

**Consultant Physician with a special  
interest in Acute Medicine  
Applicant Information**



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**Consultant Physician with a special interest in Acute Medicine**  
**Full-time (10PA, including up to 2 SPA)**  
**Salary Scale - £87,534 - £116,313 per annum (pro rata)**



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

Applications are invited to join an enthusiastic and motivated team who share responsibility for providing comprehensive clinical services within the Acute Medicine Unit. The successful candidate will join an established multidisciplinary team that includes 3 substantive consultants. This is an exciting time in Forth Valley, with planned redesign bringing ongoing opportunity to develop the service.

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.

Applicants must be on the General Medical Council specialist register or be within 6 months of the anticipated award of a certificate of completion of training (CCT) or certificate of eligibility for specialist registration (CESR) in General Medicine at the time of interview.

Applicants are encouraged to visit the department and meet key staff. Informal enquiries should be directed to Dr Claire Copeland, Associate Medical Director on 01324 567476 or Dr Dan Beckett on 01324 566108.

**Reference number: 071371**

**Closing date: Sunday 14<sup>th</sup> November 2021**

**Interview date: Tuesday 14<sup>th</sup> December 2021**

NHS Forth Valley is an equal opportunities employer.

## 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 Simulation and Clinical 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](http://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 is 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 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](#).

## **Departmental Information**

The consultants in acute medicine have responsibility for providing clinical leadership within these areas and supporting ongoing service development. They are supported by a highly skilled and enthusiastic multidisciplinary team.

### **Clinical Assessment Unit (CAU)**

CAU cares primarily for acute medicine, ambulatory and short-stay patients. There are 2 triage bays, 14 cubicles and a chaired ambulatory area.

### **Acute Assessment Unit (AAU)**

AAU is an 46-bedded unit providing care for medical patients in the first 24-48 hours following admission.

### **Medical Staff**

Dr Catherine MacLean, Consultant in Acute Medicine, Clinical Lead

Dr Dan Beckett, Consultant in Acute Medicine

Dr Leah Leitch, Consultant in Acute Medicine

Dr Lindsay Reid, Consultant in Acute Medicine

### **Non Medical Staff**

The service is supported clinically by 2 senior charge nurses, 12 Advanced Nurse Practitioners, clinical nurse educator, dedicated fastrack physiotherapy and occupational therapy staff, pharmacy staff and non-clinically by medical secretarial support and a dedicated Service Manager.

General medicine activities are shared between 25 (19 WTE) consultant colleagues from across the medical directorate, including 1:8 weekends and 1:29 overnight on-call. The Frailty Intervention Team screen all patients according to standardised frailty criteria and provide a 7-day specialist service. Other inpatient specialities (cardiology, respiratory, gastroenterology, endocrinology and infectious diseases) provide daily consultations Monday-Friday. We are also very well supported by neurology and renal services, reviewing patients regularly in FVRH with excellent links to local tertiary services.

The unit supports the training of doctors in partnership with NHS Education Scotland. We currently work with 13 FY1 doctors, 1 acute medicine speciality trainee, 1 acute care common stem

speciality trainee, 1 clinical development fellow plus 1 GPwSI in acute medicine. There is also a rotating team from a group of 8 FY2 doctors in training and 30 specialty trainees (including 8 in GPST) and 12 clinical development fellows aligned to medical specialties.

### **Acute Medicine - Development**

We are actively involved in patient safety and improvement initiatives in areas such as cardiac arrest reduction, reliable recognition and rescue of deteriorating patients, medicines reconciliation, and the development of care bundles for common pathologies presenting to acute medicine. The FVRH AAU structured approach to the deteriorating patient has been adapted as the basis for the national Scottish Patient Safety Programme approach, and published in the journal *BMJ Quality & Safety*.

The consultant acute physicians are also involved in a range of work related to proactive capacity planning, winter pressures and escalation policies.

Finally, the acute medicine team is developing ambulatory care services for a range of appropriate conditions in line with national best practice. An urgent care centre has recently been developed in FVRH to further the delivery of Same Day Emergency Care, and there are opportunities for the successful candidate to be involved with the development of this exciting initiative, one of the first in Scotland.

### **Quality Improvement, research and education**

The unit has strong links with the Society of Acute Medicine, with scope to participate in national research projects. We believe the unit has the potential to be centre of innovation and excellence in research and quality improvement (QI) related to Acute Medicine.

There are regular acute medicine operational management meetings and specific meetings related to morbidity and mortality and unit development activities, which the post holder will be expected to attend and participate in.

### **Teaching**

The post holder will be expected to participate in teaching programmes for medical students and doctors in training. There is a well-developed programme of weekly medical directorate clinical meetings, monthly hospital wide clinical forums and other educational events.

NHS Forth Valley places a high priority on training and development across all staff groups and

strongly supports the continuing medical education programme for consultants. The learning, education and training centre is located within Forth Valley Royal Hospital, along with a comprehensive clinical skills teaching suite for the teaching of resuscitation techniques and other procedural skills.

There are weekly postgraduate meetings involving all specialties. In addition, regular evening postgraduate medical meetings take place within the learning centre 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.

Finally, we welcome applications from candidates who have specialty sub-interests and would be keen to negotiate how this might be accommodated within the job plan of the successful candidate.



## Responsibilities

- As agreed with the Director of Acute Services, Associate Medical Director and Clinical Director/Lead, to provide with Consultant colleagues an area wide service in Acute Medicine with responsibility for the prevention, diagnosis and management of illness, and for the proper functioning of the service;
- Out-of-hours responsibilities for Forth Valley Royal Hospital shared with the other Consultants as part of a Consultant team;
- To provide cover for Consultant colleagues during annual and study leave or at such other times as agreed with the Director of Acute Service;
- To offer professional supervision, training and appraisal of junior medical, nursing and technical staff as appropriate to enhance role extension and job skills within the acute service in order to improve the service provided to patients;
- To motivate staff within the service, through leading by example, and fostering good working relationships at all levels in line with the principles of the local Partnership Agreements;
- To contribute to developments and initiatives within the organisation as appropriate and as requested;
- To undertake teaching, accreditation and examination duties, and contribute to postgraduate and continuing medical education activity across the area service;
- To agree and implement an annual medical audit and clinical governance programme with the Associate Medical Director in line with the Board's Clinical Effectiveness Strategy;
- To support the Acute Medicine Department's Clinical Governance agenda;
- To participate fully in Consultant appraisal and personal development planning activities;

- To ensure the efficient and effective use of the organisation's resources;
- To work with Acute medicine colleagues to ensure the effective and efficient development and implementation of support systems.

The requirements of this post will change through time in line with clinical advances and developments in services provided by the NHS in Forth Valley.

## Job Plan

The post holder is required to agree a detailed job plan which will be reviewed at least annually. Efforts will be made to complete job planning prior to the date of commencement in post, or, if this is not possible, as soon as possible following this date.

NHS Forth Valley consultant posts are initially for 10 PAs. We are keen that SPA-related activity over and above the 1 PA of SPA for individual requirements (CPD, audit, clinical governance, appraisal, revalidation, job planning, internal routine communication and management meetings) is offered to new consultants. Other roles in this department that have an SPA allocation are

- Peer appraisal
- Educational supervision of trainees
- Tutors
- Departmental leads
- Departmental links to other departments
- Committee representation
- Research
- Service development

Exact allocation of SPA time will be agreed with the successful applicant and reviewed at annual job planning

DAY	HOSPITAL/ LOCATION	TYPE OF WORK
Monday	FVRH	Participates in General Medicine unselected receiving rota 1:19 Monday to Sunday 0800 to 2030 and overnight on-call 1:29 All programmed activities for acute medicine are worked flexibly with an annualised working pattern. There is experience in the department of accommodating flexible working arrangements.
Tuesday	FVRH	
Wednesday	FVRH	
Thursday	FVRH	
Friday	FVRH	
Saturday	FVRH	
Sunday	FVRH	

2.5 General Medical Receiving

1.5 clinical admin

4 Acute Medicine

2 SPA

Depending on the interests of the successful candidate, there is flexibility to allow up to 2 sessions of sub-specialty time.

## Contractual Details

Contracted activities for this appointment will be defined and agreed with the post holder and the Director of Acute Services

The post holder will be professionally responsible to the Associate Medical Director, Medical Directorate and managerially responsible to the Director of Acute Services

The Consultants in the department will agree arrangements for cover of Acute Medicine duties.

This Consultant post is available on a full-time basis and part time basis but the Board welcomes applications from individuals who are unable to undertake a full time commitment and who may wish to work on either a part-time or job share basis.

The terms and conditions of service applicable to this appointment are the Consultant grade terms and conditions of service as amended from time to time.

NHS Forth Valley requires each Consultant to agree with the Director of Acute Services and Associate Medical Director, a job plan of fixed and other commitments, which will be reviewed on an annual basis and revised as necessary to meet the requirements of the local and national service issues.

Consultants will be required to participate in an annual appraisal.

The post holder will normally be expected to reside within 30 minutes travelling distance of Forth Valley Royal hospital. If NHS Forth Valley Health Board considers that there is a requirement for the post holder to relocate his or her home in order to take up the responsibilities of the post, relocation expenses will be available in accordance with the Board's Relocation Policy. Support to the level of 15% of starting salary up to a maximum of £10,000 may be available, subject to the provisions of the policy.

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 with Section 5 of the terms and conditions of service.

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](http://www.sppa.gov.uk)

The employment is subject to three calendar months notice on either side.

The successful candidate will be expected to be registered for CPD with the Royal College of Physicians and to fulfill requirements for annual certification and for appropriate revalidation.

Annual leave entitlement is 33 days per year (pro rata for part time post holders), with additional statutory holiday entitlement as agreed by the Local Negotiating Committee and published annually.

# 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 <a href="mailto:jacqui.crilley@nhs.scot">jacqui.crilley@nhs.scot</a>
Laura Bayley	Medical Workforce Adviser (Contracts)	01786 457375 <a href="mailto:laura.bayley@nhs.scot">laura.bayley@nhs.scot</a>
Lynsey Doherty	Medical Workforce Adviser (Contracts)	<a href="mailto:lynsey.doherty@nhs.scot">lynsey.doherty@nhs.scot</a>
Elsbeth Gillespie	Medical Workforce Adviser (Contracts)	01786 457382 <a href="mailto:elsbeth.gillespie@nhs.scot">elsbeth.gillespie@nhs.scot</a>
Hunter Rice	Medical Workforce Adviser	01786 457376 <a href="mailto:hunter.rice@nhs.scot">hunter.rice@nhs.scot</a>

## 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

Criteria	Essential	Desirable
<b>Qualifications</b>	<p>MRCP (UK), or equivalent</p> <p>Full GMC registration, with a licence to practise</p> <p>Certificate of Completion of Specialist Training (CCT) / Certificate of Eligibility for Specialist Registration (CESR) (CP) in general medicine. Applicants who are within 6 months of achieving CCT / CESR (CP), at the date of interview are eligible to apply.</p>	<p>Certificate of Completion of Specialist Training (CCT) / Certificate of Eligibility for Specialist Registration (CESR) (CP) in acute medicine or within 6 months of achieving CCT / CESR (CP), at the date of interview.</p> <p>Speciality Certificate Exam in Acute Medicine</p> <p>Higher degree e.g. MSc, MD or PhD higher degree</p> <p>MBA or other relevant diplomas</p>
<b>Experience</b>	<p>Wide experience and a high level of competence in the clinical aspects of acute and general medicine.</p> <p>Experience of working in acute medicine receiving or assessment unit and ability to manage the acute take.</p>	<p>Specific training in Acute Medicine.</p>

<b>Knowledge and Skills</b>	<p>Demonstrated ability and willingness to work unsupervised and make decisions.</p> <p>Good written and oral communication skills.</p> <p>Demonstrated ability to manage time effectively.</p> <p>Experience of working in a multi-disciplinary team.</p> <p>High level of competence in the clinical aspects of acute medicine and evidence of an ability to develop new skills and train colleagues as appropriate.</p> <p>Good information technology and administrative skills.</p>	<p>Demonstrated ability to lead a multi-disciplinary team.</p> <p>Demonstrated ability to communicate effectively e.g. report writing; thesis.</p> <p>Appropriate sub specialty interest and knowledge.</p>
<b>Academic</b>	<p>Participation in research or clinical audit to improve clinical care.</p> <p>Participation in teaching.</p>	<p>Formal training and/or demonstrated ability to complete a research or quality improvement project to a high level (research doctorate/ QI practitioner level).</p> <p>Formal training in education/ teaching or leadership role in design and/or delivery of training and education programmes</p>
<b>Management</b>	<p>Understanding of management issues including clinical governance and service planning</p> <p>Willingness to contribute to the activity of the NHS in Forth Valley.</p>	<p>Demonstrated management ability e.g. project work; mentoring junior staff.</p>
<b>Other</b>	<p>Ability to work flexibly according to the needs of the service, and contribute to team and skills development.</p> <p>Willingness to travel as required by the duties of the post.</p>	

## Application Process

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

Please note that applicants not currently entered onto the Specialist Register must be within 6 months of award at the date of interview for the post. Applicants who are not yet in receipt of a Certificate of Completion of Training (CCT) or Certificate of Eligibility for Specialist Registration (CESR) are required to provide documentary evidence of eligibility to apply when submitting their application.

Please quote **reference number 071371 on** all correspondence.

Please note the following dates:

**Closing Date: Sunday 14<sup>th</sup> November 2021**

**Interview Date: Tuesday 14<sup>th</sup> December 2021**

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