months. You cannot be considered for a substantive appointment during this process, you must be on the specialist register.

Applications from doctors with appropriate specialist training and experience who are not listed on the GMC Specialist Register can be considered for a locum consultant post (up to two years) if no substantive consultant appointment is made. Whilst in locum employment, an application to obtain a CESR and entry onto the Specialist Register can be made.

Further information can be obtained at <https://www.gmc-uk.org/registration-and-licensing/the-medical-register/a-guide-to-the-medical-register/specialist-registration>.

Section 4 – Job Plan

NHS HIGHLAND

JOB PLAN FOR CONSULTANT PHYSICIAN

Full time Consultant for NHS Highland based at Belford Hospital. Although based at Belford Hospital, Fort William, you may be required to work in other NHS Highland Healthcare facilities in order to meet the requirements of the service.

Those wishing to work flexibly or part time can be accommodated following discussion.

You will be expected to work with local managers and professional colleagues in the efficient running of the service, and will share with Consultant colleagues in the medical contribution to management. Subject to the provisions of the Terms and Conditions of Service you are expected to observe the NHS Highland Board's agreed policies and procedures, drawn up in consultation with the profession, on clinical matters, and to follow the standing orders and financial instructions of NHS Highland. In particular, where you formally manage employees of NHS Highland, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff, involved in the care of your patients, to be able to contact you when necessary.

You are required to comply with the NHS Highland Board's Health & Safety Policies.

You have agreed that you will be responsible for the training and supervision of the junior medical staff who work with you, and you will be expected to devote time to this activity on a regular basis. In addition you will be expected to ensure that junior staff has access to advice and counselling. If appropriate, you will be named in the contracts of doctors in training grades, as the person responsible for overseeing their training, and as the initial source of advice to such doctors, on their careers.

Duties and Responsibilities

The main duties and responsibilities for your post include:

Provision with consultant colleagues, of a service in General Medicine to NHS Highland, with responsibility for the prevention, diagnosis and treatment of illness and for the proper functioning of the Department.

Out-of-Hours Responsibilities:

1 in 4 rota: teams are looking to develop this

Requirements agreed for the provision of cover for consultant colleagues in an emergency.

Professional supervision and management of junior medical staff.

Responsibilities for carrying out teaching, accreditation and examination duties, as required and for contributing to postgraduate and continuing medical education activity.

Responsibilities, which relate to a special interest.

Requirements to participate in medical audit and in continuing medical education **(where appropriate and agreed)**

Work on behalf of the NHS Highland Board such as domiciliary consultation or services provided but NHS Highland for other agencies, e.g. Prison Service **(where appropriate and agreed)**

Job Plans

It is a requirement for all consultants to have a job plan. Agreed job plans will be prospective and will set out:

- All professional commitments
- Time and service commitments
- Accountability and management arrangements
- Objectives
- Resources
- Any agreed extra programmed activities

All job plans will follow the model format contained at Appendix 4 of the New Consultant Contract.

The job plan will be subject to review at least annually, or more often, if changes to staffing resources, or working practices, or the consultant's circumstances require it.

This is just an example job plan if the applicant was interested in geriatrics and responsibility for the rehab ward, and was working full time other interests considered as above

Basic Information

Job plan status	In 'Discussion' stage
Appointment	Full Time
Cycle	Rolling cycle - 1 week
Start Week	1
Report date	29 Mar 2018
Expected number of weeks in attendance	42 weeks
Usual place of work	Belford Hospital, Fortwilliam
Alternate employer	None Specified
Contract	New
1 PA of premium time equates to	3 hours
Private practice	No

Job plan stages

Job plan stages	Comment	Date stage achieved	Who by
In 'Discussion' stage		7 Feb 2018	Mrs Carleen Gordon

PA Breakdown

	Main Employer PAs	Core PAs	EPA PAs	Total PAs	Core hours	EPA hours	Total hours
Direct Clinical Care (DCC)	8.433	8.433	0.000	8.433	32:05	0:00	32:05
Supporting Professional Activities (SPA)	1.744	1.744	0.000	1.744	6:58	0:00	6:58
Total	10.177	10.177	0.000	10.177	39:03	0:00	39:03

On-call summary

Rota Name	Location	Weekday Freq	Weekend Freq	Level	Supplement	PAs
On-call Rota	Belford Hospital, Fortwilliam	2	4	1	8%	2.683

Type	Normal	Premium	Cat.	PA
			Total:	2.683
Predictable	2:00	16:00	DCC	2.683

The total PAs arising from your on-call work is:	2.683
Your availability supplement is:	8% (based on the highest supplement from all your rotas)

On-call rota details

On-call Rota (hours entry)

General information	
What is your on-call activity?	On-call Rota
Where does your on-call rota take place in?	Belford Hospital, Fortwilliam
What is your on-call classification?	1
Weekday work	
What is the frequency of your weekday on-call work?	1 in 4.00
Do you work your weekday on-call on a specific day?	No fixed day
	Predictable Unpredictable
What are your average hours of emergency work per weekday on-call?	02:00 00:00
How much of this takes place between 20:00 & 08:00? (premium time)	00:00 00:00
How much of your weekday predictable on-call work displaces other activities?	00:00
Weekend work	
(A weekend is classed as Saturday to Sunday for this rota)	
What is the frequency of your weekend on-call work?	1 in 4.00
	Predictable Unpredictable
What are your average hours of emergency work per weekend on-call?	16:00 00:00
Does your weekend predictable work displace other activities?	No
Other information	
Which objective does this on-call work relate to?	
Comments	

Sign off

Role: Associate medical Director	Role: Clinical Lead	Role: non Clinical Director
Name: Dr Emma Watson	Name: Dr Karen Le Ball	Name: Mr MacKenzie, Ross
Signed:	Signed:	Signed:
Date:	Date:	Date:

Timetable

Week 1						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
MDT - General Medicine 08:30 - 09:00		MDT - General Medicine 08:30 - 09:00	MDT - General Medicine 08:30 - 09:00	MDT - General Medicine 08:30 - 09:00		
Standard ward round 09:00 - 10:15		Standard ward round 09:00 - 10:00	Standard ward round 09:00 - 10:00	Standard ward round 09:00 - 10:00		
MDT - Geriatric Medicine 10:15 - 10:30		Specialist clinic (please specify) 10:30 - 12:30	MDT - Geriatric Medicine 10:00 - 10:30	MDT - Geriatric Medicine 10:00 - 10:30		
Other ward round (please specify) 10:30 - 13:00		Specialist clinic (please specify) 14:00 - 16:00				
Patient DCC - other 13:00 - 14:00						

Activities

E Extra Programmed Activities

Typ	Day	Time	Weeks	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
							Total:	Core EPA	4.3 45 0.0 00	17: 23 0:0 0
	Mon	08:30 - 09:00		MDT - General Medicine	NHS Highland Health Board.	Belford Hospital, Fortwilliam	DCC	42	0.1 25	0:3 0
	Mon	09:00 - 10:15		Standard ward round	NHS Highland Health Board.	Belford Hospital, Fortwilliam	DCC	42	0.3 13	1:1 5
	Mon	10:15 - 10:30		MDT - Geriatric Medicine	NHS Highland Health Board.	Belford Hospital, Fortwilliam	DCC	42	0.0 63	0:1 5
	Mon	10:30 - 13:00		Other ward round (please specify) Comments: Post-acute/rehabilitation	NHS Highland Health Board.	Belford Hospital, Fortwilliam	DCC	42	0.6 25	2:3 0
	Mon	13:00 - 14:00		Patient DCC - other Comments: Discharge Planning	NHS Highland Health Board.	Belford Hospital, Fortwilliam	DCC	42	0.2 50	1:0 0
	Wed	08:30 -		MDT - General Medicine	NHS Highland Health Board.	Belford Hospital, Fortwilliam	DCC	42	0.1 25	0:3 0

		09:00	Comments: Board Round						
	We d	09:00 - 10:00	Standard ward round	NHS Highland Health Board.	Belford Hospital, Fortwilliam	DCC	42	0.250	1:00
	We d	10:30 - 12:30	Specialist clinic (please specify)	NHS Highland Health Board.	Belford Hospital, Fortwilliam	DCC	42	0.500	2:00
	We d	14:00 - 16:00	Specialist clinic (please specify) Comments: Geriatric/General/Falls	NHS Highland Health Board.	Belford Hospital, Fortwilliam	DCC	42	0.500	2:00
	Th u	08:30 - 09:00	MDT - General Medicine Comments: Board Round	NHS Highland Health Board.	Belford Hospital, Fortwilliam	DCC	42	0.125	0:30
	Th u	09:00 - 10:00	Standard ward round	NHS Highland Health Board.	Belford Hospital, Fortwilliam	DCC	42	0.250	1:00
	Th u	10:00 - 10:30	MDT - Geriatric Medicine Comments: Post-acute/rehab MDT "huddle"	NHS Highland Health Board.	Belford Hospital, Fortwilliam	DCC	42	0.125	0:30
	Fri	08:30 - 09:00	MDT - General Medicine Comments: Board Round	NHS Highland Health Board.	Belford Hospital, Fortwilliam	DCC	42	0.125	0:30
	Fri	09:00 - 10:00	Standard ward round	NHS Highland Health Board.	Belford Hospital, Fortwilliam	DCC	42	0.250	1:00
	Fri	10:00 - 10:30	MDT - Geriatric Medicine	NHS Highland Health Board.	Belford Hospital, Fortwilliam	DCC	42	0.125	0:30
	Fri	10:30 - 12:30	Standard ward round Comments: ward 1 review of rehab patients	NHS Highland Health Board.	Belford Hospital, Fortwilliam	DCC	42	0.500	2:00
	Fri	12:30 - 13:30	Meetings - consultant	NHS Highland Health Board.	Belford Hospital, Fortwilliam	SPA	12	0.071	0:17
	Fri	12:	Audit	NHS Highland Health	Belford Hospital,	SPA	4	0.0	0:0

		30 - 13: 30		Board.	Fortwilliam			24	6
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No specified day

"(")" Refers to an activity that replaces or runs concurrently

E Extra Programmed Activities

Type	Normal	Premium	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
						Total:	Core EPA Replaced	3.149 0.000 (0.000)	21:40 0:00 (0:00)
	15:00	0:00	Personal Appraisal / Revalidation	NHS Highland Health Board.	Belford Hospital, Fortwilliam	SPA	1	0.089	0:21
	10:00	0:00	Job planning	NHS Highland Health Board.	Belford Hospital, Fortwilliam	SPA	1	0.060	0:14
	1:00	0:00	CPD - Personal (max 1 hour per week)	NHS Highland Health Board.	Belford Hospital, Fortwilliam	SPA	42	0.250	1:00
	1:00	0:00	Undergraduate Formal Teaching (Yr 4- 5 Med Students) Comments: medical students	NHS Highland Health Board.	Belford Hospital, Fortwilliam	SPA	42	0.250	1:00
	2:00	0:00	Meetings - Medical Comments: virtual ward meetings with primary care	NHS Highland Health Board.	Belford Hospital, Fortwilliam	SPA	42	0.500	2:00
	2:00	0:00	Clinical Supervision P/G (GMC recognised Role) Comments: supervising FY1s x2	NHS Highland Health Board.	Belford Hospital, Fortwilliam	SPA	42	0.500	2:00
	6:00	0:00	Admin other (please specify)	NHS Highland Health Board.	Belford Hospital, Fortwilliam	DCC	42	1.500	6:00

Section 5 – Person Specification

Essential Criteria - these are attributes without which a candidate would not be able to undertake the full remit of the role. Applicants who do not clearly demonstrate in their application that they possess the essential requirements will normally be eliminated at the short listing stage.

Desirable Criteria - these are attributes which would be useful for the candidate to hold. When short listing, these criteria will be considered when more than one applicant meets the essential criteria.

Requirement	Essential	Desirable
1. Qualifications	MRCP or equivalent ALS	Other relevant medical and non-medical training / degree Other relevant postgraduate qualification (MD, PhD) CCT equivalent geriatric & general medicine. Evidence of teaching/education training Full driving license
2. GMC/Specialist Registration	Full Registration with the GMC with a licence to practise Applicants are on the Specialist Register or be within six months of the anticipated award of a CCT in General (Internal) Medicine at the time of interview for the post.	
3. Clinical Experience	Wide experience and an enthusiasm for acute medicine with a willingness to learn new techniques and procedures. Demonstrates awareness of good decision making and aware of own limitations Clinical governance: capacity to be alert to dangers or problems.	Show ability to learn from experience Experience of telemedicine.
4. Teaching & Training	Commitment to continuing medical education, appraisal and clinical governance. Experience of clinical supervision.	Experience of teaching to undergraduates, postgraduates & members of multi disciplinary team Willingness to training as educational supervisor.

5. Research & Audit Experience	<p>Participation in clinical audit, especially within specialty discipline.</p> <p>Clinical presentations at national and regional scientific meetings</p> <p>Commitment to CPD and Quality Improvement.</p>	Training in statistical methods, critical appraisal and evidence based medicine.
6. Staff Management	People management skills	Leadership skills
7. Team Working & Interpersonal Skills	<p>Excellent written and verbal communication skills and team working with patients, colleagues, managers & other staff</p> <p>Good organisational skills and ability to work under pressure</p> <p>Enquiring, critical approach to work</p> <p>Professional integrity and respect for others</p> <p>Able to present information in a clear and concise manner.</p> <p>Good IT skills</p>	Understanding of rural issues
8. Publications		Peer-reviewed publications

Section 6 – Terms and Conditions

TERMS AND CONDITIONS OF SERVICE

This appointment is offered on the terms and conditions of service of the Consultant Contract in accordance with the Hospital Medical & Dental Staff (Scotland) and current General Whitley Council. Further information can be found here: <http://www.msg.scot.nhs.uk/pay/medical>

Job Title	Consultant Physician
Type of Contract	Full time Permanent
Location	Belford Hospital, Fort William
Salary	£96,963 to £128,841 per annum pro rata Placing on the salary scale will be on the minimum point unless the successful applicant has previous experience in a NHS Consultant post or previous non-NHS experience equivalent to that gained in an NHS Consultant post. Your salary will be credited monthly, in arrears, at 1/12th of the annual rate to an account at a bank/building society of your choice on the 27 th of each month.
Arrangement of Duties	See separate Job Plan.
Medical Negligence	NHS Highland takes responsibility for expenses and damages arising from medical negligence where they, as the employer, are vicariously liable for the acts and omissions of their medical and dental staff. However, the appointee is strongly advised to maintain separate medical defence or insurance cover for all work which does not fall within the scope of the Board's indemnity scheme, details of which are given in NHS Circular 1989(PCS) 32.
Registration with General Medical Council	Prior to commencement in post, successful candidates must have full registration with the General Medical Council, a licence to practise, and be eligible for inclusion on the GMC Specialist Register. Those trained in the UK should have evidence of higher Specialist Training leading to a CCT or be within six months of confirmed entry from the date of interview or obtained specialist registration through CESR (CP). Non UK applicants must demonstrate equivalent training.
Disclosure of Criminal Convictions	Appointment to this post will be made subject to satisfactory screening by Disclosure Scotland. This post is considered to require Registration with the Protecting Vulnerable Groups (PVG) Scheme as it involves substantial access to children and / or vulnerable adults. A PVG Scheme Record will contain details of all convictions on record, whether spent or unspent. This means that even minor convictions, no matter when they occurred will be included in the Scheme Record. It may also contain non conviction information held locally by the police, where this is considered relevant to the post. Following the selection interview only the "successful" candidate will be subject to registration with the PVG Scheme. Offers of appointment will be made subject to satisfactory PVG Scheme screening and medical fitness. Please note that a commencement date will only be issued once this clearance has been received.

<p>Rehabilitation of Offenders Act 1974</p>	<p>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 these convictions or the circumstances relating to them in the course of their 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 is excluded in the provisions of the Act unless otherwise stated in the job description. If the post is excluded you are 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 your employer. Any information given, however, will be completely confidential and will be considered only in relation to the post for which this application form refers.</p>
<p>Medical Fitness</p>	<p>All prospective members of staff are asked to submit a confidential health questionnaire to the Occupational Health Service. On the basis of this, they may be passed fit, or an appointment for further information or screening may be required. All entrants must be certified medically fit and employment is conditional on such certification. All appointees are expected to comply with NHS Highland’s Immunisation Policy. Those posts classified as Exposure Prone Procedures appointments are dependent on satisfactory proof of immunity or freedom from Hep B infection prior to appointment.</p>
<p>Right to Work</p>	<p>NHS Highland has a legal obligation to ensure that it’s employees, both EEA and non EEA nationals are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS Highland they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until the right to work in the UK has been verified. You will be required provide appropriate documentation prior to any appointment being made.</p>
<p>Annual Leave & Public Holidays</p>	<p>The leave year shall run from date of taking up appointment and in a full year the postholder will be entitled to 33 days annual leave (pro rata per annum) plus eight statutory and public holidays as agreed by NHS Highland (pro rata per annum).</p>
<p>Superannuation</p>	<p>New entrants to NHS Highland who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme.</p>
<p>Notice</p>	<p>The postholder will be required to give and is entitled to receive a minimum of three months notice of termination of employment.</p>
<p>Removal Expenses</p>	<p>Assistance with Removal expenses will be given in accordance with the NHS Highland Relocation Policy. It is compulsory that you discuss any arrangements relating to your relocation with us before arranging anything. Failure to do so may result in limited or no assistance being given.</p>
<p>Private Residence</p>	<p>If your post includes on-call duties, your private residence shall be maintained in contact with the public telephone service and shall be not more than 10 miles or 30 minutes by road from your hospital base, unless the Board gives specific approval to you residing at a greater distance.</p>
<p>Identity Badge Policy</p>	<p>NHS Highland has a policy that all staff will be issued with and required to wear an Identity Badge at all times when on duty. If your badge needs replacing for any reason you are required to contact the Fire/Security Office, Estates Department to arrange for a replacement. All identity badges are the property of NHS Highland and must be returned when you terminate your employment.</p>

Smoke Free Policy	NHS Highland operates a No Smoking Policy of tobacco products or e-cigarettes in any of our properties, vehicles or grounds. When selecting new staff NHS Highland does not discriminate against applicants who smoke but applicants who accept an offer of employment will in doing so agree to observe and familiarise themselves with NHS Highland's Smokefree policy.
Confidentiality	<p>In the course of your duties you may have access to confidential material about patients, members of staff or other health service business. On no account must information relating to patients be divulged to anyone other than authorised persons - for example medical, nursing or other professional staff, as appropriate who are concerned directly with the care, diagnosis and/or treatment of the patient.</p> <p>If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature you must seek advice from your superior officer. Similarly no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe this rule will be regarded by your employers as serious misconduct, which could result in serious disciplinary action being taken against you including dismissal. The unauthorised disclosure of official business under consideration by the Board Management Team or one of its Committees by an employee is also regarded as a breach of confidence and may lead to disciplinary action.</p>
Scottish Workforce Information Standard System (SWISS)	<p>The information that staff provide will be used for employment purposes and where necessary to comply with legal obligations. The purpose of holding this information is for administration i.e. employment and pay amendments, superannuation, workforce management/planning and other personnel matters in relation to employment. Any requests for information out with the above will only be processed with individual consent (e.g. building society mortgage applications etc.)</p> <p>Staff information will be held securely, and will be accessed at a local, regional and national level to meet the requirements outlined above. Managers may also hold information within your department. There will be no unauthorised access.</p>