

Clinical Fellow ST1 Level in Emergency Medicine

Applicant Information



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Clinical Fellow ST1 Level in Emergency Medicine Full time, Fixed Term, until 2nd August 2022

Salary Scale - £34,901 - £54,879

Looking for a new and exciting challenge? Then think about working in NHS Forth Valley in the heart of Scotland.

We welcome applications for a Clinical Fellow position, ST1 (post-FY2) level, in Emergency Medicine to join our department. This post is available immediately until 2nd August 2022.

The post is based in Forth Valley Royal Hospital, Larbert which is a state of the art modern Acute Hospital. The successful candidate will join our team of eleven consultants, several permanent specialty doctors and other doctors in training. The candidate will be expected to work within the Emergency Medicine team and provide support for emergency patients. The post will enable the post holder to gain excellent exposure to a full range of emergency medicine.

NHS Forth Valley provides acute services for a population of approximately 310,000 people in Central Scotland. Forth Valley is a particularly attractive area in which to live and work with a wide range of housing, excellent state and private schooling and extensive sport and leisure facilities. Falkirk and Stirling have good motorway and railway links to the nearby centres of both Edinburgh and Glasgow while the Scottish mountains are a short distance to the north.

You can look forward to a warm welcome and strong support from colleagues. Our hospital is situated in the heart of Scotland, nestled against the Loch Lomond and Trossachs National Park, and close to vibrant towns that are richly endowed with excellent cultural and sporting facilities, offering good transport links to Edinburgh and Glasgow.

To apply for this post, please visit the job posting on the NHS Scotland Job Train website. Applicants should have full GMC registration and a licence to practise.

Informal enquiries should be directed to Dr Steve Feltbower, Consultant in Emergency Medicine, stephen.feltbower@nhs.scot, 01324 566132

Closing date: 20th February 2022

Interview date: To be confirmed

Please quote reference number 089577 on all correspondence.

Introduction to NHS Forth Valley

NHS Forth Valley is one of 14 regional health boards in Scotland and serves a population of nearly 310,000 in a diverse geographical area which covers the heart of Scotland and covers three council areas, [Clackmannanshire](#), [Stirling](#) and [Falkirk](#).

NHS Forth Valley has an annual budget of approximately £570 million and is the largest employer in the area, with approximately 8000 staff from a wide range of professional and support occupations. Acute Services are based in our modern, purpose built 860 bedded, Forth Valley Royal Hospital, which opened in 2011 and provides inpatient and outpatient services. It is supported by a network of four [community hospitals](#), 56 health centres, day centres providing care and support for patients with mental illness and learning disabilities and a wide range of community based services.

We are home to the [Scottish Centre for Clinical Simulation and Human Factors](#), one of the most advanced training facilities of its kind where medical staff are able to hone their skills using computerised mannequins. In addition, NHS Forth Valley has been named in a survey of trainee doctors as one of the top places to be in the UK for medical education and training.

There are two Health and Social Care Partnerships (HSCP) which cover the Forth Valley area – one for [Clackmannanshire and Stirling](#) and one for [Falkirk](#).

Further information is available at www.nhsforthvalley.com



The Forth Valley Area

Forth Valley, in the heart of Scotland, is an exciting place to live and work. Transport links are second to none with excellent motorway and rail links and two international airports nearby, Edinburgh and Glasgow. House hunters in the Forth Valley area are spoiled for choice. On offer are a large array of established and new properties in a variety of attractive settings.



Education in the area is first class, with excellent provision of pre-school, primary and secondary education. State schools in the area have strong reputations and there is also easy access to the area's private schools in Dollar and Crieff. On the further education front, Stirling boasts an excellent University and access to the University cities of Glasgow and Edinburgh is easy. There are also further education Colleges in Falkirk, Stirling and Alloa.

Stirling Area

A wee city with a big history, Stirling punches well above its weight for historic attractions and spectacular scenery, not to mention shopping, places to eat and exciting events. Visit Stirling and take in the magnificent views from [Stirling Castle's](#) hill-top esplanade towards the [National Wallace Monument](#) on the edge of the rolling Ochil Hills before looking north east for the mountain peaks of [Loch Lomond & The Trossachs National Park](#). Find out more about the area on [Your Stirling](#).

Falkirk Area

The Falkirk area is steeped in history with a wealth of attractions, including two of the world's most unique, including, [The Falkirk Wheel](#) and [The Kelpies](#) in [The Helix Park](#). Plus the Falkirk area has a significant section of the [John Muir Way](#). [Falkirk](#) is a historic town centre with a traditional high street and lots of things to be doing with two large shopping centres. Find out more about the area on [Visit Falkirk](#).

Clackmannanshire Area

Clackmannanshire lies between the majestic Ochil Hills and the River Forth and provides the perfect year-round base to explore the stunning countryside, rich history, medieval castles and tower houses. For leisure, there are six golf courses, a luxury spa and a major shopping outlet. Find out more about the area on [Discover Clackmannanshire](#).

Job Description

JOB DETAILS

Job Title:	Clinical Fellow at ST1 Level
Directly accountable to:	Clinical Lead, Emergency Medicine
Professionally responsible to:	Deputy Medical Director
Location:	Forth Valley Royal Hospital, NHS Forth Valley
Term:	Fixed term until 2 nd August 2022
Time Commitment:	Full Time
Qualifications:	Completion of Foundation Programme (UK) Full Registration GMC and a licence to practise

FURTHER DEPARTMENTAL INFORMATION

Forth Valley Royal Hospital Emergency Department

Forth Valley has a varied urban and rural catchment area which stretches to Tyndrum to the North, Loch Lomond to the West and encompasses all of Clackmannanshire, Falkirk, Stirling and Grangemouth, lying right in the centre / heart of Scotland.

The Emergency Department at FVRH is a major trauma unit open 24 hours a day. There are laboratory services on site and 24 hour access to X-ray and CT scanning.

In the year 2019, a total of 66,611 patients attended the Emergency Department and 21,779 attended the minor injuries unit located in Stirling Community Hospital.



Current Medical Staffing

- 11 Consultants are in post. There is a Consultant on call 24 hours per day, seven days per week.
- 5 Emergency Medical Practitioners
- 4 Specialty Doctors and 3 CESR Specialty Doctors
- A training grade rota comprising FY2 – ST6 provides cover to the department 24 hours per day, seven days per week.

The Forth Valley Royal Hospital is fully digital, and the Emergency Department is well equipped.

The libraries contain:

- current medical text books for the major specialties
- medical journals on subscription
- a comprehensive stock of teaching
- Internet access
- portable colour laptop PC for use with overhead projection

There are a comprehensive clinical skills teaching suite for the teaching of resuscitation techniques and other procedural skills. The Scottish Centre for Simulation and Clinical Human Factors is located within the hospital. There are weekly postgraduate meetings involving all specialties. There are regular evening postgraduate medical meetings in the hospital for both hospital and primary care medical staff. Glasgow and Edinburgh with their Royal Colleges, University medical schools and postgraduate facilities are within easy reach.

Training Opportunities

Every Thursday afternoon there is a two hour protected teaching session within the Emergency Department. During your time working in the department you will be expected to present once on one of the afternoons; 20 – 30 minutes either presenting an audit you have undertaken in the department or a case presentation and evidence based review of the topic. There is also scope for you to complete and present a Quality Improvement Project during your time in the Department.

The successful applicant will also be entitled to study leave, with a study leave budget, available on application in advance.

Forth Valley is the home of the Scottish Centre for Simulation and Clinical Human Factors which run a variety of courses which are suitable for ACCS training. More details can be found at www.scschf.org

Criteria for the Post

- Full General Medical Council Registration with Licence to Practice at time of application
- Completion of UK Foundation Programme with 4 months emergency medicine experience at FY2 level
- Appropriate practical skills equivalent to FY2 level
- Excellent communication skills, both written and oral
- Ability to work well within a team
- Demonstrable organisational and time management skills
- A genuine interest in the specialty

CONTRACTUAL DETAILS

Contracted activities for this appointment will be defined and agreed with the post holder in discussion with the Service Manager and Lead Consultant of the Emergency Medicine department.

The post holder will be professionally responsible to the Associate Medical Director for Unscheduled care and managerially responsible to the Director of Acute Services.

The post will be based in Forth Valley Royal Hospital, Larbert.

The Clinical Fellow post is offered on a full time basis until 2nd August 2022. This appointment will be subject to the new terms and conditions of service for Doctors in Training.

Formal appointment to this post will be conditional upon satisfactory completion of all pre-employment checks, including satisfactory medical screening.

NHS Forth Valley does not negotiate salary placements. On commencement of employment, salary will be determined in accordance of NHS Circular PCS (DD) 2020/02

This appointment will be superannuable under the NHS Superannuation Scheme, which is contracted out of the State Earnings Related Pension Scheme (SERPS). New employees will automatically be enrolled in the scheme unless they opt out. For further information, please contact the Scottish Public Pensions Agency (SPPA) on 01896 893100 or visit www.sppa.gov.uk

The employment is subject to one calendar month's written notice on either side.

Annual leave entitlement is 28 days per annum, rising to 33 days per annum, dependant on salary scale point with additional statutory holiday entitlement. as agreed by the Local Negotiating Committee and published annually.

The successful candidate will be expected to be registered with the General Medical Council, with licence to practise at time of application.

The rota is compliant with the national guidance.

General Employment Information

Equality in Employment

NHS Forth Valley fully supports the principle of equality in employment and opposes all forms of unlawful and / or unfair discrimination which cannot be shown to be justified. NHS Forth Valley is committed to ensuring equality of treatment for both present and potential employees.

Human Resources Policies and Services

NHS Forth Valley is the largest employer in Forth Valley, and is committed to ensuring its employment and Human Resources policies and procedures reflect best practice. As a progressive employer, NHS Forth Valley is committed to supporting and developing all employees.

The Medical Workforce Team

In recognising the needs of services, operational requirements and medical staff, the operational Medical Workforce team provides a range of services for all grades of medical and dental staff. For assistance or information, please contact:

Jacqui Crilley	Medical Workforce Manager	01786 457379 jacqui.crilley2@nhs.scot
Lynsey Doherty	Deputy Medical Workforce Manager	01786 457388 lynsey.doherty@nhs.scot
Laura Bayley	Medical Workforce Adviser (Contracts)	01786 457375 laura.bayley@nhs.scot
Elsbeth Gillespie	Medical Workforce Adviser (Contracts)	01786 457382 elsbeth.gillespie@nhs.scot
Hunter Rice	Medical Workforce Adviser	01786 457376 hunter.rice@nhs.scot

Pre-Employment Screening

Criminal Convictions - Protecting Vulnerable Groups (PVG) Scheme

The Protecting Vulnerable Groups (PVG) scheme has replaced the previous disclosure arrangements for people who work with vulnerable groups. The duties of this post require the post holder to undertake regulated work with children and young people (individuals aged under 18 years) and / or protected adults (individuals aged 16 or over who is provided with (and thus receives) a type of care, support or welfare service).

The post holder will be required to be a member of the PVG Scheme and to consent to NHS Forth Valley obtaining a Scheme Record or Scheme Record Update, as appropriate. Any failure to disclose convictions could result in the withdrawal of an offer of employment.

Any applicant wishing to discuss any existing criminal convictions and how these may impact upon an application for employment should contact the Medical Workforce Manager in the first instance.

Occupational Health Screening

This post involves the performance of exposure prone procedures and therefore the successful applicant will be required to produce evidence of their Hepatitis B and C Immunity Status prior to appointment and to undergo satisfactory health screening. Any offer of employment will be subject to satisfactory Occupational Health assessment.

Confidentiality

During the course of their employment with NHS Forth Valley, employees may have access to information about staff or patients or other aspects of NHS Forth Valley's activities, about which they have a duty to maintain confidentiality at all times. In common with all other staff, the post holder will have, in addition, a responsibility to ensure that information relating to his or her work and the operation of the Forth Valley Acute Services in general is kept and maintained securely in accordance with the requirements of the Data Protection Act (1998), the Board's policies and good practice. In particular, the disclosure of commercial or other confidential information which may affect the Board's business interests or endanger the survival of any of its services will be regarded as a fundamental breach of the mutual confidence which must exist between the employer and the employee.

Infection Control and Hand Washing Policy

NHS Forth Valley is committed to providing as clean and safe environment as possible for staff, patients and visitors. The post holder will be required to comply with the Infection Control and Hand Washing Policies.

Health & Safety at Work

All employees have a responsibility for their own health & safety and the health & safety of others who may be affected by what they do. Employees also have a duty to co-operate with their employer by following NHS Forth Valley policies and procedures and safe systems of

work; by using equipment safely and by bringing any shortcomings in health and safety arrangements to the attention of their employer. Where something is provided in the interests of health & safety employees must not interfere or misuse it. All employees have a legal responsibility to report any shortcomings in terms of this in their area. Managers and supervisors have a responsibility for monitoring health & safety arrangements and ensuring staff are following policies and procedures and safe systems of work.

Partnership Agreement

NHS Forth Valley is committed to partnership working. All employees are required to contribute to the development of partnership working by:

- supporting NHS Forth Valley in delivering its goals and objectives;
- supporting continuous improvement in individual performance and the performance of the relevant team / department, directorate and NHS Forth Valley;
- attending training, development and other activities aimed at improving individual skills for the benefit of the organisation and patient care.

Selection Criteria

Essential Criteria	Desirable Criteria	When Evaluated
Qualification		
Applicants must have: <ul style="list-style-type: none"> • MBBS or equivalent medical qualification 		Application Form
Eligibility		
<ul style="list-style-type: none"> • Full registration with the GMC with License to Practice • Completion of UK Foundation Programme by the time of commencement of post with 4 months emergency medicine experience at FY2 level • Be eligible to work in the UK • Advanced Life Support Certificate from the Resuscitation Council UK or equivalent (as required to complete Foundation competences.) 		Application Form, Interview/Selection, References
Language Skills		
<ul style="list-style-type: none"> • Applicants must have demonstrated skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues. 		Application Form, Interview/Selection, References
Clinical Skills – Clinical Knowledge & expertise		
<ul style="list-style-type: none"> • Ability to apply sound clinical knowledge and judgement to problems • Ability to priorities clinical need • Ability to maximise safety and minimise risk • Recognition of, and ability to undertake the initial management of, an acutely ill patient. 	<ul style="list-style-type: none"> • Aptitude for practical skills, e.g. manual dexterity 	Application Form, Interview/Selection, References
Academic Skills		
<ul style="list-style-type: none"> • Demonstrated understanding of research, including awareness of ethical issues • Demonstrates understanding of the basic principles of audit, clinical risk assessment, evidence-based practice, patient safety and clinical quality improvement initiatives. 	<ul style="list-style-type: none"> • Evidence of relevant academic and research achievement • Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity which: <ul style="list-style-type: none"> ○ Focuses on patient safety and clinical improvement ○ Demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum • Evidence of interest, and experience of, teaching • Evidence of feedback for teaching 	Application Form, Interview/Selection, References
Personal Skills		
Communication skills: <ul style="list-style-type: none"> • Demonstrates clarity in written/spoken communication and capacity to adapt language to the situation, as appropriate • Able to build rapport, listen, persuade and negotiate 	Management and leadership skills: <ul style="list-style-type: none"> • 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-sourced feedback or other workplace-based assessments Evidence of effective leadership in and outside medicine	Application Form, Interview/Selection, References

Essential Criteria	Desirable Criteria	When Evaluated
Personal Skills (cont)		
<p>Problem solving and decision making</p> <ul style="list-style-type: none"> Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach. <p>Empathy and sensitivity:</p> <ul style="list-style-type: none"> Capacity to take in others' perspectives and treat others with understanding; sees patients as people. Demonstration respect for all. <p>Managing others and team involvement:</p> <ul style="list-style-type: none"> 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 through, for example, audit and quality improvement projects. <p>Organisation and planning</p> <ul style="list-style-type: none"> Capacity to manage/priorities time and information effectively Capacity to priorities own workload and organise ward rounds Evidence of thoroughness (is well-prepared, shows self-discipline /commitment, is punctual and meets deadlines.) <p>Vigilance and situational awareness:</p> <ul style="list-style-type: none"> Capacity to monitor developing situations and anticipate issues. <p>Coping with pressure and managing uncertainty:</p> <ul style="list-style-type: none"> 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 <p>Values</p> <ul style="list-style-type: none"> Understands, respects and demonstrates the values of the NHS Constitution 	<p>IT Skills:</p> <ul style="list-style-type: none"> Demonstrates information technology skills. <p>Other:</p> <ul style="list-style-type: none"> Evidence of achievement outside medicine Evidence of Altruistic behaviour, e.g. voluntary work 	<p>Application Form, Interview/Selection, References</p>
Probity – professional integrity		
<ul style="list-style-type: none"> Demonstrates probity (displays honesty, integrity , aware of ethical dilemmas, respects confidentiality) Capacity to take responsibility for own actions. 		<p>Application Form, Interview/Selection, References</p>
Commitment to specialty – learning and personal development		
<ul style="list-style-type: none"> Shows initiative/drive/enthusiasm (self –starter, motivated, shows curiosity, initiative) Demonstrated interest in, and understanding of, the specialty Commitment to personal and professional development Evidence of attendance at organised teaching and training programme(s) Evidence of self-reflective practice. 	<ul style="list-style-type: none"> Extracurricular activities/ achievements relevant to specialty Attendance at training courses relevant to the speciality. 	<p>Application Form, Interview/Selection, References</p>

Application Process

To apply for this post, please visit the job posting on the NHS Scotland Job Train website.

Please quote reference number 089577 on all correspondence.

Please note the following dates:

Closing Date: 20th February 2022

Interview Date: To be confirmed

Please note that we *do not* accept applications in the form of Curricula Vitae

Web Sites of Interest for Candidates

Scottish Health on the web : <http://www.scot.nhs.uk/>

Scottish Government: www.scotland.gov.uk

Living & Working in Scotland

<https://medicaljobs.scot.nhs.uk/working-in-scotland/>