



**Job Title:** Consultant(s) in Acute & General Internal Medicine

**Location:** NHS Grampian – Dr Gray's Hospital, Elgin

**Ref No:** PS186963

**Closing Date:** Wednesday, 4th September 2024.

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# **NHS GRAMPIAN**

## **POST OF CONSULTANT in ACUTE & GENERAL INTERNAL MEDICINE DR GRAYS HOSPITAL, ELGIN**

### **INTRODUCTION**

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

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

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

### **THE MEDICAL DEPARTMENT**

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

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

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

### **Current Medical Team: Acute and General Medicine (on-call team)**

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

### **Current Medical Team: Other specialties (not on on-call rota)**

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

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

### **The Post**

We are looking for motivated, innovative and enthusiastic colleagues to work as part of the team developing a reconfigured and modernised medical service at Dr Gray's Hospital. The post will suit colleagues wishing to provide consultant led and delivered care to a population with unselected acute medical problems, as well as providing their ongoing inpatient care. Currently we have 60 beds comprising AMAU, General Medicine, HDU, Stroke and Acute Care of the Elderly areas.

A central part of this role is participation in the Acute Medicine on call rota on a 1:8 on call basis and therefore interest and expertise in acute medicine is essential. The rota will involve at least a 1 in 8 weekend (7 weekends a year) on call commitment and 1 in 8 weekday on call commitment. A further key component of the role is an interest in the ongoing inpatient care of general medical inpatients. A subspecialty interest which complements the acute and general medicine components of the role is desirable and can be in one of the existent sub specialties. Dependent on subspecialty, working across the Primary/Secondary Care interface may be negotiated as can regional working opportunities within NHS Grampian in Aberdeen. A commitment to outpatient work is expected and this will use a hybrid of video conference and face-to-face consultations.

This is a 10 PA post, and depending on needs of the service, there are EPA's which can be negotiated with the successful candidate. 2 SPAs are allocated to each consultant. The detailed job plan will be agreed by the successful candidates, Unit Clinical Director and Lead Clinician in line with the needs of the service. The proposed weekly job plan, however, will include the following programmed activities:

Daily handover in the morning and ongoing care of general medical patients  
1:8 daytime on calls for Acute Medicine (9am-5pm) and 1:8 OOH on call  
1- 2 medical outpatient clinics depending on specialist interest.  
2 SPA's are available depending on the interests of the consultant.  
Undergraduate and Post graduate Medical Education including Clinical and Education Supervision.

The appointee will have the support of a medical secretary and office space will be provided together with computer and phone facilities.

The successful applicants for these posts would be expected to participate in monthly Clinical Service Group Meetings alongside the Hospital Management Team.

### **Non-consultant Medical Department Staffing**

There are currently 10 FY1 doctors working within in Medicine and HDU, 2 FY2, 2 ST3+ doctors, 3 GPSTs, 3 IMT1s and 5 Specialty Doctors as well as a Physician's Associate. We have developed a strong hospital wide Advanced Nurse Practitioner team over the past 3 years, of which a number are allocated to work in medicine at any one time. We have a strong focus on medical education and training at Dr Gray's and hold weekly trainee-led departmental education/ M&M meetings and monthly hospital wide audit sessions. 5<sup>th</sup> Year medical students from The University of Aberdeen are placed regularly within the department throughout the year.

### **Specialist Outpatient Clinics:**

There are a number of visiting specialist outpatient clinics; Respiratory Medicine, Rheumatology, Dermatology and Clinical Oncology provided mainly from NHS Grampian colleagues based at Aberdeen Royal Infirmary.

### **Postgraduate Facilities:**

There is an Education Centre in the Dr Grays site and a Medical Library with journals and IT facilities.

### **Teaching:**

The person appointed will be expected to take part in undergraduate and postgraduate teaching programmes.

### **Research:**

Consultants are encouraged to undertake appropriate research if they so desire. Honorary Senior Lecturer status will be conferred for this post

### **Audit:**

The appointee will be expected to take an active interest in audit within the department and any more widespread audit activities agreed with other departments.

## **Job plan (provisional) – See Appendix A**

### **QUALIFICATIONS AND EXPERIENCE**

#### **ESSENTIAL**

Primary medical degree

MRCP (UK) or equivalent

Specialist Register for General (Internal) Medicine

Those trained in the UK should have evidence of higher specialist training leading to CCT in General (Internal) Medicine or eligibility for specialist registration (CESR) or be within six months of confirmed entry at the time of interview. Non-UK applicants must demonstrate equivalent training.

#### **DESIRABLE**

Additional qualification such as MD or PhD

A special interest in gastroenterology, diabetes, stroke, renal or respiratory medicine or any other medical subspecialty

### **REGISTRATION**

Full registration with the General Medical Council and licence to practice is compulsory.

### **ANNUAL LEAVE**

The appointee is entitled to six weeks, in addition to statutory holidays.

### **STUDY LEAVE**

A practitioner appointed to the grade is entitled to continuing education, subject to the Conditions of Service. The Trust Study Leave Policy is 30 days Study Leave in each fixed three year period. Full details are available from the Assistant Human Resources Manager Clinical Services A, Woodend Hospital, Eday Road, Aberdeen.

### **RESEARCH AND DEVELOPMENT**

An interest in research would be welcomed and supported by the department, but is not essential for this role.

## **NHS GRAMPIAN**

### **CONSULTANT ACUTE MEDICINE**

**REF: PS186863**

#### **CONDITIONS OF APPOINTMENT**

1. The appointment will be made by the Board on the recommendation of an Advisory Appointments Committee, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations, 1993 - NHS Circular 1993 No 994 (S.140) which will include University representatives. Any person suitably qualified and experienced who is unable for personal reasons to work full-time, will be eligible to be considered for the post.
2.
  - (a) The whole-time salary, exclusive of any distinction award, will be a starting salary of £96,963 - £128,841 progression of salary is related to experience. Appendix 8 of the contract sets out the code of conduct for private practice which applies to all interested parties. In general consultants will be free to undertake private practice as long as this is undertaken outwith the agreed job plan and employers are informed, in writing, of private commitments. While employers have discretion to allow some private practice to be undertaken alongside a consultant's NHS duties, such provisions of private service should not prejudice the interests of NHS patients or disrupt NHS services.
  - (b) Job plans must be agreed in association with the appropriate General Manager and Clinical Managers; for signature on behalf of the Chief Operating Officer. Changes will be discussed and agreed by these officers and yourself in line with Clinical Grouping service needs and changes in service requirements as well as at annual review.
3. The person appointed will be expected to take part in undergraduate and postgraduate teaching programmes. You will therefore be awarded appropriate Aberdeen University Honorary Status.
4. Consultants are expected to undertake research and development in their own field and to link with the University research areas.
5. Day to day arrangements for undertaking the specified duties of the post will be made in consultation with the Head of Service, other consultants in the department and with the Board.
6. The person appointed will have a continuing responsibility for the care of patients in his or her charge and will undertake the administrative duties associated with the care of his or her patients and an appropriate share in the running of the clinical department.
7. The person appointed will act as an adviser to the Board in Acute & GIM.
8. The person appointed will be expected to undertake domiciliary consultations as may be required by the Board.

9. The person appointed will be expected to undertake advisory ("pastoral") visits to hospitals in the Area.
10. You may exceptionally be required to undertake duties at other hospitals in the Grampian Area or other Health Board areas and at hospitals in Orkney, Shetland and elsewhere for which service agreements would be arranged.
11. The person appointed may undertake the diagnosis and treatment of patients occupying accommodation made available under Sections 57(1), 57(2) and 58 of the National Health Service (Scotland) Act 1978 at the above hospitals insofar as the patients have not made private arrangements for such treatment.
12. The Board, in partnership with the BMA Local Negotiating Committee has a study leave policy for all Career Grade Medical and Dental staff Policy available on request from the Human Resources Department.
13. The appointment will be superannuable if the person appointed so chooses. He or she will be subject to the regulations of the National Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless he or she opts out of the Scheme.
14. The private residence of the person appointed should not normally be more than 10 miles by road from their principal place of work unless otherwise agreed locally. They must be contactable by phone.
15. NHS Grampian is legally liable for the negligent acts or omissions of employees in the course of their NHS employment. Medical staff are however advised to ensure that they have defence cover for activities not covered by the Board's indemnity.
16. The officer appointed will be required to be registered on the General Medical Council's Specialist Register.
17. As a result of guidance issued by the Scottish Office on "Protecting Health Care Workers and Patients from Hepatitis B" NHS Grampian is required to:-  
  
Ensure health care workers who may be at risk of acquiring hepatitis B from a patient are protected by immunisation.  
  
Protect patients against the risk of acquiring hepatitis B from an infected health care worker. Due to the nature of this post, any offer of appointment will be conditional upon the successful applicant either:-
  - Undergoing a process of screening/immunisation/monitoring in accordance with the Board's Policy and Procedure, or
  - Producing acceptable documentary evidence that he/she is not an infective risk to others.

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

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

18. The appointment is made subject to satisfactory fitness for employment. The candidate will therefore be required to complete a pre-employment health screening questionnaire and may/will subsequently be required to attend for health screening.
19. Termination of the appointment is subject to three months' notice on either side.
20. The Board is required to instigate a PVG (Protecting Vulnerable Groups) Scheme Check, to be made with Disclosure Scotland, for any convictions recorded before an offer of appointment can be made ([Rehabilitation of Offenders Act 1974 \(Exclusions and Exceptions\) \(Scotland\) Amendment Order 2015](#))

### **NOTES TO CANDIDATES**

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

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

Dr Louise Millar, Consultant Physician/ Clinical Lead, [louise.millar2@nhs.scot](mailto:louise.millar2@nhs.scot) , Tel: 01343 567936

Dr Struan Wilkie, Unit Clinical Director Medicine and Unscheduled Care, [struan.wilkie@nhs.scot](mailto:struan.wilkie@nhs.scot), Tel: 07765 243070

Prof. Duff Bruce, Dr Gray's Hospital Clinical Director, [duff.bruce@nhs.scot](mailto:duff.bruce@nhs.scot) , Tel: 01343 567913

Mr Alasdair Pattinson, General Manager Dr Gray's Hospital, [alasdair.pattinson@nhs.scot](mailto:alasdair.pattinson@nhs.scot)  
Tel: 07557 231731

Mr P Bachoo  
Medical Director – Acute Services  
NHS Grampian  
3<sup>rd</sup> Floor West Wing, Ashgrove House  
ARI Site

Dr N Fluck  
Medical Director  
NHS Grampian  
Summerfield House  
Eday Road, Aberdeen

Contact: Ann-Marie Park  
Personal Assistant  
Direct Line: 01224 553734

Lyndsay Cassie  
Personal Assistant  
Direct Line: 01224 558577

Apply for this post by visiting [apply.jobs.scot.nhs.uk](https://apply.jobs.scot.nhs.uk) and search for Ref No quoted above.  
Closing date: Wednesday, 4<sup>th</sup> September 2024.

NHS Grampian has a process of induction for all newly appointed Consultants. You will have a local department induction and orientation led by your Head of Service. In addition we believe it important that you have an opportunity to meet with key personnel in NHS Grampian. This allows them to explain their role in the organisation and to discuss key information on the organisation and strategic planning processes we operate. We believe it important that all newly appointed Consultants even if they have previously worked in Grampian should have this opportunity once appointed to a Consultant post. Your Head of Service along with you will be responsible for ensuring this is undertaken. Heads of Service are supplied with the names of those you should meet.

NHS Grampian are obliged to bring to your notice that the Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences, the opportunity to have no need to refer to any conviction or circumstances relating to it in the course of daily lives. Certain convictions can, therefore, be regarded as “spent” after the lapse of a period of years under the terms of the Act. The National Health Service employment for which you are applying, however, has been excluded from the provisions of the Act and you are, therefore, required to withhold information about convictions which for other purposes are “spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Board. Any information given, however, will be completely confidential and will be considered only in relation to the post to which this job description refers.

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

In The Interest Of Health Promotion We Operate A **No Smoking Policy**

**MODEL JOB PLAN FORMAT (indicative only)**

***(For the period 1<sup>st</sup> August 20XX to 31<sup>st</sup> July 20XX)***

Name:..... Specialty: Acute & General Medicine

Principal Place of Work: DR GRAYS HOSPITAL, ELGIN

Contract: Whole Time or Flexible

Programmed Activities: 10 PA or (12 PA) Indicative PA Split: DCC 8PA, SPA 2PA, EPAs  
(if applicable)

Availability Supplement: Level 1

Premium Rate Payment Received: 5 %

Managerially Accountable to: Prof. Duff Bruce, Hospital Clinical Director

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

| <b>DAY</b>                               | <b>HOSPITAL/<br/>LOCATION</b> | <b>TYPE OF WORK</b>   |
|--|-------------------------------|---|
| <b>Monday<br/>From AM /<br/>To PM</b>    | Dr Gray's Hospital            | Handover 0900<br>Ward round and MDT 0930-1230<br>OPD 1330-1700            |
| <b>Tuesday<br/>From AM /<br/>To PM</b>   | Dr Gray's Hospital            | Acute medical on call 0900-0900<br><br>Departmental Teaching Meeting 1300 |
| <b>Wednesday<br/>From AM /<br/>To PM</b> | Dr Gray's Hospital            | Handover and ward work 0900-1300<br><br>Admin / SPA time 1330-1700        |
| <b>Thursday<br/>From AM /<br/>To PM</b>  | Dr Gray's Hospital            | Handover and ward work 0900-1230<br><br>Subspecialty OPD 1400-1700        |
| <b>Friday<br/>From AM /<br/>To PM</b>    | Dr Gray's Hospital            | Handover, Ward round and MDT 0900-1300<br><br>SPA 1330-1700               |
| <b>Saturday<br/>From / To</b>            |                               | 1/8 on call 0900-0900   |
| <b>Sunday<br/>From / To</b>              |                               | 1/8 on call 0900-0900   |

***NB: The detailed Job Plan will be agreed with the successful candidate at the time of the appointment, taking account of the experience, skills and interests of the candidate and how they can best be used within the Consultant team***

**NHS Grampian**  
**Person Specification Form**  
 Post of Consultant Acute Medicine

|          | REQUIREMENTS   | ESSENTIAL  | DESIRABLE  |
|----------|--|--|--|
| <b>A</b> | <b>Qualifications</b><br><br><i>Basic</i><br><br><i>Postgraduate</i>                                     | MB ChB or equivalent<br><br>MRCP (UK) or equivalent  | Additional qualifications eg<br>PhD, MD  |
| <b>B</b> | <b>Experience</b>  | Accreditation in General<br>Internal medicine<br><br>On Specialist Register or<br>within three months of<br>obtaining CCT  | Complimentary interest such as<br>Diabetes, Stroke, Renal, Cardiology,<br>Gastroenterology or Respiratory<br>Medicine                                    |
| <b>C</b> | <b>Ability</b><br><br><i>Knowledge</i><br><br><i>Clinical Skills and<br/>           Technical Skills</i> | To be able to perform<br>satisfactorily as a<br>Consultant Physician in the<br>NHS<br><br>Sound and extensive<br>specialist knowledge in the<br>speciality.<br><br>Experience of teaching and<br>supervising the<br>performance of clinical skills<br>by trainees. | Competency in clinical procedures in<br>an acute and emergency situations, eg<br>lumbar puncture, intercostal drain<br>insertion, abdominal paracentesis |
| <b>D</b> | <b>Motivation</b>  | Highly motivated and<br>dedicated with a genuine<br>interest and enthusiasm for<br>working in a small district<br>general hospital.<br><br>Genuine interest and<br>enthusiasm for living in a<br>largely rural area and<br>community.                              | Aware of clinical governance issues.   |
| <b>E</b> | <b>Personality</b>   | Enthusiasm and ability to<br>work as part of a small,<br>mutually supportive team.   |  |

|          |                           |  |   |
|----------|---------------------------|--|---|
|          |                           | <p>Ability to cope with acutely stressful situations on a recurring basis.</p> <p>Enjoys working in a multidisciplinary environment and has leadership qualities.</p> <p>Pleasant, amiable and approachable</p>  |   |
| <b>F</b> | <b>Audit</b>              | Experience in performing and teaching clinical audit programmes  | Published papers in the field   |
| <b>G</b> | <b>Research</b>           | Knowledge of basic research methods and ability to guide junior doctors to conduct their research projects.  | Evidence of publications in peer reviewed journals  |
| <b>H</b> | <b>Management Ability</b> | <p>Sensitivity to management issues.</p> <p>Understanding of the organisation of the NHS with appetite for leadership and clinical governance roles.</p>   | Previous experience in this field   |
| <b>I</b> | <b>Other requirements</b> | <p>Sensitivity to professional issues, standards and ethics.</p> <p>Ability to communicate with clarity in written and spoken English.</p> <p>Ability to communicate, establish rapport and negotiate.</p> <p>Ability to produce legible notes.</p> <p>Enthusiasm for teaching medical students, trainees and non-medical staff.</p> <p>Visit to the Department of General Medicine at Dr Gray's Hospital or in-depth knowledge of the unit prior to shortlisting.</p> | Organise seminars and educational meetings in a wider context including M&M participation |

Prepared by: .....

Date: .....