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| Grade | Consultant in Emergency Medicine |
| Location | University Hospital Monklands |
| Hours / PA’s | 10PAs per week (Part-time may be considered) |
| Salary Scale | £96,963-£128,841 |
| Interview Date | 11/09/2024 |

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| Your Application | Thank you for expressing an interest in the above job within NHS Lanarkshire.  All applications for the job are made through [https://apply.jobs.scot.nhs.uk/vacancies.aspx](#). Guidance notes for the completion of the Medical & Dental Application Form are available on the advert. Please note CV’s will not be accepted.  Please follow the link below should you wish any further information on NHS Lanarkshire [Recruitment | NHS Lanarkshire (scot.nhs.uk)](#)  NHS Lanarkshire are happy to consider requests for this publication to be in another accessible format i.e. large print, braille, etc.  Please contact us via either of the undernoted methods clearly stating which format is required:  **For any application queries, please contact**  **Nicole Hetherington, Senior HR Assistant on 01698 754350 or email** [**medical.dentalconsultant@lanarkshire.scot.nhs.uk**](#)  Should you require further information regarding this post you can contact the HR Medical & Dental team or make informal enquiries with the department using the contact details below: | | |
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| Additional Arrangements | **Informal enquiries regarding this post will be welcomed by: -** | | |
| Dr Marion Devers | Chief of Medical Services | [Marion.Devers@lanarkshire.scot.nhs.uk](#)  01236 748748 |
| Dr F Farquhar | Clinical Director | [Fiona.Farquhar@lanarkshire.scot.nhs.uk](#)  01236 748748 |
| Dr Neil Hughes | Clinical Lead | [Neil.Hughes@lanarkshire.scot.nhs.uk](#)  01236 748748 |
| Date when the post is Vacant | The post is vacant immediately and a start date will be agreed with the successful candidate. | | |
| NHS Lanarkshire | For further information regarding NHS Lanarkshire and it’s hospitals, please visit our website:- [https://www.nhslanarkshire.scot.nhs.uk/](#) | | |
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| We are an Equal Opportunities Employer and Disability Confident Employer. | | | |

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| **Welcome** | We are delighted that you are interested in applying for a Consultant post within the Medical & Emergency Care Directorate at University Hospital Monklands (UHM), where we are committed to providing you with an enjoyable and rewarding working experience. We would be happy to show you around, introduce you to colleagues and provide you with further information about the post, so please get in touch.  There have been a number of innovative system changes and developments, including the opening of a new 10 bedded Intensive Care Unit, a purpose built REACT area within the Emergency Department and the development of Ambulatory Emergency Care, Planned Investigation and Dermatology Ambulatory Care Units. We are fully committed to developing pathways of care for our patients that avoid unnecessary hospital admissions and that support safe and timeous discharges.  There are a significant number of colleagues across the site who have roles within medical education and this is actively supported by the Directorate as is research and teaching more generally.  We support flexible working wherever possible and are committed to supporting our workforce so that we can achieve the best possible outcome for our patients.  You would be joining UHM at a very exciting time, with the location for our new hospital now identified. Scheduled to open in 2031, this brand new state of the art facility and smart campus, will be the digital flagship for acute healthcare within NHS Scotland.  The replacement of UHM provides us with the opportunity to create a hospital fit for the challenges of the 2030s and beyond, using modern digital technology to assist in achieving clinical, operational and building excellence.  Comprising Emergency Department, Combined Assessment Unit, inpatient speciality and concentrated specialties, Theatre and ITU facilities, the hospital will also be combined with a new Cancer Unit as well as state of the art Medical Education and Training facilities.  The hospital will ensure the application of Information, Management & Technology (IM&T) across all aspects of care delivery, to assist the clinical workforce to deliver high quality care, whilst also supporting new ways of working that promote staff wellbeing and an enhanced patient experience.  Once again thank-you for considering this position and expressing an interest in coming to work at UHM and good luck with your application.    **Dr Fiona Farquhar, Clinical Director**  **Claire Fenwick, Service Manager** |

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| **Management Structure** | The supporting operational and clinical management structures are focused on enhancing patient safety, quality improvement and local delivery at hospital level, with visibility of clinical leadership and support for individual professional accountability. Our Medical Managers will provide professional leadership to medical staff, ensuring that they are effectively developed, organised, integrated and managed to support the strategic aims of each Division and meet the needs of the patient. |
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| **The Post** | Consultant in Emergency Medicine.  The precise details of the job plan will be dependent on the successful candidate’s subspecialty training and interests.  The job is offered as a full-time post on a 10 PA basis but applications will be considered from those wishing to work less than full-time. If full-time, up to 2 EPA’s may be available to undertake additional sessions or management activity.  All new substantive Consultants are initially offered a minimum of 1 PA for core department meetings and personal development in relation to appraisal and revalidation but this will be reviewed within 3 months (or earlier if required) of appointment and revised upwards if additional responsibilities have been undertaken. NHS Lanarkshire is supportive of applications from individuals with well-developed ideas for improving services who are able to demonstrate a commitment to quality improvement, patient safety (including human factors training), Medical Education and Research & Development. Additional SPA time (up to 2 PA’s in total) can be incorporated into the job plan depending on the time required to support the successful candidate’s professional activities and the needs of the service.  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.  Applicants who are able to demonstrate a commitment to any of the above areas and wishing to commence on more than 1 PA for SPA duties should discuss proposals with the identified Lead contact and Service Medical Manager (Associate Medical Director or Divisional Medical Director). | | |
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| General Provisions | You will report to the Clinical Director, who will agree your job plan. | | |
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| Health and Safety | You are required to comply with NHS Lanarkshire Health and Safety Policies. | | |
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| Junior Medical Staff | You will be responsible for the training and supervision of Junior Medical staff who work with you, and you will be expected to devote time to this on a regular basis. In addition, you will be expected to ensure that staff have access to advice and counseling. 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 career. | | |
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| Resources | University Hospital Monklands Emergency Department has approximately 72,000 new patient attendances per year including around 20% in the paediatric age range. Within NHS Lanarkshire there are also comparably sized Emergency Departments at University Hospitals Hairmyres and Wishaw. NHSL has centralised certain specialties on individual sites. In-patient orthopaedics, paediatrics and O&G are at Wishaw Hospital; Interventional Cardiology and Ophthalmology are at Hairmyres. Urology, ENT, Renal Medicine, Dermatology and Infectious Diseases are based in Monklands. | | |
| **Consultants** | **Additional Roles** | |
| Dr Neil Hughes | Clinical Lead, Pre-Hospital Medicine | |
| Dr Nicola Moultrie | GEM, Undergraduate Lead, Consultant Emergency Medicine | |
| Dr Andrew Russell | Deputy Clinical Director, Toxicology, Major Incident | |
| Dr Fiona Hunter | RCEM Vice-Chair (Scotland), Wellbeing | |
| Dr Laura McGregor | Training Quality Lead, APGD NES, Wellbeing | |
| Dr Gordon McNeish | Associate Medical Director Unscheduled Care | |
| Dr Barbara Key | Medical Education, Appraisal | |
| Dr Stewart Teece | TPD EM (West), Acute Medicine | |
| Dr David Litherland | Worldly wise | |
| Dr Jen Cochrane | Ultrasound, Digital Health | |
| Dr Laura Gillan | Foundation Director, Junior Rota, QI | |
| Dr Gautham Balachandran | PEM, Medical Education, Paediatric Retrieval Medicine | |
| Dr Carole Neff | Middle Grade Rota, Induction | |
| Dr Sarah Boxall | Clinical Governance, TBQR | |
| Dr Mihir Joshi Junior Teaching | | |
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| **Middle Grade Medical Staff** | | |
| We run a 6-person middle-grade rota. Middle grades self-roster on an annualised self-roster system. All middle grades have allocated non-clinical/educational development time. | | |
| **Junior Grade Medical Staff** | | |
| 1 Foundation Year 1 trainee. 3 Foundation Year 2 trainees.  2 GP ST2 trainees.  2 ACCS ST1 trainees.  Clinical Development Fellows (CDFs) / Clinical Fellows(CFs).  **Nursing Staff/Advanced Clinical Practitioners**  The nursing establishment for the Department currently stands at 51 WTE (inc. HCSW). There is a well-established Minor Injury Nurse Treatment Service and seven Advanced Care Practitioners (ACPs) in varying stages of their training. We are developing an ACP service for the Department to bolster junior medical staffing. | | |
| **Secretarial Support:** | | |
| WTE Senior Secretary | | 1 |

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| **DUTIES AND RESPONSIBILITIES** | |
| Main Duties | The main duties and responsibilities of your post include:   * Clinical care of patients attending the Emergency Department. * In-patient care of acutely head injured patients (you would not be involved in the rehabilitation of post-neurosurgery head injured patients). * In-patient care of low dose toxicology patients with a presumed short period of observation. * Participation in early senior assessment of all patients presenting to the ED between 12pm and 8pm weekdays along a Rapid Emergency Assessment Care Team model. (REACT) * Clinical supervision of junior medical, ACP, MINTS and nursing staff. * Participation in the day to day running and administration of the department. * Participation in the out of hours on call rota shared equally with consultant colleagues. * Shared responsibility for the development of contingency plans in relation to significant planned events. * Participation in regular weekly teaching of medical staff, in addition to shop floor teaching, thereby supporting the various college recommendations for ongoing medical education. The successful candidate will also be expected to be involved in the teaching of medical students, ACP’s, paramedics and nursing staff as and when required. * Teaching, audit and supervision of the MINTS minors and majors nurses. * Participation in Clinical Audit and Patient Safety activity. * Continued Professional Development activity. * Aspire to a standard of practice compatible with current GMC “Good Practice” and the Royal College of Emergency Medicine guidelines. (It is recognised that these goals are resource related and assume adequate departmental staffing levels and management support. |
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| Work Programme | As required under Section 3 of the Terms and Conditions of Service, the duties and responsibilities are supported by a job plan and work programme detailed as follows:  **Job Planning/Programmed Activities**  The job plan will be dependent on the successful candidate’s subspecialty training and interests.  A minimum of 1 SPA will be included in the job plan but please refer to the guidance above under the general description of the post.  On taking up post a Job Plan will be agreed between the person appointed and the Clinical Lead. This job plan is subject to review by the post holder and the Clinical Director as noted in the terms and conditions. The procedures set out in the ‘Terms & Conditions of Service’ must be followed if it is not possible to agree a job plan, either initially or at a review.  The timetable is indicative and subject to negotiation with the Clinical Lead. The core 10 PA working week will be based on 9 PA’s of Direct Clinical Care (DCC) duties and 1 PA of SPA time for a full-time post-holder.  The indicative weekly timetable included in the work programme shows likely elective PA’s within the 10 PA post and indicated the location where each activity will be undertaken and the type of work involved.  The balance of programmed activities will be used flexibly for:  ***Direct Clinical Care.***  The Department operates a Consultant rota with scheduled clinical sessions. Consultants are present in the department a minimum of 0800 to 2300 weekdays. The on-call consultant Mon-Fri works 1600-2300 then on-call from home. Weekends are split; 0800 to 1700 and 1600 to 2230 then on-call. Consultant resident on-call may be occasionally necessary if the night-shift middle-grade is inexperienced. |
|  | **Your responsibilities during clinical sessions include:**   * Direct clinical care of patients, particularly those who are severely ill or injured. * Clinical supervision and support of junior and senior trainees to ensure they are working safely and within their competence. * Clinical supervision and support of MINTS nurses. * To ensure the appropriate and safe disposition of all patients within the 4-hour target unless clinical reasons dictate otherwise. * To ensure appropriate deployment of available medical staff to cope with the workload and case mix. * To liaise with nursing and managerial colleagues to ensure the safe and efficient running of the Department for staff and patients. * To review complex cases or cases subject to delay with the responsible clinician and ensure appropriate clinical care. * To ensure the safe transfer of patients requiring care at other hospitals. * Review of head injured patients on the ward when required out with the daily ward round. * To liaise when necessary with consultant colleagues in other specialties to expedite and co-ordinate individual patient care. * To supervise enquiries from outside agencies (e.g. police) for information and ensure due regard for patient confidentiality and information governance. * To directly supervise cases involving child protection and vulnerable adults ensuring appropriate action. * Take the lead in managing unusual events (e.g. major incident) in liaison with other consultants, senior nursing and managerial colleagues ensuring appropriate action in line with established protocols and policies. * ‘Shop floor’ teaching of junior trainees and supervision of Work Place Based Assessments. |
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| **Indicative Job Plan**  The post is being offered at 10PAs.   * Shop floor sessions 7 * Clinical admin 1 * Unpredictable on call 1 * SPA 1   A possible weekly timetable might be as follows:   |  |  |  | | --- | --- | --- | | **DAYS** | **HOURS** | **Duties** | | Monday | 8am to 5pm | Shop floor work | | Tuesday | 4pm to 11pm | Shop floor work then on-call | | Wednesday | 9am to 1pm  1pm to 5pm | SPA  Clinical Admin | | Thursday | Off |  | | Friday | 9am to 5pm | Shop floor work including head injury ward round | | Weekends | 8am – 5pm Sat & Sun, or 4.30pm to 10.30pm plus on-call on 1 in 10 basis. (overall frequency of weekends is 1 in 5.5) |  |   This is indicative only – the precise working pattern will vary from week to week and is self-rostered.  ***Supporting Professional Activities.***  These include:  ● CPD  ● Clinical Governance/Audit  ● Management/Administration  ● Teaching/ Research  ● Service Development  Whilst these posts are advertised with 1 SPA session additional SPA time would be available tied to particular roles and responsibilities in the Department aligning with the interests and experience of the successful candidates. | |
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| Audit and 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. |
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| Continuing Professional Development | Study leave is available within the terms and conditions of service with the approval of the Clinical Director/Clinical Lead. The appointee will be required to fulfill such demands for continuing professional development as the Royal College of Emergency Medicine (or other relevant bodies) may make. There are monthly Consultant CPD sessions for the NHSL ED Consultants organized by Dr Hunter |
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| Honorary Academic Status | The University of Glasgow enjoys close links with NHS Lanarkshire, and our medical students benefit greatly from the excellent educational opportunities provided by the board in both primary and secondary care. Those who are or who will be involved in teaching our students, or in any other activity which involves a contribution to teaching, research or scholarship within the University are eligible for honorary status at the University of Glasgow.  Applications can be made via the Hospital Sub-dean and then to the appropriate academic department within the University. |

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| **PERSON PROFILE** | | |
| **Demonstrated on Application** | | |
| Attributes | **Essential** | **Useful** |
| Qualifications | MBChB or equivalent.  Postgraduate exam (or equivalent).  Current full registration with GMC with a licence to practice.  Inclusion on GMC’s Specialist Register or within 6 months of CCT or CESR (CP) at interview.  Current ALS, ATLS and APLS/PALS/EPLS provider status, or evidence of recent provider status and maintenance of skills and credibility. | Higher Degree or other Diploma.  Further educational certificates, diploma etc  MIMMS/HMIMMS.  Instructor on ALS, APLS or ATLS, or equivalent.  Course Director on ALS, APLS or ATLS, or equivalent |
| Training | FRCEM or equivalent.  In possession of CCT or CESR in Emergency Medicine at the time of interview or in an established training programme and within six months of CCT (i.e. pending exam). | Training at ST/SPR level in communication, teaching or management.  Experience within UK training establishments  Human Factors Training. |
| Experience | Recent and relevant clinical experience and competency with wide general experience, covering the range of undifferentiated patients that may present to the ED.  Recent and relevant experience and personal qualities to work in a busy unit dealing with the high turnover of planned and unscheduled admissions.  Ability to supervise the clinical work of doctors in training and relevant staff in other disciplines.  Competent to carry out the wide range of procedures required in Emergency Medicine.  Confident with indirect supervision of varying grades of doctors in training.  Familiarity with the principles of Clinical Governance and Patient Safety in the context of Emergency Medicine.  Previous experience in organising NHS Services or equivalent. | Well-developed subspecialty interest.  Administrative/Management experience. |
| Audit/Research | Understanding of the principles of medical audit.  Evidence of contribution to audit at least at local level.  Awareness of principles of research with an ability to critically analyse medical literature. | Experience and interest in Audit and experience of design of audit.  Research.  Involved in design of research. |
| Publications |  | Published work in a peer-reviewed journal.  Posters  Oral or written presentations at a recognised Conference or Meeting |
| Teaching | Previous involvement in the delivery of undergraduate or postgraduate teaching.    Experience of providing supervision and or mentorship  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 |
| Managerial | Awareness of the principles of team leadership and effective people management.  Commitment to the Values of NHS Lanarkshire:- Fairness, Respect, Quality, Working together | Involvement in service re-design.  Involvement in project delivery.  Involvement in NHS-related meetings. |

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| **PERSON PROFILE** | | |
| **Demonstrated at Interview** | | |
| Attributes | **Essential** | **Useful** |
| Knowledge and  Skills | Demonstrates comprehensive knowledge and credibility | 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. |  |
| 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 | Fluent in medical English and evidence of ability to communicate in stressful situations. | Preference to work in a District General Hospital. |

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| **PERSON PROFILE** | | | | |
| **Demonstrated at Pre-Employment Check** | | | | |
| Attributes | **Essential** | | | **Useful** |
| Other | Satisfactory medical clearance by NHS Lanarkshire Occupational Health Service.  Satisfactory PVG Check. | | | Current full driving licence and access to a vehicle (required for jobs where an immediate return to site or travel between sites is required) |
| 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 N Hughes | | Dr F Farquhar |
| Designation | | Clinical Lead | | Clinical Director |
| Date | | June 2024 | | June 2024 |

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| **TERMS AND CONDITIONS**   1. This appointment is offered on the Terms and Conditions of the Consultant Contract.   Additional NHS Lanarkshire Policies which support the Contract are listed below and are available on request:   * Non-Direct Clinical Care Activities * Fee-Paying Work in the New Consultant Contract * On-Call Availability and Payment of Supplement * Generic Objectives * Resident On-Call Duties * Waiting List/Additional Sessions * Job Plan Review  1. This appointment is superannuable under the NHS Superannuation Scheme. New eligible entrants to NHS Lanarkshire who are not already in a pension scheme will normally be enrolled automatically into membership of the NHS Pension Scheme.   Our pension scheme is provided by Scottish Public Pensions Agency, and all benefits are explained on the SPPA website (http://www.sppa.gov.uk/). Here you can also access an annual statement showing how much service has built up in your pension. If you wish to opt out or have previous NHS Service, you should refer to the SPPA website for further information about any implications for your pension benefits.  Superannuable pay will include basic salary (up to 10 programmed activities, but not any extra programmed activities above this level), on-call availability supplements, discretionary points, distinction awards, and any other pay or allowances agreed by the Scottish Government, to be superannuable. Superannuable pay will be subject to HMRC legislation.   1. The employment is subject to 3 months’ notice on either side subject always to the appeal and other provisions of paragraphs 10.4 & 10.5 of the Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health and the Community Health Service Consultant Grade. 2. The successful candidate must be contactable throughout any on-call period. NHS Lanarkshire will provide the facility for this. 3. The successful candidate, if not already employed by the NHS Lanarkshire, will be required to complete a medical questionnaire to obtain medical clearance from the Occupational Health Physician. 4. The successful candidate will be required to complete a Disclosure Scotland PVG (Protecting Vulnerable Groups Scheme) form. An e mail link will be sent to the successful candidate for completion. No approach will be made without written permission of the successful applicant who will be asked to sign and complete a disclosure PVG application, giving authorisation for the check to be undertaken. If you are a non EEA National and are currently based out with the UK a Country of Origin check/criminal records certificate will also be required from each country in which you have resided continuously or cumulatively for 12 months or more in the last 10 years. 5. NHS Lanarkshire does not negotiate salary placements. On commencement the salary will be in line with paragraph 5.1 of the terms and conditions of the new consultant contract. Appointees start on the scale minimum except in the circumstances of paragraphs 5.1.2 – 5.1.7 of the terms and conditions of service. 6. From 1st April 2023 the starting salary for the post is £96,963 per annum (based on 10 Programmed Activities per week). The successful candidate’s total salary will be dependent on his/her previous service history. Remuneration for any extra programmed activities will be dependent upon the job plan agreed at the time of appointment. 7. Dependent upon present place of residence, NHS Lanarkshire may require the successful candidate to undertake to move home to a distance acceptable to NHS Lanarkshire, normally within 10 miles of the base Hospital, in which case removal expenses will be payable in accordance with NHS Lanarkshire Policy. In some cases, however, a residence more than 10 miles distant from the base hospital will be acceptable and in this case removal expenses will be subject to the prior approval of the Associate Medical Director for such a residence. The position will be made clear to the successful candidate on application. |