

**Working for NHS Lanarkshire**

**Clinical Fellow in Anaesthesia &**

**Intensive Care Medicine with**

**Specialist Interest, NHS Lanarkshire**

**Post Reference 216897**

**Closing Date 6th June 2025**

**Recruitment Pack**

HR Medical & Dental

Kirfield Cottage

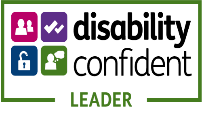
Kirklands Hospital

Fallside Road

Bothwell

G718BB





|  |
| --- |
| **Contents** |

|  |  |  |
| --- | --- | --- |
| **Section** |  | **Page** |
| Section 1: | How to Apply | 3 |
| Section 2: | Contact Information | 3 |
| Section 3: | Person Specification | 4 |
| Section 4: | The Post | 6 |
| Section 5: | Department Resources | 10 |
| Section 6: | Working for Lanarkshire | 11 |
| Section 7: | Terms and Conditions of Employment | 11 |

|  |
| --- |
| **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.** |

|  |
| --- |
| **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 note that you can upload your CV, however this will only be used to pre-populate part of the application form. CV`s are **not** accepted instead of a completed Application Form. Your CV **will not** be visible to the panel.

**Please complete applications by MIDNIGHT ON THE CLOSING Friday 6th June 2025**

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

To find out more about the role and our recruitment process please visit NHS Scotland Recruitment Portal

Recruitment | NHS Lanarkshire (scot.nhs.uk)

|  |
| --- |
| **Section 2: Contact Information** |

**Programme / Post Queries**

Prospective applicants are encouraged to make contact with:

Dr Tanya Baron

Consultant (Emergency Medicine) / Clinical Director

(Email: tanya.baron@lanarkshire.scot.nhs.uk

Dr Miriam Stephens

Consultant /Clinical Lead Anaesthesia

(Email: miriam.stephens@lanarkshire.scot.nhs.uk

Dr Niki Doody

Consultant/College Tutor

(Email: nicola.doody@lanarkshire.scot.nhs.uk)

**Application Queries**

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

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

|  |
| --- |
| **Section 3: Person Specification** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **PERSON PROFILE** | | | | |
| Attributes | **Essential** | | | **Desirable** |
| Qualifications | MBChB or equivalent.  Successful completion of UK Foundation Programme **OR CREST FORM** | | | Parts of Post Graduate Anaesthesia Examinations  Primary FRCA |
| Training | Completion of Foundation programme or equivalent  Completed initial Anaesthesia test of competency.  Completed Obstetric IAC  Life Support Qualification | | | Experience within UK training establishments  Human Factors Training.  Further life support qualifications, eg PALS, ATLS etc |
| Experience | Minimum 1 year of acute specialty experience – medicine, anaesthesia, emergency medicine or surgery.  Clinical experience and competency in with Anaesthesia and/or Critical Care. (minimum 18 months in last 4 years)  Eligible for full registration with the GMC at time of application and hold a current licence to practice \* (\***Overseas Registration and Qualifications -**  NHS Lanarkshire will check you have the necessary professional registration and qualifications for this role. You will need to provide an official translation of qualifications notarized by a solicitor of your overseas qualifications to be checked by the recruiting panel. Please ensure that this is available before applying for the post. | | | Administrative / Management experience. |
| Audit/Research | Understanding of the principles of medical audit.  Evidence of a consistent engagement and contribution to audit or quality improvement. Minimum of annual local involvement.  Awareness of principles of research with an ability to critically analyse medical literature. | | | Experience and interest in Audit of Anaesthetic and Critical Care practice and experience of design of audit  Research within Anaesthesia and Critical Care  Involved in design of research relevant to Anaesthesia and/or Critical Care |
| Publications | Presentations relevant to the practice of Anaesthesia, Critical Care or acute emergency management of medical or surgical issues. | | | Previous publications relevant to the practice of Anaesthesia and/or Critical Care  Presentations at national meetings relevant to the practice of Anaesthesia and/or Critical Care |
| Teaching | Previous contribution to a teaching programme. | | | Interest in and commitment to teaching and training.  Experience of providing problem-based teaching.  Experience of organising teaching programmes.  Formal training in educational/clinical supervision. |
| Knowledge and  Skills | Broad based knowledge and skills in diagnosis and clinical management within the Specialty and encompassing most sub-disciplines. | | | Further educational certificates, diploma’s, etc  Good IT skills. |
| Disposition | 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 pressure.  Ability to work effectively in a multidisciplinary team.  Responsive to change and innovation, promoting a culture for organisational development.  A flexible approach to duties, which satisfies the needs of the Service in a changing environment.  Ability to demonstrate reflective practice with evidence of regular appraisal with clear Personal Development Plan relating to Continuing Professional and Personal Development.  Good time management and organisation.  Demonstrates commitment and enthusiasm to service delivery. | | | Problem solver/diplomat/counsellor.  A natural leader. |
| Managerial | Knowledge of service provision at a local level.  Awareness of the principles and core practices involved in service management, project management and effective meetings. | | | Involvement in service re-design.  Involvement in project delivery.  Formal leadership qualifications.  Evidence of leadership resulting in positive transformation of patient care. |
| Leadership | Awareness of the principles of team leadership and effective people management.  Commitment to the Values of NHS Lanarkshire:- Fairness, Respect, Quality, Working Together. | | | Evidence of role as leader within groups. |
| Other | Satisfactory medical clearance by NHS Lanarkshire Occupational Health Service.  Satisfactory PVG Check.  Fluent in medical English and evidence of ability to communicate in stressful situations. | | | Preference to work in a District General Hospital. |
| If there is any reason why a disabled person should not be considered suitable for this post, please provide details: | | | **The post requires physical dexterity. Uncorrected visual or hearing defect would be incompatible with the nature of the work**. | |
|  | | **Prepared By:-** | | **Approved By:-** |
| Name | | Dr Gordon Cowan | | Dr Tanya Baron |
| Designation | | DCD | | CD |
| Date | | November 2023 | | May 2025 |

|  |
| --- |
| **Section 4: The Post** |

**ROLE SUMMARY:**

The main duties will consist of the provision of Critical Care, obstetric anaesthesia and General Anaesthesia for the specialties on the Wishaw site.

The post holder will be expected to contribute to departmental clinical governance activities.

The precise details of the job will be dependent on the successful candidate’s training and interests.

The job is offered as a full-time post but applications will be considered from those wishing to work less than full-time. The job is offered as a full-time post but applications will be considered from those wishing to work less than full-time. The post can be adapted to provide CT3 equivalence for RCoA Stage 1 training. The successful candidate will meet with the Clinical Director/Clinical Lead and College Tutor to plan the 6 month fixed term employment.

The post is based on a 40 hours per week plus out of hours work. The appointee will be allocated daytime theatre sessions working with a consultant anaesthetist and be expected to provide out of hours’ resident cover in obstetric anaesthesia and possibly critical care or cepod theatres during the post. This is likely to be a combination of weekday and weekend working. ICM and obstetric blocks can be accommodated if required for CT3 equivalence. Following discussion, it is envisaged that time will be allocated to development of a specialist interest.

You will be expected to comply with Royal College of Anaesthetists recommendations on continuing medical education. You will be accountable to the Clinical Director of Anaesthetics, Critical Care and Associated specialties. Appropriate educational supervision will be provided with the opportunity for competency sign-off using the Life-Long Learning Platform and consultant feedback.

Continued personal development is seen as essential for this role and support will be given to individuals wishing to undertake activities such as audit and teaching. Support for examinations and non-clinical activities will be offered. Access to study leave and budget and training opportunities required to fulfil the RCoA guidance is supported.

You will be expected to work with professional colleagues and local managers to ensure the efficient running of the service subject to the provision of the terms and conditions of service. You are expected to observe agreed policies and procedures and follow the standing orders and financial instructions of NHS Lanarkshire.

The department is part of the surgical and anaesthetic directorate and provides anaesthetic services within the 12 theatre operating suite, which is located on the 2nd floor. The specialties covered at Wishaw include Orthopaedics and Trauma, General Surgery, Gynaecology, Paediatrics, Day Case ENT and Obstetrics. Following the NHSL T&0 re-organisation, all orthopaedic trauma is managed in Wishaw which is also a trauma unit within the Scottish Trauma Network.

The majority of elective patients are admitted on the day of surgery and we are expanding the type of cases we can do as day cases. Our elective patients are seen pre-operatively by an excellent pre-assessment service with a high risk/shared decision making clinic supported by a CPET service.

There is a modern 12 bedded Adult Critical Care Unit (ACCU) adjacent to the theatre suite which is the responsibility of the Anaesthetic department. All major forms of organ support are provided. There is an additional 12 bedded medical level 2 facility and 8 surgical level 1 beds within the hospital.

There are currently 10 consultants with a commitment to ICM who undertake whole weeks of daytime service provision. There is a stand-alone consultant rota for ICM. The ACCU is staffed at night by a resident trainee/clinical fellow with ICM consultant cover. NHS Lanarkshire has embraced the role of Advanced Critical Care Practitioners to enhance the critical care team. There are 6 level 3 beds and 6 level 2 beds within the critical care unit.

The obstetric unit has approximately 4500-5000 deliveries per annum with a caesarean section rate of approx. 30%. We use both Patient Controlled Epidural Analgesia and remifentanil PCA for labour analgesia. We also run a dedicated high risk obstetric anaesthesia clinic. Trainees from the West of Scotland School of Anaesthesia rotate through the unit for obstetric anaesthesia training. The obstetric unit is staffed mainly by those with a special interest in obstetric anaesthesia. We now have a standalone obstetric consultant on call rota.

We provide a weekly rolling in-house programme of postgraduate teaching and there are weekly ICM MDT meetings which are coupled with an educational/development forum. The department hosts a half day, monthly CME programme and there is an active hospital programme of multidisciplinary post-graduate education.

Our CEPOD theatre has consultant cover 24 hours a day, this role may involve CEPOD out of hours work.

***Out of hours responsibilities:***

The post holder will contribute to the trainee rota covering both Theatres, Obstetrics and ICU. The other personnel contributing to the rota are anaesthetic trainees in the West of Scotland school of anaesthesia.

The shifts that include out of hours work are 0830-2100 for ICU obstetrics and 0800-2100 for theatre cover. There is a night shift 2030-0900 covering both theatres and ICU.

***Critical Care***

University Hospital Wishaw has a 12 bedded general ICU comprising of 7 level III beds with 5 surgical level II beds with the ability to “flex” as the clinical need arises.

The ICU is fully subscribed to the Scottish Patient Safety Programme. The unit is involved in multi-centre research studies (portfolio studies) and a strong audit/Quality Improvement culture exists.

Nursing staff have an extended role.

We are a certified Level III Training Unit for Intensive Care Medicine.

An FY doctor rotates through the Unit as part of the West of Scotland Foundation Program

There are currently 2 WTE Advanced Nurse Practitioners in Critical Care (ANPCCs) employed in the Critical Care Unit at Monklands Hospital as well as one trainee.

There is a weekly MDT covering patient reviews, governance, QI, research and other business. This is also an ideal teaching opportunity.

You will be expected to work with professional colleagues and local managers to ensure the efficient running of the service subject to the provision of the terms and conditions of service. You are expected to observe agreed policies and procedures and follow the standing orders and financial instructions of NHS Lanarkshire.

The unit has up to date equipment including ultrasound capable of intra-abdominal and cardiac imaging. We have FICE mentors in our consultant group.

***Pain services***

The department is responsible for the Acute Pain Service which includes a Pain Specialist Nurse and has dedicated consultant time for the provision of the service.

NHS Lanarkshire is actively improving and modernising chronic pain services through the development of a single system approach headed by a specialist multidisciplinary team. This is now provided from a community medical centre base with theatre interventions undertaken at Wishaw General Hospital.

***Pre-assessment services***

We have a dynamic and enthusiastic team of consultants working in preassessment. We have a high risk/shared decision making clinic supported by a CPET service. We have an academic presence and accommodate University of Glasgow BsC students interested in perioperative medicine.

***Emergency Theatres***

There is a daily emergency theatre with 24 hour consultant cover.

OOH operating is limited by adherence to NCEPOD guidance on only life and limb threatening procedures being carried out overnight.

Current elective and emergency theatre services in Lanarkshire are provided on 3 acute sites with 3 ICU’s.

**Medical Education**

The Board has a well-established, bespoke Medical Education and Training Centre with simulation facilities and is developing a faculty for Human Factors training. We have a strong commitment to Patient Safety and Quality Improvement with an increasing number of consultants who are trained Patient Safety Fellows.

Supervised learning events can be completed for units of training relevant to practice in University Hospital Monklands. Prospective candidates are encouraged to discuss their training requirements prior to interview.

**Quality Improvement / Research / Simulation**

The post holder will have an average of half a day per week dedicated to either quality improvement, portfolio research in ICM or simulation. The choice will be determined by the successful applicant, and they will be expected to complete a defined project within their chosen area. Depending on the post holder’s experience, it may be possible to combine two aspects into a major and minor role.

The department has three Patient Safety and Quality Fellows who will provide support and mentoring for quality improvement. There is an active community of improvement in the hospital with an IHI open school chapter and dedicated improvement manger.

The department has a number of portfolio research opportunities and there are opportunities for research while in post.

**Teaching**

There is an active teaching program within the department covering anaesthesia, critical care, pain and perioperative medicine. The successful applicant will be able to avail themselves of this program and contribute to the presentations. Sessions are held weekly.

**Work Programme**

The work plan will be dependent on the successful candidate’s previous training and interests.

A provisional work programme is detailed as follows:

There are no fixed commitments in this post. Clinical work will be made up of 12.5hrs shifts to cover ICU, obstetrics or theatre, or “normal” morning and afternoon theatre sessions. Night shifts jointly cover ICU and theatres.

The rota pattern is that nights are in 3 and 4 night runs, and both theatre and ICU daytime are covered as a long day, normally with no more than 3 such shifts in a row. Appropriate rest periods are built into the rota following all the relevant EWTD / new deal and Scottish Government requirements. Other working time is allocated to daytime theatre work.

An average of a half day per week will be allocated to the development of the special interest areas.

In addition

* Reviewing new admissions/cases in ICU
* Discussions with Clinical teams for elective theatre lists
* Discussing referrals, inpatient and outpatient with Colleagues (daily).
* Discussing management/investigation of patients with colleagues in other appropriate Clinical Support Services
* Ward Referrals, discussing patient
* management/ reviewing patients with doctors in training and Nursing Staff out with formal ward rounds.
* Expeditious completion of discharges and completion of patient administration duties e.g. verifying letters, signing off results etc.
* Speaking to GP’s, outpatients re results.
* Work towards generic and specialty objectives.
* CPD and Appraisal
* Audit

**Audit & 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.

**Continuing Professional Development**

The appointee will be required to fulfil such demands for continuing professional development as the Royal College of Anaesthetists and the Faculty of Intensive Care Medicine (or other relevant bodies) may make.

Appropriate study leave and study leave budget will be provided for the seniority of the appointee.

|  |  |  |
| --- | --- | --- |
| **Section 5: Department Resources** | | |
|  | | **Consultants** | **Special Interest** | |
| Dr T Baron | Clinical Director, Emergency Medicine Consultant | |
| Dr M Stephens | Clinical Lead Anaesthesia, Lead for POM, PAC | |
| Dr S Dalchow | Deputy Site Chief, ICM, ECT | |
| Dr P Lucie | Clinical Lead ICM, InSpire lead | |
| Dr H McKay | Clinical Lead Obstetric Anaesthesia, Perioperative Medicine | |
| Dr N Doody | Theatre Improvement Lead | |
| Dr K Bennett | College Tutor, Trauma Lead, ICM | |
| Dr T Szelei | Senior Rota Coordinator | |
| Dr L Miller | Trainee Rota Coordinator, Obstetric Anaesthesia | |
| Dr C Slorach | Lead Clinical Acute Pain | |
| Dr L Bell | Lead Clinician Paediatric Anaesthesia, ICM | |
| Dr K Razouk | Obstetric Anaesthesia | |
| Dr R Padmanabhan | Airway Lead | |
| Dr A Simpson | Chronic Pain, PAC | |
| Dr L Young | FICM Tutor, ICM, Perioperative and Paediatric Anaesthesia | |
| Dr I Lang | ICM | |
| Dr D Strachan | ICM | |
| Dr G Matthew | Obstetric Anaesthesia | |
| Dr M Dalidowski | Equipment Lead, Obstetric Anaesthesia | |
| Dr O Lubeigt | Obstetric Anaesthesia | |
| Dr Y Kummar | Obstetric Anaesthesia | |
| Dr S May | Clinical Lead Chronic Pain | |
| Dr A Sowinska | CLOD, ICM | |
| Dr S Smith | Obstetric Anaesthesia, Paediatric Anaesthesia | |
| Dr S D’Sylva | ICM | |
| Dr G Burns | ICM | |
| Dr C McAteer | Perioperative Medicine | |
| Dr A Livingston | Obstetric Anaesthesia, Medical Education, Perioperative Medicine | |
| Dr I McKevitt | Maternity rota coordinator, Paediatric Anaesthesia | |
| Dr G Finnie | Perioperative Medicine Obstetric Anaesthesia | |
| Dr B Crockett | Obstetric Anaesthesia | |
| Dr E Murphy | Perioperative medicine, academia, Paediatric Anaesthesia | |
|  | | |
| **Specialty Doctors** |  | |
| Dr K Mathieson | Obstetric Anaesthesia | |
| Dr A Atrah | Obstetric Anaesthesia | |
| Dr J Nieman | Trauma rota coordinator | |
|  |  | |
| **Trainees from the West of Scotland Training Scheme.** | 13 | |
|  |  | |
| **Anaesthesia Associates** | 5 | |
|  |  | |
| **Secretarial Support:** |  | |
| WTE Senior Secretary | Ms Suzanne Lees | |

|  |
| --- |
| **Section 6: Working for NHS Lanarkshire** |

For more information on the role please visit **NHS Lanarkshire Careers Website**

|  |
| --- |
| **Section 7: Terms and Conditions of Employment** |

|  |  |
| --- | --- |
| **TYPE OF CONTRACT** | Fixed Term (12 months) |
| **GRADE AND SALARY** | Clinical Fellow  £40,995 to £64,461 per annum (pro rata) |
| **HOURS OF WORK** | Full Time – 40 hours per week |
| **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. |