

NHS Lanarkshire Information Pack

Job Title: Part Time Salaried GP as Senior Decision Maker in Emergency Medicine (6 months)

Location: University Hospital Monklands - Emergency Department

Job Reference: 202143

Closing Date: Tuesday 17th December 2024

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**Section 1**

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| Job Title | Part Time Salaried GP as Senior Decision Maker in Emergency Medicine |
| Location  | University Hospital Monklands |
| Hours / PA’s | 7.5 PAs (up to 30 hours per week) |
| Salary Scale | £74,192 rising to £110,737 per annum pro rata |

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| Your Application  | Thank you for expressing an interest in the above post within NHS Lanarkshire. University Hospital Monklands are excited to offer the opportunity for qualified General Practitioners to join our Emergency Department in the role of Part Time Salaried Doctor as Senior Decision Maker in ED for a period of six months.Applicants must have full GMC Registration and a license to practise, post foundation training. Non-UK applicants must demonstrate equivalent training. A requirement on the GMC GP Register as well as eligible to join NHS Lanarkshire’s Performers List.All applications for this post are made through Job Train. Guidance notes for the completion of the Medical & Dental Application form are available on the Job Train Advert. Please note CV’s will not be accepted. |
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| Contact Details  | Telephone | 01698 754352 |
| Email  | Medical.DentalRecruitment@lanarkshire.scot.nhs.uk |
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| Additional Arrangements | Informal enquiries regarding this post will be welcomed by:-  |
| Dr Neil Hughes | Clinical Lead | neil.hughes@lanarkshire.scot.nhs.uk |
| Dr Fiona Farquhar  | Clinical Director, Medical specialties | Fiona.Farquhar@lanarkshire.scot.nhs.uk |
| Mrs Claire Fenwick  | Service Manager | claire.fenwick@lanarkshire.scot.nhs.uk |
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| Vacancy | This post is vacant immediately. A start date will be agreed with the successful candidate. |
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| NHS Lanarkshire  | For further information regarding NHS Lanarkshire and its hospitals, please visit our website:- **www.nhslanarkshire.org.uk** |
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| Inclusivity | We are an Equal Opportunities Employer and Positive about Disabled People.We welcome Less Than Full Time working and look to work with successful candidates on adaptable working patterns. |

**Section 2**

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| **Why join our team at University Hospital Monklands Emergency Department?**University Hospital Monklands Emergency Department is enthusiastic about developing its staff cohort. We already reap the rewards of our successful ACP recruitment scheme made up of varied staff backgrounds of a Clinical Pharmacist, previous ED Charge Nurses, a Scottish Ambulance Service Ambulance and Pre Hospital Paramedic and a Prison Service Nurse as part of our strong and diverse team. Our Emergency Department leaders recognise the significant benefits gained in Primary Care experience and how readily this translates to Unscheduled Care in a hospital setting. |
| The Department | Monklands Emergency Department is a fast-paced, dynamic environment seeing over 60,000 new patients per year. The department has a mix of medical and surgical patients of all ages with paediatrics contributing to 25% of attendances. North Lanarkshire, especially Airdrie and Coatbridge, has many socio-economic challenges and this leads to a diverse case mix and a multitude of learning opportunities for our staff. We deliver Consultant led care 7 days a week, 16 hours a day on average. We have middle grade cover thereafter leading a team of junior doctors on nightshift. We promote supportive working conditions with an environment of continuous learning for the entire team. The Emergency Department has close links with inpatient specialties listed below and works closely with the Hospital at Home to team to manage frail and elderly patients in the community where possible. The REACT (Rapid Assessment Area) has Consultant staffing from 12-8pm weekdays and assists Triage and ‘front loading’ of investigations, early referrals and promotes safe and appropriate redirection or discharge. There is a Minor Injury Unit 0900-2000 7/7 with shared medical staffing. The Emergency Department has strong links and access to Ambulatory Care Team, Planned Investigation Unit and Surgical Assessment Bay for alternative admission/assessment locations. The Emergency Department has an extensive educational and training program for all grades of doctors. The successful candidates will be helped and supported in identifying any extra training needs and also sharing learning from Primary Care with the rest of the clinical team.Equipment and services at hand include a specific ED X-ray room, CT scanner available 24/7. There are several portable ultrasound machines with ECHO capability. In addition to near patient blood gas analysis, full emergency laboratory facilities are rapidly accessible via a vacuum pod system and a fully staffed portering service. |
| The Hospital | University Hospital Monklands has a range of acute specialties on site including Respiratory Medicine, Gastroenterology, Diabetes & Endocrinology, General Surgery, ENT, Renal Medicine, Urology, Maxillo-Facial Surgery (inpatient beds offsite). It is also only one of two sites in the West of Scotland that hosts inpatient Infectious Diseases beds.University Hospital Monklands has a total of 383 beds. |
| Departmental Activity | The department consistently delivers a high standard of clinical learning and has been an attractive location for CDF applications over the past few years. Our CDFs have achieved local and national success presenting poster and audit work and being awarded prizes at conference level. Many of our trainees have been supported with interview practice and gone on to secure training jobs in GP, Emergency Medicine, Anaesthetics, Core Medical Training, Core Surgical Training. We have many of our previous trainees return to work with us on a locum basis when they can and have had FY2s return to join our CDF team. Many of our Consultant Team have also been trainees in Emergency Medicine within the department. We have a robust weekly education programme for our junior doctors with guest speakers and half day education days for our middle grade doctors supporting their Educational Development Time as per RCEM guidelines. We have also trialled and continue to build on our Clinical Education in the ED sessions to deliver full day ‘shop floor education’ to the medical and nursing teams. Out undergraduate education programme is highly rated and we receive superb feedback year on year.We have a GREATIX system to reward outstanding and exemplary behaviour and to thank our colleagues for their commitment either within the ED or elsewhere in the hospital.Our Wellbeing Team promote healthy living and mental health support and have an active social calendar and regular exercise events via walks/running and HIIT sessions. |

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| Accountability | You will report to the Clinical Lead, who will agree your work programme. |
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| Health and Safety  | You are required to comply with NHS Lanarkshire Health and Safety Policies. |
| Facilities | Ample free staff parking and nearby train station Coatdyke with direct routes to Edinburgh and Glasgow. Bike storage available. |
|  | **Departmental Layout:**4 Bed Resus including cubicle for aerosol generated procedures and specific paediatric bay9 Monitored Major Cubicles8 Minor Cubicles including recently refurbished paediatric bay with state of art sensory visual equipment, ophthalmology and ENT bay and mental health assessment bay6 Bed REACT and 2 Triage cubiclesRecently refurbished Relatives Room |
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| The Team | **Consultants Special Interest** |
| Dr Neil Hughes | Clinical Lead, Pre-Hospital |
| Dr Gordon McNeish | AMD for unscheduled Care NHSL |
| Dr David Litherland | Partial Retirement |
| Dr Barbara Key | STAG lead, ATLS course director |
| Dr Fiona Hunter | RCEM Final SBA Lead |
| Dr Andrew Russell | Major Incident, Toxicology and Psychiatry Lead |
| Dr Stewart Teece | Acute Medicine Lead and EM HST TPD |
| Dr Gautham Balachandran | ScotSTAR and Paediatric Lead, APLS course director |
| Dr Nicola Moultrie | Undergraduate, Frailty Lead |
| Dr Laura Gillan | Undergraduate and Orthopaedic Lead, Junior Rota Lead |
| Dr Laura McGregor | Training Quality Lead, EM HST Regional Teaching Lead, Wellbeing Lead |
| Dr Carole Neff | Middlegrade Rota Lead,  |
| Dr Jennifer Cochrane | Ultrasound Lead, Middlegrade Teaching Lead  |
| Dr Sarah Boxall | TBQR Lead UHM |
| Dr Mihir Joshi | Junior Teaching Lead |
| SCN Debbie Anderson | Lead Nurse  |
| **Additional Clinical Staffing** |
| Higher Speciality Trainees in Emergency Department | 3.6 |
| GPSTs | 2 |
| FY2s | 3 |
| CF/CDFs | 7 |
| MINTS/ANPs | 7/1 |
| ACPs | 7 |
| **Secretarial Support:** |
| WTE Secretary | 2 |
|  | **Nursing Staffing:** |
|  | Senior Charge Nurse | 1 |
|  | Band 6 | 8 |
|  | Band 5 | 30 |
|  | CSWs | 8 |

**Section 3**

NHS Lanarkshire Management Structure Information

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| **The Monklands Replacement Project team welcome approval of Wester Moffat as preferred site for new hospital**The Monklands Replacement Project (MRP) team are delighted that Wester Moffat has been selected as the preferred site for the new, state-of-the-art University Hospital Monklands. This will be Scotland’s first digital hospital and through the use of available technologies, we will enhance the patient journey and staff experience. The project team look forward to working with all stakeholders and will share our exciting plans in the coming months to ensure the public and our staff are fully aware of developments and can continue to provide input. |  |  |

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| **Management Structure**  | The supporting operational and clinical management structures are focused on enhancing patient safety, quality improvement and local delivery at hospital level, with visibility of clinical leadership and support for individual professional accountability. Our Medical Managers will provide professional leadership to medical staff, ensuring that they are effectively developed, organised, integrated and managed to support the strategic aims of each Division and meet the needs of the patient. |
| **NHS Lanarkshire** | NHS Lanarkshire is the third largest health board in Scotland. It encompasses University Hospital Wishaw, University Hospital Hairmyres and University Hospital Monklands. There is a supportive and inclusive ethos across all three sites and the powerful nature of three sites working together promotes excellence in patient care.Further information is available on the website - **www.nhslanarkshire.org.uk**  |
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**Section 4**

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| **Job Description** |
| Main Duties  | **Part Time Salaried GP as Senior Decision Maker in Emergency Medicine** This new post would be an exciting addition to an already skilled and supportive team. They are well aware of the benefits of shared expertise in the clinical workforce and feel that the addition of a GP with their wealth of patient skills and experience working collectively in the Emergency Department. This post is aimed at General Practitioners with an interest in working alongside Emergency Physicians in treating patients with Emergency and Acute illness and injury who present to the Emergency Department. The successful candidate will be an integral part of the Emergency Department team and will bolster our Middlegrade Rota of Senior Decision Makers to help deliver optimal care for patients.It will allow the continuation to improve Medical cover in the evenings and to improve care for patients with Primary Care problems as well as acute life-threatening presentations who attend the ED.Duties will include* Clinical management of patients attending the Emergency Department (ED)
* Participation, help and support for other members of staff particularly when acting as solo Senior Decision Maker on nightshift.
* Participation in Clinical Audit and Clinical Governance.
* Work to improve communication and understanding between Primary care and Emergency Medicine
* Participate in annual appraisal and re-validation.
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| Work Programme | This appointment is offered on the Terms & Conditions of the Salaried General Practitioner Contract. The duties and responsibilities are supported by a work programme detailed as follows:**Work Programme**A minimum of 2 PAs per week and flexible/joint working with current fixed GP sessions will be possible. The number of sessions can be discussed at the time of expressing an interest or during interview.On taking up post a Work Programme will be agreed between the person appointed and the Clinical Director. This work programme is subject to review at least once a year by the post holder and the Clinical Director/Clinical Lead as noted in the terms and conditions. The procedures set out in the ‘Terms & Conditions of Service’ must be followed if it is not possible to agree a job plan, either initially or at an annual review.**Indicative Work Programme**An example job plan for a successful candidate: 3 days per week (6PA) and 1 weekend in 4 (6PA). There would also be 1PA which would be worked flexibly. The ED uses rota software with the capability to annualise the rota, allowing for flexible working; for example to work longer or more out of hours one week and a shorter shift the next. A bespoke rota will be created with the successful candidate. |
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| In addition, other activities not occurring at fixed times | * Discussing management/investigation of patients with colleagues in other appropriate Clinical Support Services
* Discussing patient management/ reviewing patients with doctors in training and Nursing Staff
* Expeditious completion of referral letters and completion of patient administration duties e.g. verifying letters, signing off results etc.
* Work towards generic and specialty objectives.
* CPD and Appraisal
* Audit
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| Audit and research | The successful candidate will be expected to participate in audit processes and there is an active clinical audit department available to assist. NHS Lanarkshire is ambitious to build a portfolio of research projects backed by enthusiastic and dynamic individuals. It has an active Research and Development department and would welcome discussion regarding a potential research interest. |
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| Continuing Professional Development | Study leave is available within the terms and conditions of service with the approval of the Clinical Director/Clinical Lead. The appointee will be required to fulfil such demands for continuing professional development as the Royal College of General Practitioners (or other relevant bodies) may make.  |

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| **Personal Specification** |
| Attributes  | **Essential**  | **Useful**  |
| Qualifications | MB ChB or equivalentMember of GMC with license to practiceOn GMC GP RegisterOn NHS Lanarkshire GP Principal List |  |
| Training | ALS | APLS/ATLS |
| Experience | Experience working within an out of hours serviceExperience of working within Emergency department as a solo Senior Decision Maker | Experience of working as a GP within Emergency department settingCritical Care experience |
| Knowledge and Skills | General professional training in acute specialties Ability to organise and prioritise complex demandsEffective communication skills | IT skillsEvidence of teaching and training skills for junior doctors |
| Audit/Research  | Understanding of the principles of medical audit. | Evidence of contribution to audit at least at local level. Evidence of innovative service developmentsEvidence of participation in relevant researchGood Clinical Practice Course Attendance |
| Teaching  |  Interest in and commitment to teaching and training. | PG CertLinks with University of Glasgow Undergraduate education |
| Personal Attributes | Committed to Quality Patient Care.Able to be understanding of and sensitive to the needs of patients.Excellent communication skills (verbal and written)Ability to work under pressureAwareness of personal limitationsAbility to work effectively in a multidisciplinary teamAbility to demonstrate reflective practice with evidence of regular appraisal with clear Personal Development Plan relating to Continuing Professional and Personal DevelopmentGood time management and organisationDemonstrates commitment and enthusiasm to service delivery |  |
| Other | Satisfactory medical clearance by NHS Lanarkshire Occupational Health ServiceSatisfactory PVG Check with Disclosure ScotlandFluent in medical English and evidence of ability to communicate in stressful situation |  |
|  | **Prepared By:-** | **Approved By:-** |
| Name | Dr Carole NeffDr Neil Hughes |  |
| Designation | Middlegrade Rota Lead ConsultantClinical Lead for EM UHM |  |
| Date | 20/11/24 |  |

 **Section 6**

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| **Terms and Conditions** |
| 1. This appointment is offered on the Terms and Conditions of the Salaried General Practitioner Contract.
2. 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

c) The employment is subject to 3 months’ notice on either side.d) The successful candidate must be contactable throughout any on-call period.e) The successful candidate, if not already employed by the NHS Lanarkshire, will be required to complete a medical questionnaire to obtain medical clearance from the Occupational Health Physician.f)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. 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.h) From 1st April 2024 the salary range for the post is £74,192 rising to £110,737 per annum (based on 40 hours per week). The successful candidate’s total salary will be dependent on his/her previous service history, skills, and experience. Remuneration for any additional programmed activities will be dependent upon the work programme agreed at the time of appointment.1. Dependent upon present place of residence, NHS Lanarkshire may require the successful candidate to undertake to remove home to a distance acceptable to NHS Lanarkshire, normally within 10 miles of the base Hospital, in which case removal expenses will be payable in accordance with NHS Lanarkshire Policy. In some cases, however, a residence more than 10 miles distant from the base
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**Section 7**

Lanarkshire hosts a variety of towns and cities to live in whilst working at University Hospital Monklands. Many of our staff live locally but many rotating staff and members of the Consultant team live across Glasgow with easy commuting distances and transport links. The nearby train station of Coatdyke has direct links to Glasgow and Edinburgh and the M8/M74 motorways are also nearby.

There are readily available accommodation options local to University Hospital Monklands and within the popular West End and South Side of Glasgow. There is hospital accommodation available at University Hospital Hairmyres and information can be sought via the HR department.

Being well situated in the Central Belt of Scotland, University Hospital Monklands provides not only ample transport links via car and train but also a great base for exploring Scotland’s urban cities like Glasgow, with its rich Charles Rennie Mackintosh Architecture, Edinburgh with its breath-taking Castle and internationally acclaimed Fringe Festival and Stirling, the site where national hero William Wallace defeated the English in 1297. As well as the world renowned Scottish Highlands where you can bag a Munro during days and weekends exploring.

Lanarkshire itself is drenched in industrial history and heritage with scenic nature reserves and parks like Strathclyde Park, Chatelherault as well as museums like the Lanark Heritage Centre, many golf courses and cycle routes to explore.

We look forward to welcoming you to our team and to a wonderful base in which to work and explore the heart of Scotland.

For more information on living in Scotland and Lanarkshire check out the following links:

**https://www.visitscotland.com/**

**https://www.scotland.org/live-in-scotland/moving-to-scotland**

**https://www.livebreathescotland.com/moving-to-scotland/**

**https://www.talentscotland.com/**

**https://moverdb.com/moving-to-glasgow**