**MEDICAL & DENTAL CANDIDATE**

**INFORMATION PACK**

**Locum Appointment for Training (LAT) in Geriatric Medicine**

**NHS Lanarkshire**

**Application Closing Date: Tuesday 21st January 2025**



HR Medical & Dental

Law House

Airdrie Road

Carluke

 ML8 5EP



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| **This post requires the post holder to have a PVG Scheme membership/record. If the successful applicant is not a current PVG member for the required regulatory group i.e. child and/or adult, then an application will need to be made to Disclosure Scotland and deemed satisfactory before the successful post holder can commence work.**  |

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| **Section 1: HOW TO APPLY** |

**In order to apply:**

Applicants are required to complete an Application Form via the following link: https://apply.jobs.scot.nhs.uk/vacancies.aspx.

**Please complete applications by MIDNIGHT ON THE CLOSING DATE.**

**You will receive an email acknowledging receipt of your application once submitted.**

Please follow the link below should you wish any further information on NHS Lanarkshire

Recruitment | NHS Lanarkshire (scot.nhs.uk)

**It is important that you demonstrate you meet the eligibility criteria detailed in the person specification on your application.**

**Shortlisting Process:**

**Stage 1**

Applications will be shortlisted in line with the person specification for the job. If you are successful, you will receive an email from Jobtrain advising you have been successful.

**Stage 2**

Interview and Competency Assessment.

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| **Section 2: Contact Information** |

**Post Queries**

Prospective applicants are encouraged to make contact with:

Dr Caroline McInnes

Consultant in Geriatric Medicine

University Hospital Monklands

(Email: caroline.mcinnes@lanarkshire.scot.nhs.uk)

Prof J Mark Barber

Consultant – Medicine for Older Adults/

Educational Supervisor

University Hospital Monklands

(Email: mark.barber@lanarkshire.scot.nhs.uk)

Dr Oona Lucie

Training Programme Director

Greater Glasgow & Clyde

(Email: oona-mary.lucie2@nhs.scot )

**Application Queries**

If you have any queries regarding the application process please email Gill Swinburne at medical.dentalrecruitment@lanarkshire.scot.nhs.uk

**Please note interviews will be conducted over Microsoft Teams**

**NHS Lanarkshire is committed to working towards equal opportunities for all.**

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| **Section 3: Person Specification**  |

GERIATRIC MEDICINE – LAT4+

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| **ENTRY CRITERIA** |
| **Essential Criteria** |  |
| ***Qualifications:***Applicants must have:* MBBS or equivalent medical qualification
* Either of the following:
* MRCP(UK) Part 1 at time of application and MRCP(UK) full diploma by offer date[[1]](#endnote-1)
* Eligibility for the specialist register in general internal medicine by time of application[[2]](#endnote-2)
* Completion of Irish Basic Specialty Training in medicine and the MRCPI full diploma by offer date
 | **When is this evaluated?[[3]](#endnote-3)**Application formInterview/selection centre[[4]](#endnote-4), pre-employment check |
| ***Eligibility:***Applicants must:* Be eligible for full registration with, and hold a current licence to practise[[5]](#endnote-5) from, the GMC at the advertised post start date[[6]](#endnote-6)
* Have evidence of achievement of Internal Medicine Stage 1 capabilities, for the round of application, via one of the following methods:
	+ Current employment in a programme which leads to successful completion of Internal Medicine Stage 1 Training[[7]](#endnote-7) by the advertised post start date, via one of these approved routes:
		- UK Internal Medicine Stage 1 Training
		- UK ACCS (Internal Medicine)[[8]](#endnote-8)
		- UK Broad Based Training (medicine route)
		- A standalone UK IMY3 programme (following completion of UK core medical training/ACCS (acute medicine))
	+ JRCPTB internationally level 3 accredited equivalent Internal Medicine Stage 1 Training programme[[9]](#endnote-9)
	+ Successful completion of one of the programmes listed above, evidenced by ARCP[[10]](#endnote-10)
	+ Completion of UK ST3 in General Internal Medicine and satisfactory progress for any subsequent GIM training, by the advertised post start date, evidenced by ARCP[[11]](#endnote-11)
	+ Evidence of achievement of Internal Medicine Stage 1 capabilities at time of application.  Acceptable evidence is only permitted via the *Alternative Certificate to Enter Group 1 Higher Physician Specialty Training****[[12]](#endnote-12)***
* Be eligible to work in the UK
 | **When is this evaluated?**Application form, interview/selection centre, pre-employment check |
| ***Fitness to practise:***Is up to date and fit to practise safely | **When is this evaluated?**Application form, references |
| ***Language skills:***Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues, as assessed by the General Medical Council[[13]](#endnote-13)  | **When is this evaluated?**Application form, interview/selection centre |
| ***Health:***Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice) | **When is this evaluated?**Application form, pre-employment health screening |
| ***Career progression:***Applicants must:* Be able to provide complete details of their employment history.
* Have evidence that their career progression is consistent with their personal circumstances.
* Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training.
* Have sufficient experience[[14]](#endnote-14) working in medical specialties (not including foundation level experience) by the advertised post start date. This can be via either:
* Training completed in:
	+ UK Internal Medicine Stage 1 Training
	+ UK ACCS (Internal Medicine)
	+ UK Broad Based Training (medicine route)
	+ A standalone UK IMY3 programme (following completion of UK core medical training/ACCS (acute medicine))
	+ JRCPTB internationally level 3 accredited equivalent Internal Medicine Stage 1 Training programme **or**
* Have at least 36 months’ experience in medical specialties (of which at least 18 months must include the care of acute medical in-patients). Experience in certain acute care common stem specialties can be counted towards the 36 months in some circumstances[[15]](#endnote-15)
* Have notified the Training Programme Director of the Specialty Training Programme they are currently training in if applying to continue training in the same specialty in another region[[16]](#endnote-16).
* Not already hold, nor be eligible to hold, a CCT/CESR in the specialty; and must not currently be eligible for the specialist register for the specialty to which they are applying[[17]](#endnote-17)
* Applicants must not have previously relinquished or been released / removed from a training programme in this specialty, general internal medicine or associated Core training programme, except if they have received an ARCP outcome 1 (outcome 6 for associated core training) or under exceptional circumstances[[18]](#endnote-18)
* **For those wishing to be considered for Locum Appointment for Training posts (where available):** no more than 24 months experience in LAT posts in the specialty by intended start date
 | **When is this evaluated?**Application formInterview/selection centre |
| ***Application completion:***ALL sections of application form completed FULLY according to written guidelines | **When is this evaluated?**Application form |
| **SELECTION CRITERIA** |
| ***Qualifications*** |
| **Essential Criteria*** As above
 | **Desirable Criteria*** Full MRCP (UK) at the time of application
* Higher degrees including MSc, PhD or MD (not including intercalated BSc or ‘Honorary’ MA)
 | **When is this evaluated?**Application form, interview/selection centre |
| ***Career Progression*** |
| **Essential Criteria*** Evidence that present achievement and performance is commensurate with totality of training
 |   | **When is this evaluated?**Interview/selection centre |
| ***Clinical Experience*** |
| **Essential Criteria*** Evidence of experience in a range of acute medical specialties, with experience of managing patients on unselected medical take during core training or equivalent
 | **Desirable Criteria*** Experience core level of managing elderly patients.
* Experience of managing patients with severe acute medical disease.
 | **When is this evaluated?**Application formInterview/selection centreReferences  |
| ***Clinical skills – clinical knowledge & expertise*** |
| **Essential Criteria*** Demonstrates awareness of managing acute medical conditions, including emergencies, in patients and outpatients
* Appropriate knowledge base, and ability to apply sound clinical judgement to problems.
* Able to work without direct supervision where appropriate.
* Able to prioritise clinical need.
* Able to maximise safety and minimise risk
 | **Desirable Criteria*** Evidence of some capabilities in the specialty as defined by the relevant curricula.
* Evidence of skills in the management of acute medical emergencies
* Evidence of skills in the management of patients not requiring hospital admission
 | **When is this evaluated?**Application formInterview/selection centreReferences  |
| ***Academic skills*** |
| **Essential Criteria****Research, Audit and Quality Improvement:*** Demonstrates understanding of research, including awareness of ethical issues.
* Demonstrates understanding of the basic principles of clinical risk management, evidence-based practice, patient safety and clinical quality improvement initiatives.
* Evidence of involvement in a quality improvement or formal research project
* Demonstrates knowledge of evidence informed practice
* Demonstrates an understanding of clinical governance.

**Teaching:*** Evidence of teaching experience and/or training in teaching
 | **Desirable Criteria****Research, Audit and Quality Improvement:*** Demonstrates an understanding of research methodology.
* Evidence of relevant academic and research achievements, and involvement in a formal research project
* Evidence of relevant academic publications
* Evidence of involvement in a quality improvement project or other activity which:
* Uses recognised QI methodology.
* Focuses on patient safety and clinical improvement.
* Demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum.
* Evidence of exceptional achievement in medicine

**Teaching:*** Evidence of involvement in teaching students, postgraduates and other professionals **and** evidence of participation in a teaching course
 | **When is this evaluated?**Application formInterview/selection centreReferences |
| ***Personal skills*** |
| **Personal Skills – Essential Criteria****Communication Skills:*** Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate.
* Able to build rapport, listen, persuade and negotiate.

**Problem Solving and Decision Making:*** Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach.

**Empathy and Sensitivity:*** Capacity to take in others’ perspectives and treat others with understanding; sees patients as people.
* Demonstrates respect for all.

**Managing Others and Team Involvement:*** Able to work in multi professional teams and supervise junior medical staff.
* Ability to show leadership, make decisions, organise and motivate other team members, for the benefit of patients.
* Capacity to work effectively with others.

**Organisation and Planning:*** Capacity to manage/prioritise time and information effectively.
* Capacity to prioritise own workload and organise ward rounds.
* Evidence of thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines)

**Vigilance and Situational Awareness:*** Capacity to monitor developing situations and anticipate issues.

**Coping with Pressure and Managing Uncertainty:*** Capacity to operate under pressure.
* Demonstrates initiative and resilience to cope with changing circumstances.
* Is able to deliver good clinical care in the face of uncertainty.

**Values:*** Understands, respects and demonstrates the values of the NHS (e.g., everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion)
 | **Personal Skills – Desirable Criteria****Management and Leadership Skills:*** Evidence of involvement in management commensurate with experience
* Demonstrates an understanding of NHS management and resources.
* Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or another workplace based assessments.
* Evidence of effective leadership in and outside medicine

**Other:*** Evidence of achievement outside medicine
* Evidence of altruistic behaviour e.g., voluntary work
 | **When is this evaluated?**Application formInterview/selection centreReferences |
| ***Probity – professional integrity*** |
| **Essential Criteria*** Demonstrates probity (as outlined by the GMC)
 |  | **When is this evaluated?**Application formInterview/selection centreReferences |

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| ***Commitment to specialty – learning and personal development*** |
| **Essential Criteria*** Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative)
* Demonstrable interest in, and understanding of, the specialty.
* Commitment to personal and professional development
* Evidence of self-reflective practice
 | **Desirable Criteria*** Extracurricular activities / achievements relevant to the specialty
* Evidence of participation at meetings and activities relevant to the specialty
* Evidence of attendance at organised teaching and training programme(s) relevant to the specialty
 | **When is this evaluated?**Application formInterview/selection centreReferences |

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| **Section 4: Introduction to Appointment** |

**Job Title:** Locum Appointment for Training in Geriatric Medicine

**Base:** University Hospital Monklands

**Post Summary:**

The successful applicant will work in the Medicine for Older Adults department alongside our consultant teams. They will gain experience managing patients living with frailty in our Frailty assessment units, in our assessment wards, in our admission avoidance Hospital at Home service. There is opportunity to undertake a variety of outpatient clinics (supported by the consultant team). They will have protected time to develop skills and projects in quality improvement and to attend departmental and hospital wide teaching. The successful applicant will have a full slot on the medical registrar rota where they will gain experience caring for patients in medical HDU and in a tertiary CCU with support from consultants.

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| **Section 5: Departmental and Directorate Information** |

The department of Medicine for Older Adults in University Hospital Monklands has a wide variety of opportunities in developing you career for successful candidates. We are a department of 12 consultants, and 3 specialty doctors. The department has a number of specialty areas including: Acute Frailty Assessment Unit, Falls, Movement Disorder, Stroke (including acute thrombolysis service), Spasticity management, Orth geriatric rehabilitation, and a well-established Hospital at Home service. The team is supported by specialist frailty nurses, advanced nurse practitioners as well as experienced multidisciplinary and nursing teams that are at the heart of what we do in the care we deliver. We have close working relationships with our colleagues in Emergency Medicine and Acute Medicine. There would be opportunities for the successful candidate to develop skills and experience in any of these areas. NHSL has a proven track record in supporting research and development and there is ample opportunity to be involved in quality improvement, clinical audit, and clinical governance to assist with CV building/refinement of specialist interest and career progression. The department has a high satisfaction rate for trainees, and is particularly recognised for training, supportive environment and mentorship. As a ST4 LAT your working week would be flexible, allowing you the best opportunities to develop specialist interest while working within the team.

For further information, please contact: Dr Caroline McInnes, Consultant at caroline.mcinnes@lanarkshire.scot.nhs.uk or Prof Mark Barber, consultant / Educational Supervisor at mark.barber@laanrkshire.scot.nhs.uk

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| **Section 6: Main Duties and Responsibilities** |

Full slot on medical registrar rota, leading and supporting the team of junior medical staff and providing cover to HDU and CCU.

While working in Medicine for Older Adults, working with a consultant to provide care for older frail patients on the wards, liaising with the rest of the ward team and updating patients and relatives. Working with a consultant on the post take ward round on the frailty unit. Attend outpatient clinics and the Hospital at home service.

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| **Section 7: Working for NHS Lanarkshire** |

For more information on the role please visit Recruitment | NHS Lanarkshire (scot.nhs.uk)

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| **Section 8: Terms and Conditions of Employment** |

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| **TYPE OF CONTRACT**  | Fixed Term (6 months) |
| **GRADE AND SALARY** | Locum Appointment for Training£45,504 to £71,550 per annum (pro rata)  |
| **HOURS OF WORK** | Full Time – 40 hours plus out of hours work  |
| **SUPERANNUATION** | New entrants to NHS Lanarkshire who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to "opt out" arrangements can be made to do this via: www.sppa.gov.uk  |
| **REMOVAL EXPENSES** | Assistance with removal and associated expenses may be awarded |
| **EXPENSES OF CANDIDATES FOR APPOINTMENT** | NHS candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement shall not normally be made to employees who withdraw their application, refuse an offer of appointment. Non NHS employees are not normally awarded travel expenses.  |
| **DISCLOSURE SCOTLAND** | This post is considered to be in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership. |
| **CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK** | NHS Lanarkshire are required to check the entitlement to work in the UK of all prospective employees, regardless of nationality or job category. UK Visas & Immigration rules are available at www.bia.homeoffice.gov.uk. Prospective applicants are encouraged to check eligibility in advance of applying for vacancies in NHS Lanarkshire. |
| **MEDICAL NEGLIGENCE** | In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme. |
| **NOTICE** | Employment is subject to one month notice on either side. |
| **PRINCIPAL BASE OF WORK** | You may be required to work at any of NHS Lanarkshire sites as part of your role. Your base will be clarified for expenses purposes.  |
| **REFERENCES** | All jobs are only offered subject to receiving two satisfactory references. At least one reference must be from your current/most recent employer or your course tutor if you are currently a student. If you have not been employed or have been out of employment for a considerable period of time, you may give the name of someone who knows you well enough to confirm information given and to comment on your ability to do the job. |

1. The published deadline’ refers to a deadline date set in each recruitment round; Round 1 (26/03/2024) Round 2 (18/04/2024) Round 3 (22/10/2024) [↑](#endnote-ref-1)
2. Eligibility for the specialist register must have been approved by the GMC to be considered. [↑](#endnote-ref-2)
3. ‘When is this evaluated’ is indicative but may be carried out at any time throughout the selection process. [↑](#endnote-ref-3)
4. ‘Selection centre’ refers to a process, not a place. It involves a number of selection activities which may be delivered as part of the assessment process. [↑](#endnote-ref-4)
5. The GMC introduced the licence to practise in 2009. Any doctor wishing to practise in the UK after this date must be both registered with and hold a licence to practise from the GMC at time of appointment. [↑](#endnote-ref-5)
6. ‘The advertised post start date’ refers to the first date from which posts recruited in a round can commence. This will be specified clearly within the published advertisement for that recruitment round. [↑](#endnote-ref-6)
7. Internal Medicine Stage 1 Training is the replacement programme for core medicine training. Trainees who have completed core medical training or ACCS (acute medicine) and a further standalone third year (IMY3) in internal medicine training, will be eligible to apply. Those not undertaking the third year of an internal medicine training programme will need to supply an alternative certificate. [↑](#endnote-ref-7)
8. ACCS (internal medicine) is the new name for ACCS (acute medicine), only those whose programme entails completing the Internal Medicine Stage 1 curriculum will be eligible without requiring an alternative certificate. [↑](#endnote-ref-8)
9. Details of internationally accredited JRCPTB internal medicine training programmes can be found on the JRCPTB website: https://www.jrcptb.org.uk/about-us/international-training/locations [↑](#endnote-ref-9)
10. Applicants who have an ARCP outcome with all capabilities signed off apart from the full MRCP (UK), will be eligible to apply on this basis, subject to the normal rules on completing the MRCP (UK). Additionally, anyone who has an ARCP outcome 10.1 will be eligible to apply on the competence criterion and will be required to complete outstanding competences in their ST4 programme. [↑](#endnote-ref-10)
11. Successful completion will normally be an ARCP outcome 1, and it is expected that trainees applying in this position will have completed at least six months of GIM training as part of their higher specialty training programme by the advertised post start date. [↑](#endnote-ref-11)
12. The *Alternative Certificate to Enter Group 1 Higher Physician Specialty Training* is a document designed by the JRCPTB listing the necessary core capabilities required for progression to ST4, as defined in the internal medicine stage 1 curriculum: https://www.jrcptb.org.uk/internal-medicine. The certificate is available to download from the Physician Recruitment website: http://www.st3recruitment.org.uk/recruitment-process/am-i-eligible/core-competences. Applicants must ensure the version of the form they are using meets the requirements detailed on the website. [↑](#endnote-ref-12)
13. Applicants are advised to visit the GMC website which gives details of evidence accepted for registration. [↑](#endnote-ref-13)
14. Any time periods specified in this person specification refer to full time equivalent. [↑](#endnote-ref-14)
15. For information on how experience in acute care common stem specialties will be counted, please visit the Physician Recruitment website: http://www.st3recruitment.org.uk/recruitment-process/am-i-eligible/experience [↑](#endnote-ref-15)
16. The Support for Application to another region form, signed by the Training Programme Director of their current Specialty Training Programme confirming satisfactory progress must be submitted to the recruitment office managing that application at time of application. [↑](#endnote-ref-16)
17. Programmes in Group 1 higher medical specialties are dual accredited with Internal Medicine Stage 2. Applicants who hold a CCT in internal medicine are eligible to apply but should note that they will be expected to fulfil the internal medicine service requirements of any post they are offered and will be unable to reduce the length of the programme. [↑](#endnote-ref-17)
18. Exceptional circumstances may be defined as a demonstrated change in circumstances, which can be shown on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train. Applicants will only be considered if they provide a ‘support for reapplication to a specialty training programme’ form signed by both the Training Programme Director / Head of School and the Postgraduate Dean in the region that the training took place. No other evidence will be accepted. Please note that this requirement does not apply to trainees who exited UK core training with an ARCP outcome 3 or 4 where they were only missing the full MRCP (UK) diploma. [↑](#endnote-ref-18)