

# Specialist Doctor

with a specialist interest in Older People's Medicine

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**Acute Services**  
in Ayrshire  
and Arran



# WELCOME & INTRODUCTION



Dear Prospective Applicant,

We are delighted to invite you to consider joining our team at NHS Ayrshire & Arran, where we are dedicated to providing outstanding care and support to our ageing population. As Associate Medical Director, I am reaching out to you because we recognize the profound impact a committed and skilled specialist in older people's medicine can have on our community.

We pride ourselves on fostering a collaborative and innovative environment where every team member is empowered to make meaningful contributions. Here, you will find the opportunity to work alongside a diverse group of professionals who share your commitment to excellence and compassionate care.

Together, we aim to enhance the quality of life for our elderly patients, ensuring they receive the dignity and respect they deserve.

We offer a supportive work culture, opportunities for continuous professional development, and the chance to be at the forefront of advancements in patient care. Your expertise and dedication will influence the future of the specialty and also profoundly benefit the lives of countless individuals and their families.

We believe that your skills and passion can make a transformative difference here at NHS Ayrshire & Arran. Join us in our mission to deliver unparalleled care and become a key part of a team that values your contributions and supports your growth.

We look forward to receiving your application and the possibility of welcoming you to our team.

Warmest regards,

A handwritten signature in black ink that reads "Elaine Spalding".

**DR ELAINE SPALDING MD FRCP  
CONSULTANT PHYSICIAN &  
NEPHROLOGIST  
ASSOCIATE MEDICAL DIRECTOR  
MEDICAL SPECIALTIES  
NHS AYRSHIRE & ARRAN**



# JOB DESCRIPTION

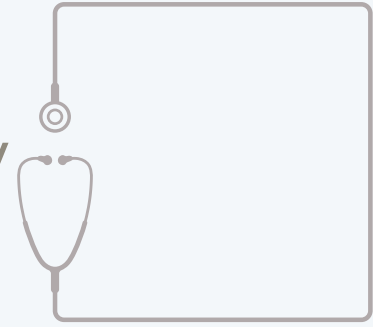


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# Introduction to specialty



Health and social care staff in Ayrshire and Arran are working together to transform care and support services to improve the health and wellbeing of local residents. We have made significant progress in the implementation of health and social care integration and are continuing to build on our new Model of Care for older people and adults who have complex needs. Caring for Ayrshire places the individual at the heart of decision-making about their assessment, treatment, care and support and aims to deliver acute care with Hospital at Home, and rehabilitation and care at home or in a homely setting to maximise independence, health and wellbeing.

The future models of care will require strong relationships to be built across disciplines and across sectors within defined localities. Consultants will engage more frequently with primary care and community staff as well as consultant colleagues in the acute hospitals.

Redesign of the patient journey based on patient need is considered integral to achieving these ambitions. Managing frailty in the acute setting with early comprehensive geriatric assessment and exerting influence on the subsequent patient journey will be of seminal importance. This will be achieved through the further development of an experienced multi-disciplinary team that will have a full understanding of patient need and supporting services to enable older people to receive quality assessment and treatment within their usual place of care, facilitate early discharge, develop new pathways of care, and support decision making in other specialties.





Therefore, we are seeking an experienced clinician with an ambition to deliver innovative services for older frail people who will help to provide senior clinical leadership within the multi-disciplinary team and deliver these changes as part of our transformational approach to service delivery. Further development of established links within Health and Social Care Partnerships and with Primary and Community Care services will be essential for delivery of a successful model of care. Commitment and additional support will be provided from the wider managerial team.

A further sub-specialty interest can be agreed depending on individual interests and service needs, although this is not essential. Existing sub-specialty areas include medical education, Hospital at Home, orthopaedics and trauma, pre- and peri-operative medicine, and movement disorders. As we evolve our current clinical directorate arrangements for Older People's Medicine, there will be the opportunity to contribute to the wider transformation agenda, working alongside clinical leaders from other disciplines, from the three Health and Social Care partnerships and with colleagues based at University Hospital Ayr.





# Specialty Facilities, Resources and Activity

## Facilities

Older People's Medicine provides a range of assessment, treatment, rehabilitation, care and support services for older people across Ayrshire.

In-patient services are principally provided from University Hospital Crosshouse, East Ayrshire Community Hospital and Ayrshire Central Hospital for North and East Ayrshire residents, and from University Hospital Ayr and Biggart Hospital for South Ayrshire residents.

A brief description of the services provided on each of these four sites is outlined below:

### University Hospital Crosshouse (UHC)

- 30 Acute Older People's Assessment beds
- Combined Assessment unit – this is consultant led, seven days a week with ACE practitioners and a training grade doctor.
- We will be embarking on a review of how best to offer our expertise to people living in our communities.

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## Ayrshire Central Hospital

- Woodland View – two purpose built wards with 60 beds that are used flexibly for Intermediate Care, rehabilitation, palliative care and Hospital Based Complex Clinical Care.

## University Hospital Ayr (UHA)

- Combined Assessment Unit with embedded Acute Care of the Elderly Practitioners support, AHP support. This service is evolving with imminent plans to establish a Frailty unit within CAU. The staffing model is evolving with a view to bring in a nurse consultant and AHP consultant for older people medicine. This post holder can also contribute to the frailty unit.

## Biggart Hospital, Prestwick

- 108 beds in 4 wards currently configured as follows:
  - -78 rehabilitation (3 wards, including Stroke Rehabilitation)
  - -30 beds for Hospital Based Complex Care / palliative care
- Day Hospital with Falls clinic



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## Frailty Service

### Inpatient Services:

Other inpatient services for older people are provided at Community Hospitals in Cumnock, Girvan and Arran. These hospitals are being developed as local hubs to co-locate a range of in-patient, rehabilitation and community health and social care services. The Pan Ayrshire Directorate currently has responsibility for providing consultant cover for 12 people who are inpatients at East Ayrshire Community Hospital.

### East Ayrshire Community Hospital [EACH] Cumnock

- 12 beds for older people (East Ayrshire residents)
- 24 bedded GP Unit
- 20 bedded EMH Unit
- Day Hospital
- Out Patient Department

### Specialty Teaching

There will be opportunity for the post holder to be involved in specialty specific teaching and training at both undergraduate (Universities of Edinburgh, Glasgow, and West of Scotland) and postgraduate level with tutorial based and clinic sessions for FY2, GPST, CMT and higher specialty trainees all rotating through the department, in addition to supporting pan-Ayrshire multidisciplinary training events. These currently run twice yearly with full occupancy attendance figures and high feedback ratings.



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# Future Plans for the Specialty

Focus of improvement work includes:-


- The Acute Frailty Pathway at the University Hospitals of Ayr and Crosshouse, working closely with Emergency Medicine Consultants, Acute Medicine Consultants and other practitioners with specialist knowledge of Older People's Medicine. There will be opportunities to contribute to the ongoing development of this service. Leadership in developing stronger links with Intermediate Care services will be enhanced. We are working towards the creation of a unit at the front door of UHC and UHA. This post holder could contribute to the UHA Frailty unit specifically for the acute assessment and management of people with frailty, and staffed by specialty workforce seven days a week.



- Hospital at Home Ayrshire which started in January 2022. This is a new 7 day service and is supported by Healthcare Improvement Scotland. We plan to expand both its geographical reach and team size, and have recently been successful in obtaining additional funding from Healthcare Improvement Scotland to support our expansion plans. Any new consultants would be welcome to contribute to this workstream.
- Community Hospital redesign. We have 4 community hospitals in NHS Ayrshire and Arran which work to provide quality, locally based care and treatment using growing interdisciplinary teams. Further details of these hospitals are listed above. Work is progressing to re-shape the models of care provided.

Close working relationships will be necessary with staff working in teams supporting the Acute Frailty Pathway for the ongoing treatment of people initially assessed as acutely unwell.

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Input to the Combined Assessment Unit is currently Monday-Friday but we plan to extend the Consultant Geriatrician cover to 7 days – in line with the input from the Acute Care of the Elderly (ACE) Practitioners. This activity will maximise throughput and will be linked closely to the acute assessment work associated with this new post. The ultimate goals will be to provide a greater proportion of care at home or in a homely setting. The development of a whole hospital Frailty Liaison Team will allow input to all MDT meetings and daily huddles for those patients who need single organ specialty treatment.

This will develop in parallel with rehabilitation, treatment and support in community beds (step up and step down model ) for patients who have predictable rehabilitation, care and support needs that do not require urgent access to specialty interventions on the acute site but whose care needs are unlikely to be met at home in the short term.

The 'Reshaping Care for Older People' Scottish Government initiative led to many positive developments in Ayrshire and Arran to enable older people to remain in their own homes. These include development of Intermediate Care and Reablement Services, additional Nurse Specialists, allied health professionals and home carers. The Directorate aims to work closely with the services and offer specialist clinical advice, education and training to the teams. The successful applicants will have the opportunity to lead further development of these services, including the expansion of our new Hospital at Home model in which comprehensive assessment and treatment by a specialist MDT offers prompt access to interventions that can be delivered at home as an alternative to hospital.

Underpinning the new models of care is the need to develop workforce capacity and capability to provide integrated rehabilitation, care and support at home to improve confidence and function, support carers, reduce risk of admission or readmission, and enable people to remain at home when this is in line with their preference for end of life care.

# Post Details

The post holder will be accountable to the Associate Medical Director who will agree the Job Plan.

They will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management. Subject to the provisions of the Terms and Conditions of Service, they are expected to observe NHS Ayrshire and Arran's agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of NHS Ayrshire & Arran.

They will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of patients to be able to make contact with the post holder when necessary.

Where the post holder has responsibility for the formal training and supervision of Junior Medical Staff they will be expected to devote time to this activity on a regular basis and in accordance with the standards set out by the GMC. In addition, he/she will be expected to ensure that Junior Staff have access to advice and counselling. The post holder may wish to augment any formal role in Educational Supervisor to include responsibility for higher specialty trainees (ST3-ST7).

## Resources

The staff resources of the Directorate and key partners are listed elsewhere. The post holder will have access to such general administrative support as is required for the discharge of his/her duties and responsibilities.

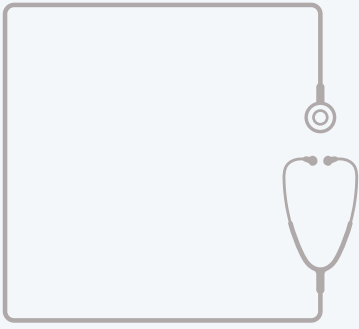
This will include the provision of adequate secretarial and clerical support and the availability of office accommodation, equipment etc. The post holder will receive support from such other professional staff as are employed within NHS Ayrshire and Arran and are deployed to his/her area of patient care.

## Duties and Responsibilities

The successful candidate will work as a member of the Older People's Medicine team in Ayrshire and be supervised by one of the consultants in Older People's Medicine. The main duties and responsibilities of this post include:

- Delivery of high quality, efficient and responsive clinical care to the patients and population of Ayrshire & Arran.
- Responsible for ward rounds at Biggart Hospital, working with Hospital at Home and Health and Care partnership staff to identify the most appropriate pathway of care for the patient for effective treatment and safe, supported discharge home without unnecessary delay. Responsible for one or two sessions of ward rounds in UHA frailty unit/zone when it is established.
- Professional supervision and management of Junior Medical Staff.
- Support the development of interdisciplinary assessment and treatment pathways and processes for older patients within the Combined Assessment Unit, working closely with a specialist Medicine for the Elderly practitioner and local Intermediate Care services.
- Responsibilities for carrying out teaching, accreditation and examination duties as required, and for contributing to undergraduate and postgraduate medical education. The post holder will be expected to comply with College recommendations on Continuing Medical Education.
- Compliance with NHS Ayrshire and Arran's Policies on Clinical Governance.
- Compliance with NHS Ayrshire and Arran's policies on Health and Safety.
- Requirement to participate in medical audit and continuing medical education.
- The successful applicant will be encouraged to participate in research and to develop a relevant subspecialty interest, subject to resources and local priorities.





## Annual Appraisal and Job Planning

You shall also be required to participate in annual appraisal. Job planning is linked closely with, but is separate to, the agreed appraisal scheme for consultants. The job plan review will take into account the outcome of the appraisal discussion and reflect the agreed personal development plan.



## General Provisions

The post is within the COTE. The post holder will be accountable to the Associate Medical Director who will agree the job plan.

There will be flexibility around additional Programmed Activities which may be required, and the implementation of the Job Plan, subject to further discussion with candidates.

Subject to the provision of the Terms and Conditions of Service, the post holder is expected to observe NHS Ayrshire & Arran's agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of NHS Ayrshire & Arran.

The post holder is required to comply with NHS Ayrshire & Arran's Health and Safety Policies.

## Terms and Conditions

The terms and conditions of service are those determined by the New Specialist Doctor in Scotland contract (October 2022). Applications from individuals who may wish to work on a part-time, or job share basis will be considered.



## Further Information and Visiting

Applicants wishing further information about the post are invited to contact

NHS Ayrshire & Arran Board believe that our staff are our greatest resource and are committed to improving staff experience in the knowledge that if this is good, it will have a positive impact patient experience. Safe, healthy, valued, respected and supported staff deliver higher quality of care to patients. Sustaining a culture of wellbeing, positive relationships and performance in such an environment is a key priority for the Board.

Informal visits and enquiries are encouraged and the existing team would value the opportunity to meet with prospective applicants to discuss the opportunities that the post offers. Visits can be arranged through:

Dr Elaine Spalding, Associate Medical Director



Tel: 01563 827891



[elaine.spalding@apct.scot.nhs.uk](mailto:elaine.spalding@apct.scot.nhs.uk)

Mrs Debbie Hardie, General Manager, Medicine



01563 827173



[debbie.hardie2@apct.scot.nhs.uk](mailto:debbie.hardie2@apct.scot.nhs.uk)

The interviews are scheduled with a view to the successful applicant coming into post as soon as possible thereafter, although the exact dates will be negotiable.



*“Situated on the beautiful Clyde Coast, Ayrshire & Arran is a great place to live and work.”*


# AYRSHIRE & ARRAN



Ayrshire & Arran is a mecca for all golfers with over forty quality courses, including three Open Championship courses. It is also home to some of the most prestigious heritage and visitor attractions that Scotland has to offer.

Ancient castles, beautiful country parks and gardens, bustling market towns and award-winning visitor attractions are all to hand and set in awe-inspiring scenery.

The spectacular granite mountains, ancient stone circles and the sheltered waters of the Firth of Clyde act as a magnet for walkers, cyclists, fishermen and sailing enthusiasts alike. It is also the birthplace of world-renowned poet Robert Burns, and there are plentiful reminders of the man and his world to explore here.



Ayrshire has the benefit of allowing you to have the best of both worlds: it is an easy commute from Glasgow and the wider central belt with an excellent network of transport links throughout Scotland, and is also steeped in countryside, rolling hills and stunning beaches.

There are UK and international flights available from Glasgow Airport, as well as a range of services from Glasgow Prestwick Airport.

Should you wish to relocate to Ayrshire, you will find that property prices are much more affordable than in other parts of the UK and that there are some truly stunning houses and excellent communities to make a home and raise a family. Local educational standards are very high at primary and secondary level and private education is available in the area.

The seaside towns of Ayr, Girvan, Irvine, Prestwick and Troon attract many visitors and have an abundance of restaurants, bars, cafes and leisure facilities. There are more than 80 fine hotels, several country parks, more than 40 castles, and close to 50 golf courses including three Open Championship courses at Prestwick, Turnberry and Royal Troon.

You will find a diverse cultural scene with theatres, halls, pubs, galleries and sports fields hosting orchestras, major gigs, classical recitals, kids shows, old-style variety shows, Highland Games and festivals such as Burns an a That, the Kilmarnock Edition, Marymass, Darvel Music Festival and Septembayr.