



# Rural Emergency Physician Caithness General Hospital

**APPOINTMENT OF RURAL EMERGENCY PHYSICIAN,  
CAITHNESS GENERAL HOSPITAL**

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# Section 1 – Welcome

## Introduction

Thank you for your interest in joining NHS Highland. This information package contains details relating to the local area, this post and the Terms and Conditions of Service.

NHS Highland is committed to becoming a learning organisation, recognising that staff require access to opportunities to learn, maintain and develop skills and knowledge, and we recognise the importance of valuing and supporting our staff throughout their time here.

We offer:

- Policies to help balance commitments at work and home and flexible family friendly working arrangements
- Excellent training and development opportunities.
- On-site library services at the Centre for Health Sciences
- Access to NHS staff benefits/staff discounts
- Cycle to Work Scheme
- Excellent student support
- Access to NHS Pension scheme

## Recruitment Process

Applicants are expected to make contact with the department before applying and we would **strongly** encourage those that are shortlisted to visit the department prior to interview. The cost of one preliminary visit will be met by NHS Highland.

When organising a visit, candidates must agree appropriate travel and accommodation arrangements with the Medical Staffing Department prior to booking. Expenses will be reimbursed to candidates who are subsequently shortlisted.

**Failure to confirm arrangements with Medical Staffing may result in limited reimbursement of expenses.**

**Department Contact:** Dr Charlie Siderfin Rural Emergency Practitioner,  
Charles.siderfin@nhs.scot

**Preliminary Visit Expenses:** Jasmine Oag, Employment Services Manager,  
jasmine.oag@nhs.scot

## How to Apply

- Applicants should complete an Application Form on the NHS Scotland National Recruitment portal. <https://apply.jobs.scot.nhs.uk>. Please note we do not accept CVs.
- All candidates and employees are afforded equal opportunities in the recruitment and selection process and in employment irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
- Your personal information will not be sent with the application for short listing. The application form will be identified by the candidate number only to ensure that no applicant will be unfairly discriminated against.
- NHS Scotland is exempt from the 1974 Rehabilitation of Offenders Act (Exclusions & Exceptions) (Scotland) Order 2003. As part of any offer of employment in regulated work candidates will subject to Protection of Vulnerable Groups Scheme membership.

**Job reference: 202823**

**Closing date:** 30<sup>th</sup> March 2025

Please contact [nshighland.recruitment@nhs.scot](mailto:nshighland.recruitment@nhs.scot) for any queries regarding submitting your application to the NHS Scotland Recruitment website.

For further information on NHS Highland, please visit our website on [www.nshighland.scot.nhs.uk](http://www.nshighland.scot.nhs.uk)

## Section 2 – Advert

### RURAL EMERGENCY PHYSICIAN

Caithness General Hospital, Wick

£118,164 to £141,848 (pro rata for part time practitioners) dependent on experience

Our Ref: RuralEmerPhys/Feb25 Ref: 202823

1WTE

Working alongside experienced nursing colleagues and junior doctors our established Rural Emergency Physician (REP) team provides the senior clinical leadership for the Emergency Department. The department is the "Front Door" of the hospital, seeing all Accident & Emergency (A&E) presentations, assessing GP referrals and delivering a Same Day Emergency Care service, alongside Consultant Physician and Surgical colleagues. There is 24/7 Anaesthetic support. It is a busy, varied and rewarding job.

We work 12.5-hour day shifts with occasional overnight on call from home, as part of the consultant rota. There is a complement of 10 junior doctors and the REP team plays an active part in supporting their training and development.

Applicants should have broad generalist experience and an enthusiasm to learn. An initial 3-month induction period will allow our appointee to gain additional skills and confidence by working alongside colleagues and undertaking clinical attachments, usually in Inverness. The REP contract provides 4 weeks attachment and 2 weeks study leave per year to maintain skills and to network with specialist colleagues who provide excellent distant support. Applicants should hold a Certificate of Completion of Training for General Practitioners or Emergency Medicine, or the GMC Remote and Rural Health Credential and be registered with the General Medical Council with a licence to practice.

Caithness General Hospital (CGH) has 44 inpatient beds covering the rural, far-flung population (approx. 30,000) of Caithness and Sutherland in the very north of Scotland. It provides 24-hour A&E, general medicine, surgical, geriatric, rehabilitation, palliative care, midwife-led maternity, dialysis and outpatient services. Radiology provides x-ray, CT and ultrasound scanning, alongside excellent laboratory and pharmacy services. We are working with Primary Care to further develop our service to create more integrated care to our rural population. There are opportunities to work in General Practice alongside this REP role.

CGH is 2 hours by road from Raigmore Hospital, with air transfer for critically unwell patients. Raigmore Hospital is the referral centre for Highland and the consultant body understands the remote nature of our work and provides excellent support. CGH is one of six Rural General Hospitals (RGH) in the north of Scotland who meet regularly via videoconference to share learning, experiences and provide mutual support. The RGHs also receive 24/7 clinical support from the Emergency Medical Retrieval Services and North of Scotland Trauma Network.

Caithness offers an enviable lifestyle, a stunning natural environment and wildlife with access to a breadth of outdoor pursuits, including internationally recognised surfing and fishing. [And North Coast Sutherland Area Visitor Guide - Accommodation, Things To Do & More | VisitScotland](#) Air links, road and rail connect us to other UK centres.

Informal enquiries would be welcomed by Dr Charlie Siderfin, Rural Emergency Practitioner, [charlie.siderfin@nhs.scot](mailto:charlie.siderfin@nhs.scot)

Apply online: <https://apply.jobs.scot.nhs.uk/vacancies.aspx> Job ref: 202823

**Closing date for completed applications: 30<sup>th</sup> March 2025**

***Short-listed applicants will normally be contacted by email, unless otherwise stated. Please check your emails regularly, including your junk/spam folder.***

***PLEASE NOTE - You should apply for this post by completing the application process on Job Train. We suggest you use Internet Browser "Google Chrome" or "Microsoft Edge"***

***DO NOT upload a CV as this will not be used for short listing purposes.***

***Once you have submitted your application form you will be unable to make any amendments.***

***For help to complete an application on Job Train please click [here](#).***

# Section 3 – Job Information

## JOB DESCRIPTION

### 1. JOB IDENTIFICATION

**Job Title:** Rural Emergency Physician

**Department(s):** Caithness General Hospital

**Job Reference:**

**Hours of Work:** 40 hours per week (1 WTE)

**Remuneration:** Salary scale £118,164 to £141,848 per annum (pro rata for part time practitioners)

- ❖ Point 00 - remunerated at £118,164 p.a. relates to less than 2 years experience;
- ❖ Point 01 – remunerated at £126,064 p.a. relates to more than 2 or more but less than 6 years experience;
- ❖ Point 02 – remunerated at £133,957 p.a. relates to 6 or more but less than 8 years experience;
- ❖ Point 03 – remunerated at £141,848 p.a. relates to 8 or more years experience

### 2. JOB PURPOSE

#### Role Context

The role is based in Caithness General Hospital Wick which is the Rural General Hospital for the Caithness & Sutherland area in the North Highlands serving a population of about 30,000.

Caithness General Hospital is a modern, well-equipped Rural General Hospital with facilities including CT scanning, a High Dependency Unit, Day Case Unit and Rehabilitation Ward in addition to standard in and outpatient departments. We work closely with Raigmore Hospital, Inverness, the Emergency Medical Retrieval Service (EMRS) and Aberdeen Royal Infirmary which is our Major Trauma Centre.

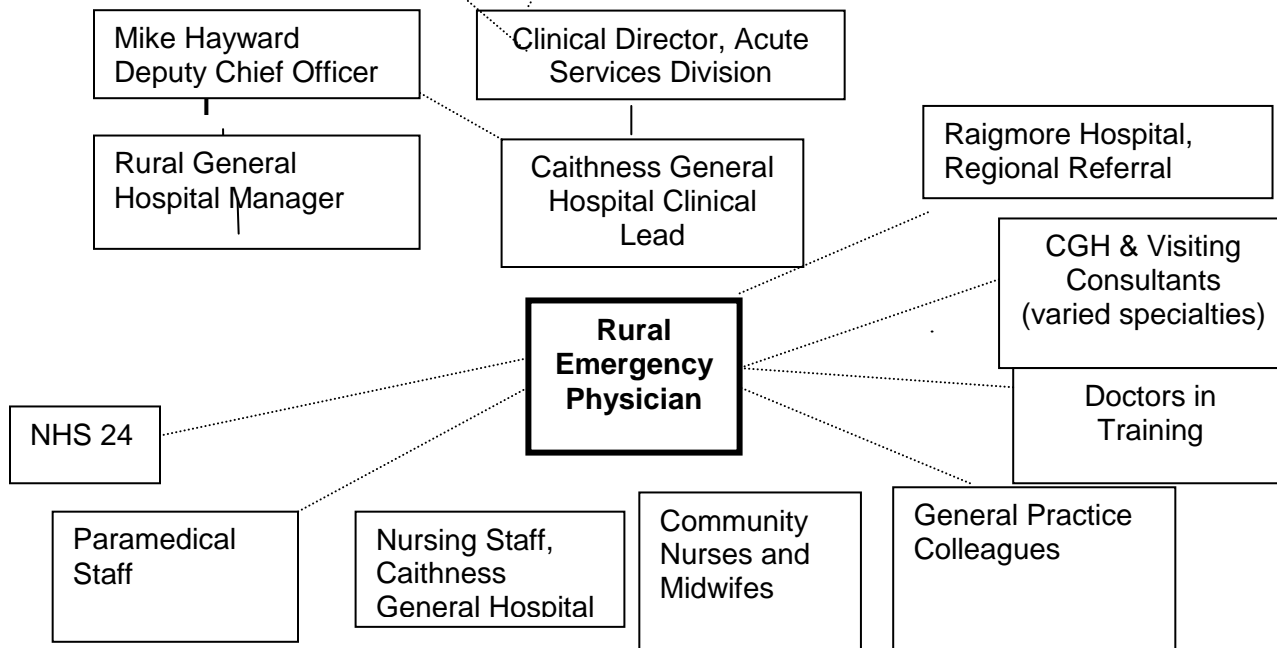
The role primarily deals with the full range of varied unscheduled emergency care presentations with ongoing responsibility for a clinically appropriate group of inpatients when on call at night. The REP team provides overnight on call services in rotation with consultant colleagues.

#### Role Purpose

The purpose of this role is to work within a multi-disciplinary team to provide the full range of clinical skills required to safely manage the varied workload within the hospital 24 hours a day. This includes airway management and the transfer of critically ill patients. When on call at night you will also have clinical responsibility for inpatient care. Specialist decision making support is available in hours from the Consultant Physicians and Surgeons in CGH and out of hours from the relevant on call Consultant in Raigmore Hospital via phone or telemedicine links in addition to the local Anaesthetic service.

You will be expected to undertake training to maintain your skills (including accreditation in ALS, ATLS, EPLS, and ALSO (or equivalent emergency care courses) to ensure continued clinical competence in your role.

### 3. ORGANISATIONAL POSITION



Professionally accountable to NHS Medical Director

### 4. SCOPE AND RANGE

This post is based in Caithness General Hospital, Wick. The hospital has 44 inpatient Medical/Surgical beds (including a 3-bedded High Dependency Unit), Emergency Department, Surgical Theatres, a midwife-led Obstetric Unit, Outpatient Department, Dialysis Unit, Infusion Suite, Radiological and Laboratory services. The Emergency Department (ED) sees all emergency presentations, assesses GP referrals and provides a Same Day Emergency Care service. Consultants from Raigmore Hospital provide an Outpatient Service either face to face or via videoconference.

Your contracted hours will be 40 per week on a shift system with occasional on-call 12-hour overnight shifts. The on call attracts a 5% supplement to salary based upon 1:7 availability. You will be expected to cover all aspects of the rota including overnight work, daytime hospital work and weekend work. You will have advance notice of your part in the rota.

Your annual leave year commences on April 1<sup>st</sup> and you are entitled to 6.6 weeks per year plus 8 public holidays (pro-rata for part time practitioners). In addition you are entitled to 2 weeks of study leave per year. Furthermore, for skills update and personal development, there is an allowance of up to 4 weeks per year of clinical attachments in busier units, as per local authorisation.

### 5. MAIN DUTIES/RESPONSIBILITIES

#### Caithness General Hospital

Provide day to day cover at the hospital;

- ED role dealing with the full range of clinical presentations including minor illness and injury. Involvement in follow up fracture clinics may be required.
- Resuscitation, stabilisation and transfer of critically ill patients, including liaison with specialist units and the Scottish Ambulance Service to arrange all aspects of transfer of critically ill patients.
- Ongoing care and admission of patients from ED, including obtaining specialist advice from Raigmore Hospital.
- The provision of Same Day Emergency Care and Outpatient Parental

### KNOWLEDGE, SKILLS AND COMPETENCIES REQUIRED

- ED skills and experience
- Triage and assessment skills
- Resuscitation skills
- Airway management skills and experience
- Stabilisation & transfer skills
- Excellent diagnostic ability, including radiological interpretation.
- Inpatient management skills and experience
- Awareness of own limitations and those of the Department / Hospital
- Planning and organisation
- Prioritisation and management of risk

Antibiotic Treatment.

- Provide senior review of inpatients in conjunction with medical and surgical teams.
- Clinical supervision and training of junior medical staff.

### **Interpersonal Skills**

- Support and encourage all clinical colleagues, nursing staff and hospital staff involved in the provision of care.
- The ability to provide holistic, patient-centered care.
- Encourage an environment conducive to strong multidisciplinary teamworking.

### **Personal Professional Development**

- Develop a Personal Development Plan to ensure competency in the broad scope of practice required of the REP role.
- Adopt a personal lifelong learning culture.
- Be fully involved in annual appraisal as dictated by NHS Highland and GMC.
- Provide mentorship to nursing colleagues.

### **Professional Issues**

- Always work in accordance with the GMC code of Professional Conduct.
- Actively demonstrate a positive approach to sustaining and developing personal and professional knowledge required of the role.
- To engage in quality improvement and service development.

- Influencing, listening and communication skills
- Diplomacy and trust building

- Literature updates
- Critical appraisal skills
- Awareness of national standards of care

- In depth knowledge of professional code of conduct.
- Advocacy
- Creative thinking
- Negotiation skills
- Motivational skills
- Dealing with complexity and contentious information
- Effective communication skills
- Ability to work across organisational boundaries.

## **6. SYSTEMS AND EQUIPMENT**

- IT skills, including Microsoft Office – Operational work.
- Email system – Day to day communications
- Intranet / Internet – Source of reference material and NHS Highland protocols
- Laboratory computer interface for patient results
- Computer based discharge letter system
- Numerous monitoring equipment used in the clinical area
- Resuscitation equipment and ventilator
- Near patient testing equipment

## **7. DECISIONS AND JUDGEMENTS**

- Working autonomously and with minimal supervision.
- Ability to recognize scope of personal abilities and clinical judgement.
- Ensure safe practice by liaison with other professionals and by adherence to national guidance and standards

**8. COMMUNICATIONS AND RELATIONSHIPS**

- Responsible for partnership working, involving all staff at the earliest opportunity to influence change if required and provide the most efficient, effective and safe service.
- Collaborate with a range of colleagues both locally and in remote specialist units in provision of patient care and for personal professional development

**KNOWLEDGE, SKILLS AND COMPETENCIES REQUIRED**

- Leadership and relationship building
- Effective communication skills
- Effective interpersonal skills
- Good negotiation skills
- Strategic thinking
- Influencing skills

**9. PHYSICAL DEMANDS OF THE JOB**

- Ability to work in a sustained and focused manner
- Ability to make immediate decisions
- Ability to cope with stressful situations
- Resilience

**10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**

The Rural Emergency Physician will have a high degree of autonomy in providing patient care within locally agreed and nationally guided standards. The key challenges will be:

- Providing a very wide range of medical expertise in a challenging environment.
- Taking overall responsibility for the Emergency Department and managing multiple conflicting priorities.
- Updating and maintaining clinical skills and knowledge through continuing professional development.
- Gaining respect, developing and maintaining effective working relationships with a range of colleagues, nurses and other Allied Health Professionals locally and nationally.
- Balancing your education and training demands with service demands, satisfying both within the resources available to you.
- Determination and persistence in achieving successful teamworking where there may be competing priorities and agendas.
- Maintaining a balance between the demands of the job and other "life priorities".

**11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**

- Current full General Medical Council registration with a License to Practice
- CCT in either Emergency Medicine or General Practice, or GMC Remote and Rural Health Credential
- Emergency Department experience
- Acute hospital inpatient experience advantageous
- Computer Literate
- Expert communicator with strong influencing and negotiation skills
- Current, valid driving license

## Section 4 – Person Specification

**Essential Criteria** - these are attributes without which a candidate would not be able to undertake the full remit of the role. Applicants who do not clearly demonstrate in their application that they possess the essential requirements will normally be eliminated at the short listing stage.

**Desirable Criteria** - these are attributes which would be useful for the candidate to hold. When short listing, these criteria will be considered when more than one applicant meets the essential criteria.

Requirement	Essential	Desirable
1. Qualifications	Accredited in General Practice (GP CCT) OR Emergency Medicine CCT or the GMC Remote and Rural Health Credential	Emergency Care Courses: ALS ATLS EPLS or APLS ALSO or SCOTTIE NLS
2. GMC/Specialist Registration	Full Registration with GMC and included on Providers List MB ChB or equivalent qualification	
3. Clinical Experience	Four years post registration	Airway Management skills Inpatient Management skills Previous Out of Hours Primary Care experience Rural Practice experience
4. Aptitudes	Effective communication skills both written and verbal Basic IT/computer skills Ability to work independently while being part of a multi disciplinary team. Able to prioritise work Able to work under pressure Aware of own limitations	
5. Other	Prepared to undergo Airway training by attachment to Raigmore Hospital over three months Prepared to commit to extensive CME as per our contract. Full Driving Licence	Ability to work across organisational boundaries  Advocacy  Creative thinking

# Section 5 – Terms and Conditions

## TERMS AND CONDITIONS OF SERVICE

The appointment is in accordance with the Terms and Conditions of Service for Hospital Medical and Dental Staff (Scotland) employed in the National Health Service as amended by the Secretary of State for Scotland from time to time.

Further information can be found here: <http://www.msg.scot.nhs.uk/pay/medical>

Job Title	Rural Emergency Physician
Type of Contract	Full Time 40 Hours Per Week Permanent
Location	Caithness General Hospital, Wick
Salary	<p>The post will be reimbursed on a salary scale: £118,164 to £141,848 (pro rata for part time practitioners) per annum (2024/25 rates). There are four incremental points: Point 00 £118,164; Point 01 £126,064; Point 02 £133,957; Point 03 £141,848.</p> <p>The successful candidate will be placed at an appropriate point dependent upon experience, since completing their training.</p> <p>Placing on the salary scale will be on the minimum point unless the successful applicant has previous experience in a NHS post or previous non-NHS experience equivalent to that gained in an equivalent post.</p> <p>Your salary will be credited monthly, in arrears, at 1/12th of the annual rate to an account at a bank/building society of your choice on the 27<sup>th</sup> of each month.</p>
Arrangement of Duties	<p>Your hours of work will be 40 per week or agreed variation. You will be expected to cover all aspects of the rota including overnight work, daytime hospital work and weekend work. You will have advance notice of your part in the rota and each member of the team will rotate through all aspects of the rota. There may be additional shifts available for you to undertake and these will be paid pro rata to annual salary up to a maximum of 48 hours per week.</p>
Medical Negligence	<p>NHS Highland takes responsibility for expenses and damages arising from medical negligence where they, as the employer, are vicariously liable for the acts and omissions of their medical and dental staff. However, the appointee is strongly advised to maintain separate medical defence or insurance cover for all</p>

	work which does not fall within the scope of the Board's indemnity scheme, details of which are given in NHS Circular 1989(PCS) 32.
Registration with General Medical Council	The successful applicants will be required to maintain current registration with a License to Practice with the General Medical Council at all times during their employment with NHS Highland. Post holders will be required to produce evidence to NHS Highland in the form of original documents to verify registrations, certifications and memberships as required before commencing duties and annually produce evidence of renewals as appropriate. Failure to maintain full GMC registration, including suspension or erasure from the Register and the imposition of conditions upon your registration will entitle NHS Highland to suspend you immediately from duty; usually with pay, pending investigation
Disclosure of Criminal Convictions	<p>Appointment to this post will be made subject to satisfactory screening by Disclosure Scotland. This post is considered to require Registration with the Protecting Vulnerable Groups (PVG) Scheme as it involves substantial access to children and / or vulnerable adults. A PVG Scheme Record will contain details of all convictions on record, whether spent or unspent. This means that even minor convictions, no matter when they occurred will be included in the Scheme Record. It may also contain non conviction information held locally by the police, where this is considered relevant to the post.</p> <p>Following the selection interview only the "successful" candidate will be subject to registration with the PVG Scheme. Offers of appointment will be made subject to satisfactory PVG Scheme screening and medical fitness. Please note that a commencement date will only be issued once this clearance has been received.</p>

<p>Rehabilitation of Offenders Act 1974</p>	<p>The Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences the opportunity to have no need to refer to these convictions or the circumstances relating to them in the course of their daily lives. Certain convictions can, therefore, be regarded as “spent” after the lapse of a period of years under the terms of the Act. The National Health Service employment for which you are applying is excluded in the provisions of the Act unless otherwise stated in the job description. If the post is excluded you are required not to withhold information about convictions which for other purposes are “spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by your employer. Any information given, however, will be completely confidential and will be considered only in relation to the post for which this application form refers.</p>
<p>Medical Fitness</p>	<p>All prospective members of staff are asked to submit a confidential health questionnaire to the Occupational Health Service. On the basis of this, they may be passed fit, or an appointment for further information or screening may be required. All entrants must be certified medically fit and employment is conditional on such certification. All appointees are expected to comply with NHS Highland’s Immunisation Policy.</p> <p>Those posts classified as Exposure Prone Procedures appointments are dependent on satisfactory proof of immunity or freedom from Hep B infection prior to appointment.</p>
<p>Right to Work</p>	<p>NHS Highland has a legal obligation to ensure that it’s employees, both EEA and non EEA nationals are legally entitled to work in the United Kingdom.</p> <p>Before any person can commence employment within NHS Highland they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until the right to work in the UK has been verified. You will be required provide appropriate documentation prior to any appointment being made.</p>

Annual Leave & Public Holidays	The leave year shall run from April - March and in a full year the postholder will be entitled to 6.6 weeks annual leave (pro rata per annum) plus 8 statutory and public holidays as agreed by NHS Highland (pro rata per annum).
Superannuation	New entrants to NHS Highland who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme.
Notice	The postholder will be required to give and is entitled to receive a minimum of three months notice of termination of employment.
Removal Expenses	Assistance with Removal expenses will be given in accordance with the NHS Highland Relocation Policy. It is compulsory that you discuss any arrangements relating to your relocation with us before arranging anything. Failure to do so may result in limited or no assistance being given.
Private Residence	If your post includes on-call duties, your private residence shall be maintained in contact with the public telephone service and shall be not more than 10 miles or 20 minutes by road from your hospital base, unless the Board gives specific approval to you residing at a greater distance.
Identity Badge Policy	NHS Highland has a policy that all staff will be issued with and required to wear an Identity Badge at all times when on duty. If your badge needs replacing for any reason you are required to contact the Fire/Security Office, Estates Department to arrange for a replacement. All identity badges are the property of NHS Highland and must be returned when you terminate your employment.
Smoke Free Policy	NHS Highland operates a No Smoking Policy of tobacco products or e-cigarettes in any of our properties, vehicles or grounds. When selecting new staff NHS Highland does not discriminate against applicants who smoke but applicants who accept an offer of employment will in doing so agree to observe and familiarise themselves with NHS Highland's Smokefree policy.

Confidentiality	<p>In the course of your duties you may have access to confidential material about patients, members of staff or other health service business. On no account must information relating to patients be divulged to anyone other than authorised persons - for example medical, nursing or other professional staff, as appropriate who are concerned directly with the care, diagnosis and/or treatment of the patient.</p> <p>If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature you must seek advice from your superior officer. Similarly no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe this rule will be regarded by your employers as serious misconduct, which could result in serious disciplinary action being taken against you including dismissal. The unauthorised disclosure of official business under consideration by the Board Management Team or one of its Committees by an employee is also regarded as a breach of confidence and may lead to disciplinary action.</p>
Scottish Workforce Information Standard System (SWISS)	<p>The information that staff provide will be used for employment purposes and where necessary to comply with legal obligations. The purpose of holding this information is for administration i.e. employment and pay amendments, superannuation, workforce management/planning and other personnel matters in relation to employment. Any requests for information outwith the above will only be processed with individual consent (e.g. building society mortgage applications etc.)</p> <p>Staff information will be held securely, and will be accessed at a local, regional and national level to meet the requirements outlined above. Managers may also hold information within your department. There will be no unauthorised access.</p>

