

POSITION: Senior Clinical Development Fellow, Acute & General Medicine, Medicine for the Elderly



Borders General Hospital, Melrose, Scottish Borders

Job Description and particulars for the post:

***Clinical Development Fellow
(Post Core Medical Training level or ST3 equivalent)***

***Acute & General Medicine/
Medicine for the Elderly***

One Post will provide day time ITU experience with Out of Hours commitments in General Medicine



Grade	Post CMT level or ST3 equivalent. Locum Appointment for Service StR (higher) - Non Training Grade
Location	Borders General Hospital, Melrose TD6 9BS
Hours / PA's	Full Time – part time / flexible applications also welcome
Salary Scale	The full-time salary inclusive of out of hours allowance is £1556.76 per week (pro rata if applicable).
Duration	One Year Fixed Term Contract commencing 06 August 2024
Closing Date	Tuesday 4 th June 2024

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> <p>To ensure we can process your application as easily as possible please complete all the information required within the Application Pack and return with your full C.V.</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</p> <p>or</p> <p>if you are external to NHS Scotland please log onto https://apply.jobs.scot.nhs.uk/vacacies.aspx.</p>
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Visits and Enquiries	Informal visits can be arranged and informal enquiries regarding this post will be welcomed by:-	
	Dr Jonathan Manning or Dr Rachel Stewart or Mrs Kirsten Graham	Consultant Physician / Assoc Medical Director / Clinical Director / Service Manager Jonathan.manning@borders.scot.nhs.uk rachel.stewart@nhs.scot kirsten.graham3@nhs.scot



Date post is vacant	Wednesday 07 August 2024, but there is some flexibility for earlier or later start dates to be agreed with the successful candidate, and duration is also negotiable.
NHS Borders Website	For further information regarding NHS Borders, please visit our website:- www.nhsborders.org.uk
Department Briefing	<p>The Medical Unit has 2 inpatient wards (Medical Ward 4 – 30 beds & Ward 5 – 12 beds) and a 30-bedded Medical Assessment Unit (MAU). Currently all referred patients to medicine are discussed with a senior clinician (Registrar/Consultant) and triaged appropriately. Ward 5 is a combined High Dependency /Coronary Care area which comprises 12 monitored beds and there are facilities for 6 remote telemetry units (across both Ward 4 & MAU areas).</p> <p>The General Medicine wards provide the following range of Consultant led specialities - Cardiology, Respiratory, Gastroenterology, Diabetes, Endocrinology and Haematology.</p> <p>Acute Medicine in the Borders has been established within the last few years with the arrival of newly appointed Acute Physicians. The Medical Assessment Unit assesses approximately 6000 patients per year through 30 inpatient beds and 7 assessment trolleys. In addition, there is also an Ambulatory Care service, reviewing between 5-10 patients per day. There is a combined Acute Medicine/Medicine of the Elderly approach to assessment, aiming to “assess to discharge rather than admit to assess”.</p> <p>Along with Acute Physicians, the MAU team also consists of the Senior Charge Nurse, a Charge Nurse, nursing staffing and rotational FY1s, FY2/GPST and a specialty registrar.</p> <p>Neurology, Rheumatology, Dermatology and Renal Medicine Consultants provide outpatient clinics and an inpatient consultation service.</p> <p>The Department of Medicine for the Elderly (DME), within the Borders General Hospital, has a team of 7 Consultants covering both general and specialist areas in care of the elderly medicine. There is a dedicated 14 bedded stroke unit and 8 palliative care beds in the purpose built Margaret Kerr Unit. Specialist outpatient clinics based in the day hospital at BGH include; syncope and falls, movement disorder, neurovascular, cardiovascular, osteoporosis and general medical / geriatric.</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. The Clinical Haematology Team and consists of 2.5 WTE consultant and one Advanced Nurse Practitioner. The team covers</p>



	<p>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>There is a 9 bedded Intensive Therapy Unit (6 level 2/3 beds, 3 level 1 Surgical beds) which provides full ITU support including ventilation, cardiovascular support and renal replacement therapy. The Critical Care Outreach programme for critically ill patients is internationally-acclaimed. The Intensive Therapy Unit has been newly equipped with state-of-the-art patient monitors and ventilators.</p> <p>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.</p> <p>Hospital at Night (HaN) team operates from 9.00 pm – 9.30 am. This comprises the HaN Team Leader (a medical registrar equivalent i.e. this post as senior Clinical Development Fellow), a GPST/FY2 doctor, 1 FY1 doctor and 2 advanced nurse practitioners- one of whom acts as the co-ordinator. The HaN team provides a generic clinical service to all adult inpatient areas in the hospital (excluding ITU) with specialty support from general surgery, O&G, paediatrics, orthopaedics and anaesthetics. The HaN Team Leader is responsible to the on-call consultant physician.</p>
<p>POST INFORMATION</p>	
<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). One of the posts would provides day-time experience in Intensive Care • An out of hours core service commitment (periods outwith 07:00 hrs – 19:00 hrs, Mon - Fri) • Professional and personal development opportunity (approximately 20% of active working time protected for this purpose) <p>You will work under supervision with local clinical teams to develop skills in Acute and General Medicine and Medicine for the Elderly. Some sub specialty experience is also possible outwith core duties (e.g. stroke medicine, palliative medicine, respiratory, diabetes, cardiology if this should support your career direction). As part of the service component you will provide a proportion of out of hours service (evenings, nights and weekends). You would gain wide experience in Acute and General Medicine (or Intensive Care Medicine) in a District General Hospital setting and also, if required after support, participate as the team leader tier on the Hospital at Night Team (HaN Team – maximum 1 in 10 commitment). You will need to</p>



	<p>have obtained at least FY2 competencies or equivalent and it is preferred that you have completed Core Medical Training or equivalent.</p> <p>We will also accept applications from post FY2 doctors who have additional clinical experience that may have been undertaken outwith a formal training programme (e.g. a year-long LAT or LAS post). This post may be most suitable for ST2 / ST3 level doctors seeking out of programme experience, to support future career intentions.</p> <p>Overnight, you will be one of the 5 members of the core HaN team (operational from 9.00 pm – 9.00 am), the others being a GPST/FY2 or equivalent, 1 x FY1 doctor and 2 advanced nurse practitioners (one of whom coordinates the team). Whilst the majority of overnight activity happens in medicine (about 75% of overnight activity) the HaN team provide a generic clinical service to all adult inpatient areas in BGH (excluding ITU) with specialty support provided from staff grades/specialty trainees in general surgery, O&G, paediatrics, orthopaedics and anaesthetics. The Emergency Department is covered by an ED Specialty Doctor or orthopaedic trainee with support from a salaried GP.</p> <p>This post is aimed at post foundation / post CMT 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 to function at an intermediate level responsible to a consultant physician. Candidates may be looking for some experience of acute or general medicine or medicine for the elderly in which they may have a longer term interest (e.g. future entry into specialty medical training), or to provide a professional development supplement to other career options longer term.</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>The development component of this post is flexible according to your specific needs, level of experience and career interest. You may 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 roughly 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</p>



	<p>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. Development time may be undertaken on site at BGH or with prior approval from your clinical supervisor or a consultant undertaken off site or at home. 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 / DME 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> <p>Some examples include the following:</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>Sub Specialty Placements:</p>
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	<p>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, haematology, intensive care 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.</p> <p>Quality Improvement: There are multiple opportunities to develop clinical audit projects/QI projects as well as leadership responsibility in service improvement.</p> <p>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.</p> <p>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.</p> <p>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 full time year-long CDF.</p>
<p>Health and Safety</p>	<p>You are required to comply with NHS Borders Health and Safety Policies.</p>
<p>Medical Staffing within Unit</p>	<p>Consultant Staff:</p> <p>Dr L McCallum - Medical Director / Acute Medicine</p> <p>Dr E Palik - Acute Medicine</p> <p>Dr J Taylor - Locum Acute Medicine</p> <p>Dr C Evans - Locum Acute Medicine</p> <p>Dr M Hume - Locum Acute Medicine</p> <p>Dr T McKay - General Internal Medicine / Respiratory Medicine</p> <p>Dr H El-Taweel - Locum General Internal Medicine / Respiratory Medicine</p> <p>Dr S Jabal - General Internal Medicine / Respiratory Medicine</p>

Dr J Fletcher	-	General Internal Medicine/Gastroenterology
Dr J Manning	-	General Internal Medicine/Gastroenterology Assoc Medical Director
Dr O Herlihy	-	Diabetes and Endocrinology & Director of Medical Education
Dr R Williamson	-	General Internal Medicine/ Diabetes and Endocrinology
Dr B Muthukrishnan	-	General Internal Medicine/ Diabetes and Endocrinology
Dr J Bennison	-	Medicine for the Elderly/GIM
Dr J Lonnen	-	Medicine for the Elderly/ GIM
Dr J Inglis	-	Medicine for the Elderly/ GIM
Dr A McLaren	-	Medicine for the Elderly/ GIM
Dr R Stewart		Medicine for the Elderly/ GIM / Clinical Director
Dr E Dearden	-	Medicine for the Elderly/ GIM
Dr S Turpin	-	Medicine for the Elderly/ GIM
Dr G Alcorn	-	Consultant Medicine for the Elderly/ GIM
Dr R Woolcock	-	Consultant General Internal Medicine
Dr C Kelly	-	Digital Health / General Internal Medicine
Dr S Kerr	-	Stroke Medicine / GIM
Dr D Simpson	-	Consultant Neurologist
Dr M Connor	-	Consultant Neurologist
Dr R Richmond	-	Consultant in Rheumatology
Dr A Tan	-	Consultant in Rheumatology
Dr P Neary	-	Consultant Cardiologist



	<p>Dr T Waszyrowski - Consultant Cardiologist</p> <p>Training Grade Medical Staff for General Medicine</p> <table border="0"> <tr><td>IMT3</td><td>6</td></tr> <tr><td>ST1</td><td>1</td></tr> <tr><td>GPST1</td><td>5</td></tr> <tr><td>Clinical Development Fellow</td><td>6</td></tr> <tr><td>FY2</td><td>1</td></tr> <tr><td>FY1</td><td>11</td></tr> </table> <p>Career /Training Grade Medical Staff for Department of Medicine for the Elderly (DME)</p> <table border="0"> <tr><td>Specialty Registrar/ST4</td><td>1</td></tr> <tr><td>CT2</td><td>1</td></tr> <tr><td>GPST 1 or 2</td><td>2</td></tr> <tr><td>FY2</td><td>3</td></tr> </table> <p>Specialty Clinics at Borders General Hospital include respiratory medicine, cardiology, gastro-enterology, diabetes, endocrinology, haematology, neurology dermatology and rheumatology. There are visiting consultants in clinical oncology, clinical genetics and renal medicine.</p>	IMT3	6	ST1	1	GPST1	5	Clinical Development Fellow	6	FY2	1	FY1	11	Specialty Registrar/ST4	1	CT2	1	GPST 1 or 2	2	FY2	3
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<p>NHS Borders Description</p>	<p>Why work for us?</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 test for the NHS values during our recruitment and assessment process.</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 entirely integrated structure for management of health services. Decision-making is firmly embedded within an integrated Clinical Executive, part of a natural evolution towards more integrated care, which has seen health and social services within the Borders develop nationally recognised joint initiatives.</p> <p>The NHS Borders Board covers an area co-terminus with the local authority and has developed close and effective links with Scottish Borders Council.</p>																				



	<p>Key statistics:</p> <p>(a) Size of Area – 1804 square miles (5.9% of the area of Scotland)</p> <p>(b) Population – 113,000 (2.2% of the Scottish population)</p> <p>(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 (Scottish average 12%).</p> <p>(d) The proportion of the population over 65 is the highest in Scotland</p> <table style="margin-left: 40px;"> <tr> <td>45 – 59 years</td> <td>20.84% (19.29% Scottish average)</td> </tr> <tr> <td>60 – 74 years</td> <td>15.83% (13.98%)</td> </tr> <tr> <td>75+ years</td> <td>8.86% (7.09%)</td> </tr> </table> <p>(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.</p> <table border="1" style="margin-left: 40px;"> <thead> <tr> <th>Hospital</th> <th>No. of beds</th> </tr> </thead> <tbody> <tr> <td>Peebles (Haylodge Hospital)</td> <td>23</td> </tr> <tr> <td>Duns (The Knoll Hospital)</td> <td>18</td> </tr> <tr> <td>Kelso Hospital</td> <td>23</td> </tr> <tr> <td>Hawick Community Hospital:</td> <td>23</td> </tr> </tbody> </table> <p>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.</p>	45 – 59 years	20.84% (19.29% Scottish average)	60 – 74 years	15.83% (13.98%)	75+ years	8.86% (7.09%)	Hospital	No. of beds	Peebles (Haylodge Hospital)	23	Duns (The Knoll Hospital)	18	Kelso Hospital	23	Hawick Community Hospital:	23
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DUTIES AND RESPONSIBILITIES

Main Duties	<p>A job plan would be agreed between the successful applicant and Consultant Physician/Supervisor depending on your background and career interest</p> <p>Some of the core clinical components would include the following:.</p> <p>Clinical responsibility for the care of patients in the medical unit and/or Department for Medicine for the Elderly. This includes daily ward round, admissions of list cases and emergency admissions (according to rota).</p>
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	<p>On basis of rota, clinical responsibility for medical emergencies in the Emergency Department and initial assessment and appropriate referrals when necessary of medical cases.</p> <p>Participation as the team leader, “registrar” grade on the HAN rota. Potentially this would be following an appropriate period of development and support, depending on individual circumstances.</p> <p>Senior trainee level doctor on MAU and/or lead ward doctor (i.e. accountable to the consultant) supporting FY1/FY2/GPSTs on a day to day basis.</p> <p>Potential for a role at one of the NHS Borders Community Hospital supporting either a G.P. or Consultant in Medicine for the Elderly, undertaking a daily ward round ensuring appropriate admission information written up, Kardex updated and to support and drive discharge planning to allow patients to move on in a timely way.</p> <p>Organisational responsibilities, e.g. PACES examinations, rota preparation and FY1 / FY2 / GPST supervision.</p> <p>From time to time work in out-patients under Consultant supervision in General Medicine and Specialist Clinics, e.g. diabetes, cardiology, respiratory medicine, gastroenterology and NVC. In addition whilst working in MAU you may work in the ambulatory care clinic.</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>
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Borders General Hospital

The Borders General Hospital is the district general hospital serving the Scottish Borders Region. It has 320 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. A very recent development is the opening of the Margaret Kerr Unit in January 2013 has provided palliative care services in the Scottish Borders with a purpose-built environment from which to deliver specialist palliative care.

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.

There is a 6 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, Dr Olive Herlihy, 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 by Dr Jane Montgomery, Director Medical Education. 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). Edinburgh is renowned for its cultural activities in music, including opera and ballet, theatre, cinemas (including a film theatre) and visual arts, and of course every year there is the world famous Edinburgh International Festival and Fringe Festival. Local transport links have improved greatly.

After an absence of almost 50 years, the Borders Railway has now opened, with 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. On opening the railway Her Majesty Queen Elizabeth said "The Borders railway brings so much promise for sharing and invigorating this most beautiful countryside as a place to work, live and enjoy. 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) and Newcastle Airport (approximately 1 hour 30 minutes).

As part of our policy there is assistance with excess travel costs if commuting or relocation allowances up to Inland Revenue limits if moving long term to the local are applicable.

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

Person Specification: Clinical Development Fellow (StR higher level) 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) Has completed Core Medical Training	C.V
Experience	<ul style="list-style-type: none"> Clinical experience at FY2 and at least ST1 level (e.g. as a year-long LAT or LAS) particularly in acute medicine and medical sub specialties e.g. Acute Medicine/General Internal Medicine / MftE/Emergency Medicine etc. Assessed as "acute take competent" under appropriate supervision. Sufficiently competent (with appropriate support) and experienced to act at "registrar" level e.g. HAN Team Leader, senior trainee on MAU, lead ward doctor supervising FY2s/FY1s Core Medical Training or its equivalent experience at ST1 / ST2 level for at least one year. Experience at Registrar level for a minimum of 6 months Experience of Take and Hospital at Night (HAN) Team Lead and leading Cardiac Arrest Team 	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
Other	<ul style="list-style-type: none"> • Be able to satisfy EU Immigration / Sponsorship Regulations. • Satisfactory pre-employment health screening including Hepatitis B immune status. 		Pre employment checks.

Specification of NHS Values	
NHS VALUE	Method of Assessment
Care and Compassion Expectations <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 	Supporting Statement Presentation at Interview Interview MDT Process
Dignity and Respect Expectations <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 	Supporting Statement Presentation at Interview Interview MDT Process
Openness, Honesty and Responsibility Expectations <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 	Supporting Statement Presentation at Interview Interview MDT Process
Quality and Teamwork Expectations <ul style="list-style-type: none"> • Works as part of a team to support others and improve service provision • Acknowledges mistakes • Takes responsibility • Inspires the team 	Supporting Statement Presentation at Interview Interview MDT Process



<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 (StR LAS higher) appointment it is for fixed term duration of a period of 12 months (earlier commencement can be negotiated if desired).</p> <p>The full-time salary inclusive of out of hours allowance is £1,706.66 per week, equivalent of £88,990 per annum (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 Clinical Director, 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 more than 1/3 of duty hours outside 7am to 7pm Mon-Fri, and a frequency of more than 1 weekend in 4.</p> <p>Possession of MRCP or an equivalent certificate is preferred but not essential. If you do not have MRCP, 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>There may be an opportunity to take part in undergraduate and postgraduate teaching programmes.</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 (the superannuable earnings are £48,388 per annum approx) 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 is however advised to ensure that they</p>
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	<p>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 (usually by questionnaire) are the responsibility of the Occupational Health Service.</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 (daily commuting) if required. Depending on circumstances support for relocation may be available for successful candidate in accordance with NHS Borders' Relocation Policy and Inland Revenue rules. Single accommodation is available in our on-site residences – 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, in complete confidence.</p>
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**Outline Rolling Rota Template for CDFs (and StRs “Registrar” Level Training Grade Doctors)_
 SITE: NHS Borders SPECIALITY: General Medicine / MftE
 GRADE: StR LAS (higher) WORK PATTERN: Full Shift Resident**

European Working Time Directive Analysis

Item	Actual	Target	Comments
Average weekly hours of work (before adjustments)	46:49	48:00	
Starting each Monday, a 35 hour continuous rest in 7 days or a 59 hour continuous rest in 14 days	OK		
11 hrs continuous rest in any 24 hour period	OK		

Week	Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	H@N	H@N	H@N	H@N			
	NIGHT	NIGHT	NIGHT	NIGHT			
	2100-0930	2100-0930	2100-0930	2100-0930			
	10	10	10	10			
	12.5	12.5	12.5	12.5			
	12.5	12.5	12.5	12.5			
2	LD Take	Post Take	LD Take	Post Take	LD Take		LD Take
MAU							Weekend
	0900-2130	0830-1630	0900-2130	0830-1630	0900-2130		0900-2130
	2.5	0	2.5	0	2.5		12.5
	12.5	8	12.5	8	12.5		12.5
	12.5	8	12.5	8	12.5		12.5
3	Post Take	LD Take	Post Take	LD Take	Post Take	LD Take	
MAU						Weekend	
	0830-1630	0900-2130	0830-1630	0900-2130	0830-1630	0900-2130	
	0	2.5	0	2.5	0	12.5	
	8	12.5	8	12.5	8	12.5	
	8	12.5	8	12.5	8	12.5	
4	Day	Day	Day	Day	Day		
Available	09:00-17:00	09:00-17:00	09:00-17:00	09:00-17:00	09:00-17:00		
	0	0	0	0	0		
	8	8	8	8	8		
	8	8	8	8	8		
5	Day	Day	Day	Day	Day		
Ward 4	09:00-17:00	09:00-17:00	09:00-17:00	09:00-17:00	09:00-17:00		
	0	0	0	0	0		
	8	8	8	8	8		
	8	8	8	8	8		
6	Day	Day	Day	Day	Day		



Ward 14	09:00-17:00	09:00-17:00	09:00-17:00	09:00-17:00	09:00-17:00		
	0	0	0	0	0		
	8	8	8	8	8		
	8	8	8	8	8		
7	Day	Day	Day	Day	H@N	H@N	H@N
					Fri - Sat NIGHT	Fri - Sat NIGHT	NIGHT
Boarders	09:00-17:00	09:00-17:00	09:00-17:00	09:00-17:00	2100-0930	2100-0930	2100-0930
	0	0	0	0	12.5	12.5	10
	8	8	8	8	12.5	12.5	12.5
	8	8	8	8	12.5	12.5	12.5
8				Day	Day	MED W/E Short 0900-17:00	MED W/E Short 0900-17:00
Available				09:00-17:00	09:00-17:00		
				0	0		
				8	8		
				8	8	8	8
9	Day	Day	Day				
Available	09:00-17:00	09:00-17:00	09:00-17:00				
	0	0	0				
	8	8	8				
	8	8	8				
10	Day	Day	Day	Day	Day		
Float week							
Vacancy Cover	09:00-17:00	09:00-17:00	09:00-17:00	09:00-17:00	09:00-17:00		
Specialty Week	0	0	0	0	0		
	8	8	8	8	8		
	8	8	8	8	8		
11	Day	Day	Day	Day	Day		
Float week							
Vacancy Cover	09:00-17:00	09:00-17:00	09:00-17:00	09:00-17:00	09:00-17:00		
Specialty Week	0	0	0	0	0		
	8	8	8	8	8		
	8	8	8	8	8		
12	Day	Day	Day	Day	Day		
Leave Week							
	09:00-17:00	09:00-17:00	09:00-17:00	09:00-17:00	09:00-17:00		
	0	0	0	0	0		
	8	8	8	8	8		
	8	8	8	8	8		

For a CDF Protected Development time will apply as one rostered day on 8 weeks in the rolling 12 weeks, development time may be aggregated into blocks if preferred for continuity purposes.