

Scott’s View, St Boswells, Scottish Borders TD6 0AP



**Borders General Hospital, Melrose, Scottish Borders TD6 9BS**

Job Description and particulars for the post:

**Consultant in Palliative Medicine**

****

|  |  |
| --- | --- |
| Grade | Consultant |
| Location | Borders General Hospital |
| Hours / PA’s | Part time – basic 8.125 PAs per week but application welcome from candidates who are interested in part-time work and/or job share. (0.125 = 1 hour per week as time back for on call work – usually taken a 1 session every 4 weeks or 1 day off every 8 weeks) |
| Salary Scale | Consultant scale - £87,534 - £116,313 per annum |
| Closing Date |  |
| Interview Date | TBC |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Your Application** | 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.  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. | | | | |
|  | | | | | |
| **Contact Details** | Telephone | | | 01896 826167 | |
| Email | | | Medical.staffing@borders.scot.nhs.uk | |
|  | | | | | |
| **Application Process** | To apply: If you are an existing NHS Scotland employee please log onto https://apply.jobs.scot.nhs.uk/internal/vacancies.aspx or if you are external to NHS Scotland please log onto https://apply.jobs.scot.nhs.uk/vacacies.aspx. | | | | |
|  | | | | | |
| **Visits and Enquiries** | Informal visits can be arranged and informal enquiries regarding this post will be welcomed. | | | | |
| Dr Rachel Stewart | |  | | rachel.stewart@nhs.scot |
| **Date post is vacant** | The post is vacant in March 2025 and a start date will be agreed with the successful candidate. | | | | |
|  | | | | | |
| **NHS Borders**  **Website** | For further information regarding NHS Borders, please visit our website:- H[U**www.nhsborders.org.uk**U](#) | | | | |
|  | | | | | |
| **The Department** | | The Margaret Kerr Unit (MKU) opened in January 2013, providing specialist palliative care services in the Scottish Borders with a purpose-built environment. Other specialist services, including oncology, are provided from Edinburgh on a part-time visiting specialist basis. There are effective links with other local services and specialties.  Specialist palliative care patients are admitted to beds in MKU. Out of hours general medical cover is provided on site by the on call team. Specialist advice out of hours is available from the Consultant on-call for Lothian.  The palliative medicine team consists of:   * 5 (3.2 WTE) community based specialist palliative care nurses (SPCNs) providing support and advice for the entire Borders Region, including the 4 community hospitals. * A nurse consultant in Palliative Care. * One specialist pharmacist (part time) * 1 specialist physiotherapists (part time) * One consultant in palliative medicine * One Specialty Doctor (part time) * One FY1 (FY2 from Aug 2025) doctor * One GPST doctor * Supporting secretarial and administrative staff.     In addition there is access to social work and occupational therapy services. | | | |
| *****POST INFORMATION** | | | | | |
| **The Post** | The Consultant will maintain and develop palliative care services across NHS Borders including support for practitioners managing patients with palliative care needs in hospital and community settings. You will be part of the multi disciplinary team involved in palliative care services. Maintaining continued and successful development of networks between primary, secondary and tertiary care is a key objective.  There are close links with St Columba’s Hospice (Edinburgh) and the Edinburgh Marie Curie Hospice. There is an on call element attached to NHS Lothian in relation to Palliative Care. (1 part of a 12.4 part oncall rota)  The job plan will consist of clinical duties – ward rounds and hospital outreach reviews. Other clinical administration time includes multi-disciplinary meetings and teleconferences with consultants from Lothian(see sample timetable at end of this document). | | | | |
| **Reporting Arrangements** | You will report to the Clinical Director for DME and Medicine, who will agree your job plan on an annual basis. | | | | |
|  | | | | | |
| **Health and Safety** | You are required to comply with NHS Borders Health and Safety Policies. | | | | |
|  | | | | | |
| **Training Grade Medical Staff** | You will be responsible for the training and supervision of the Training Grade Medical staff (Foundation Trainees, GPSTs, Core Medical Trainees and Specialty Registrars) 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 counselling through Occupational Health where required. | | | | |
|  | | | | | |
| **Medical Staffing within Unit** | The successful applicant will be a Consultant member of the Department of Medicine. | | | | |

|  |  |
| --- | --- |
| **DUTIES AND RESPONSIBILITIES** | |
| **Main Duties** | **Clinical Duties**  Assessment and ongoing management of palliative care inpatients.  Assessment and management of referred patients from other wards in the BGH, and liaison with the medical and nursing teams responsible for these patients.  Supervision of the FY1 (FY2 after Aug 2025) doctor attached to the team.  Supervision of the GPST doctor attached to the team.  Support for palliative care patients in the community:   * Telephone advice for general practitioners and district nurses. * Provision of advice for specialist palliative care community nurses.  General Assists with the development and provision of in-patient specialist palliative care within NHS Borders.  Liaises with members of the multi-professional team providing care in the context of the spectrum of diagnoses, ethnicity, cultural background and socioeconomic deprivation.  Provide specialist palliative care advice and support to clinicians throughout the Scottish Borders Health & Social Care System.  Attend the appropriate MDT meetings.  Provide seamless continuity of care between hospital and home, including the provision of indirect care by supporting other healthcare professionals as part of an extended MDT  Providing telephone advice to General Practitioners regarding patient management when there is no clear need for admission and facilitating the use of more appropriate services.  **Leadership**  Responsible for developing and maintaining protocols and procedures for acute medical care, training and ongoing development of the service  Develop and maintain guidelines for emergency management  Assist in arranging rapid investigations to reduce the length of stay. Developing flexible and innovative systems to deliver patient care both in the BGH and the Community Hospitals. The post-holder will be expected to display an open and active approach to achieving more integrated systems of care in keeping with this principle  Clinical supervision of training grade medical staff based on Margaret Kerr Unit. Contributes to the training of Specialist Registrars, ST1, ST2 & ST3+, FY1, FY2 doctors in General Medicine and GPST doctors rotating through medicine.  To at all times comply with the GMC’s guidance on “Good Medical Practice” as amended or substituted from time to time  To ensure that patient confidentiality is maintained at all times  On commencement to ensure personal attendance at the hospital’s corporate induction (or arranged Consultant induction)  To participate in the Statutory & Mandatory training programme.  This post offers additional job planned time to facilitate individual interests. |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NHS Borders Description** | **Why work for us?**  Our Values are at the heart of all that we do:  ●Care and Compassion  ●Quality and Teamwork  ●Dignity and Respect  ●Openness, honesty and responsibility  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 apply Values Based Recruitment, and seek to test competence, clinical skills and knowledge in the interview/assessment process but also assess that the values and behaviours of individual candidates align to the Values of the NHS in Scotland  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.  The NHS Borders Board covers an area co-terminus with the local authority and has developed close and effective links with Scottish Borders Council, including the creation of a Joint Health and Care Partnership Board.  Some key statistics:  (a) Size of Area – 1804 square miles  (5.9% of the area of Scotland)  (b) Population – 113,000 (2.2% of the Scottish population)  (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 lives outwith towns of 1,000 population or more (compared to Scottish average of 12%).  (d) The proportion of the population over 65 is the highest  in Scotland  45 – 59 years 20.84% (19.29% Scottish average)  60 – 74 years 15.83% (13.98%)  75+ years 8.86% (7.09%)  (e) There are 4 Community Hospitals providing GP acute, intermediate care, palliative care, rehabilitation and NHS continuing care beds – primarily for frail elderly patients.   |  |  | | --- | --- | | **Hospital** | **No. of beds** | | Peebles (**Haylodge Hospital**) | 23 | | Duns (**The Knoll Hospital**) | 23 | | **Kelso Hospital** | 23 | | **Hawick Community Hospital:** | 23 |   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. | |
| **WORK PROGRAMME AND OUTLINE JOB PLAN** | | |
|  | | 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. The outline job plan is attached below. On taking up post, the formal job plan will be agreed by the Clinical Director and the successful applicant and subject to an annual cycle of review.  The job plan will include specific responsibilities. Therefore the content of the job plan will be dependent on the successful candidate’s subspecialty training and interests and is flexible for full-time, part-time or job share.  Agreed Support Programmed Activities (SPAs) include your own CPD, appraisal and revalidation and examples of other activities such as:   * undergraduate and postgraduate medical education * audit and committee work * service management/development * development of a simulation programme with the BGH * development of service in line with your specialty skill or interest.   **Sample Job Plan (Full-time 10 PA example)**   |  |  |  | | --- | --- | --- | | **Mon AM** | **BGH** | Ward Round | | Mon PM | Community / BGH | Hospital outreach reviews | | Tues AM | BGH | Ward Round  SPA | | Tues PM | BGH | Grand Round  Community MDT 1  Hospital Outreach Reviews | | Wed AM | BGH | MKU MDT  Ward Round  Teleconference with Lothian consultants | | Wed PM | BGH | Hospital outreach reviews. | | Thurs AM | BGH | Ward Round | | Thurs PM | BGH | Hospital outreach reviews | | **Fri AM** | **BGH** | Ward Round | | **Fri PM** | **BGH** | **Hospital outreach review**  **Community MDT 2** |   **Sample Job Plan (Part-time 6 PA example)**   |  |  |  | | --- | --- | --- | |  |  |  | | Tues AM | BGH | Ward Round  SPA | | Tues PM | BGH | Grand Round  Community MDT 1  Hospital outreach reviews | | Wed AM | BGH | Ward Round  Teleconference with Lothian consultans | | Wed PM | BGH | Hospital outreach reviews | | Thurs AM | BGH | Ward Round | | Thurs PM | BGH | Hospital outreach reviews | |  |  |  | |

|  |
| --- |
| **Borders General Hospital** |
| The Borders General Hospital is the district general hospital serving the Scottish Borders Region. It has 320 beds with 93 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 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. The department is managed by two consultant emergency physicians. Specialty Doctors, Salaried GPs, training grade doctors (FY2s, GP, orthopaedic and surgical trainees) manage ED patients supported by speciality medical staff from within the hospital. Nurse staffing within the ED is comprised of 23 registered nurses and 3 nursing assistants led by a senior charge nurse.  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. |

|  |
| --- |
| **Educational Facilities and Development** |
| On commencement you will have the opportunity to attend the hospital’s corporate induction programme (or if preferred we can arrange a bespoke Consultant induction).  Corporate Training and O.D. Leads are available as a consultancy to advise on development activities tailored to particular service needs and for individual consultants. Bespoke programmes seek to provide you with support for the development of leadership and management skills, such as difficult conversations, modules on consultants as leaders, managing people and performance. Workshops provide a structured opportunity for facilitated discussion, learning through experience, reflective practice and networking with peer consultants. There are also opportunities for professional coaching and mentoring – an established BGH consultant will be identified as a “buddy” in your first few weeks.  There is an excellent staffed library within the Borders General Hospital grounds 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 heath 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. There are weekly department education meetings and a hospital wide monthly educational half day.  There is an excellent weekly x-ray meeting with the department of radiology which has a spiral CT scanner and Gamma camera, up to date Doppler echo facilities and a purpose-built CT and MRI suite.  The Borders General Hospital is a teaching unit for undergraduate students in medicine. Appointed consultants act as educational supervisors for individual students attached to different teams.  There is an active post graduate programme under the direction of the Director of Medical Education, with excellent facilities in the on-site Educational Centre. |

|  |
| --- |
| **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 maintains 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 downhill 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. 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. Excellent Fitness Centre in Galashiels and other Borders towns. There is a purpose built nursery in the grounds of the hospital.  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 including every year there is the world famous Edinburgh International Festival and Fringe Festival. Local transport links from Scottish Borders to Edinburgh have improved greatly in the last two years or so.  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).  By the way **MELROSE has taken the title of the best place to live in Scotland in a new national ranking -** [https://www.thetimes.co.uk/article/melrose-in-the-borders-is-best-place-to-live-in-scotland-says-sunday-times-survey-8hrlq8lqb](#)  See the microsite for the views of some of your prospective colleagues on living and working in the Scottish Borders video at [http://www.nhsborders.scot.nhs.uk/recruitment-fair](#) |

**PERSON SPECIFICATION – Consultant in Palliative Care**

|  |  |  |
| --- | --- | --- |
| Attributes | **Essential** | **Desirable** |
| Qualifications | MRCP, or equivalent.  Full GMC registration with a licence to practice with GMC and specialist registration in Palliative Medicine  or a Doctor in Training within 6 months of obtaining CCT. |  |
| Training and  Experience | Wide experience in all aspects of palliative care and medical procedures.  Training record culminating in  award of CCST or equivalent. | Experience in general medicine and other specialties such as oncology, care of the elderly or general practice. |
| Managerial | Experience in day to day organisation of specialist palliative care services.  Basic management skills training. | Familiar with structure of Scottish Health Service and recent initiatives. |
| Audit | Thorough understanding of  principles of clinical audit.  Experience in undertaking and  completing audit projects. |  |
| Research and  Publications | Knowledge of the principles of  medical research.  Up to date knowledge of current palliative care literature. | Research experience.  Publication of research  and/or review article(s). |
| Personal Attributes | Effective communicator.  Experience in working in a multi-professional multi-disciplinary team.  Reliable. Professional approach to work. |  |
| Teaching | Teaching experience across a wide range of undergraduate and post graduate medical and healthcare students and trainees. | Teaching qualification. |
| Other | Car driver with full driving  licence. |  |

**SPECIFICATION OF NHS VALUES**

|  |  |  |
| --- | --- | --- |
|  | **Value Description** | **Method Of Assessment** |
| **NHS Values** | **Care and Compassion**  **Expectations**   * Treat people as though they matter * Involve people * Consider people as individuals and acknowledge diversity * Puts the patient first * Shows they care | **Interview and Assessment** |
| **NHS Values** | **Dignity and Respect**  **Expectations**   * 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 form another persons perspective | **Interview and Assessment** |
| **NHS Values** | **Openness, Honesty and Responsibility**  **Expectations**   * 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 | **Interview and Assessment** |
| **NHS Values** | **Quality and Teamwork**  **Expectations**   * Works as part of a tem to support others and improve service provision * Acknowledges mistakes * Takes responsibility * Inspires the team | **Interview and Assessment** |

|  |  |
| --- | --- |
| **TERMS AND CONDITIONS** | 1. The Terms and Conditions of Service are from the Consultant Grade Terms and Conditions of Service (New Consultant’s Contract) issued March 2004 by the Scottish Executive Health Department. 2. This is a permanent appointment. The appointment will be made by NHS Borders on the recommendation of an Appointment Panel, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations 2009 - NHS Circular CEL 25 (2009). 3. The salary (pro rata for part time appointment on less than 10-Programmed Activities) will be on the consultant scale; £87,534 - £116,313 per annum pro rata with placing as appropriate to previous consultant level experience and background. The appointment is available full time on a 10PA basis but applicants who wish to work part-time/job share are welcome. 4. The Job Plan must be agreed in association with the Clinical Director, with input from the General Manager and Associate Medical Director. Changes will be discussed and agreed with yourself in line with service needs and subject to annual review, or more frequently on request by either party. 5. Possession of MRCP or an equivalent certificate is essential and you should be fully registered with the General Medical Council with a licence to practice and your name should appear in the Specialist Register for Palliative Medicine or you may be a training grade doctor within 6 months of obtaining a CCT or equivalent. 6. The person appointed may be expected to take part in the undergraduate and postgraduate teaching programmes. 7. 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. 8. The appointment will be superannuable 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. 9. NHS Borders is legally liable for the negligent acts or omissions of the 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. 10. 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. 11. Termination of the appointment will be subject to a 3 month notice period of notice on either side in accordance with the terms and conditions of service. 12. Support for relocation is available for successful candidate in accordance with NHS Borders’ Relocation Policy and up to full Inland Revenue limits. 13. 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. 14. 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. 15. The Ionising Radiation (Protection of Persons Undergoing Medical Examinations) Regulations 1988 will apply to this post. 16. 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. 17. It should be noted that the offer of appointment is subject to confirmation that the successful candidate is HEPATITIS B immune. This is checked by the Occupational Health Service. |