

# Consultant in Ageing and Health

## Applicant Information



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## **Consultant in Ageing and Health**

**FULL TIME (10 PA, including up to 2 PA SPA)**

**PART TIME CONSIDERED AS WELL**

**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.

### **Department of Ageing and Health**

The Department of Ageing and Health are looking for a colleague to join a team of highly motivated Geriatricians who are passionate about the care of older people. Our service is undergoing an exciting period of change as we evolve to provide the people of Forth Valley a world class service that meets their needs.

The Department of Ageing & Health sits within the wider Acute Services Directorate and is operationally responsible to Head of Acute Services.

Within Forth Valley Royal Hospital, Ageing and Health currently has 62 acute frailty assessment beds (Wards A22 and A32). In addition there is the Stroke Unit (Ward B22) and a 29-bedded acute frailty and ortho-geriatric ward (ward A21).

The 23-bedded Acute Stroke Unit comprising of a Hyper-acute area where those receiving thrombolysis therapy are directly admitted. There is an additional 8-bedded Rehabilitation Stroke Unit in the Bellfield Centre, Stirling Care Village.

A Hospital at Home service has been developed over 2020 as part of a holistic, whole system project with Primary Care and our Health and Social Care colleagues. The aim is to provide acute care to the frail, elderly in their own home. There are links to colleagues providing assessment in Nursing Homes and Community Palliative Care.

There are also four community hospitals (Stirling Care Village, Falkirk Community Hospital, Clackmannan Community Healthcare Centre and Bo'ness Hospital) with in the region of 205 beds. These are a combination of slow stream rehabilitation beds and Intermediate Care Assessment. We are also able to use this as a step up facility from Hospital at Home if required.

The department successfully completed the first 'Frailty at the Front Door' collaborative supported by Healthcare Improvement Scotland. This work is supporting the ongoing transformation of the service looking at a whole systems approach to frailty. The Frailty Team have been joined by colleagues in social work, Home First and Hospital at Home.

The department provides consultant review of emergency admissions that are admitted via the Acute Assessment Unit. The consultant staff provide continuous assessment within the admissions unit seeing patients primarily presenting with Frailty Syndrome.

The department also runs a number of outpatient based clinics. The Rapid Access Frailty Clinic runs weekly and there are plans to develop more locality based face to face clinics to support this service in the future. For patients who require assessment within their own home there are strong links with the Hospital at Home team.

There is a falls service with an integrated falls team and outpatient assessment facility.

There is also Movement Disorder Team providing liaison and outpatient services. This team works closely with our Neurology colleagues to ensure a smooth transition of patient care dependent on need.

There are links to the newly established Specialist Rehab team. This team provides rehabilitation to those with complex trauma, specific neurological conditions, acquired brain injuries and those from the surgical specialties. There are plans to further develop a local spasticity service which will have links to the Stroke 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.

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. Applicants will be in possession of the CCT in Geriatric/General Medicine or equivalent, registered with the General Medical Council and on the Specialist Register or be within 6 months of the anticipated award of a CCT at the time of interview or have a certificate of Eligibility for Specialist Registration (CESR). Applicants are required to have evidence of recent continued academic and professional development. Excellent, communication, listening and organisational skills are essential.

Informal enquiries should be directed to Dr Claire Copeland, Associate Medical Director Integration & Unscheduled Care on telephone number 01324 567641 or Dr Sarah Henderson, Clinical Director Ageing & Health, on telephone number 01324 567641

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

Interview date: Tuesday 7<sup>th</sup> December 2021

Please quote reference number 073130 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](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 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 Title:** Consultant Ageing and Health  
**Posts:** 1 substantive post  
**Hours of Work** Full time/Part time – up to 40 hours per week

### Background

NHS Forth Valley seeks to appoint an enthusiastic and innovative Consultant colleague to join the Department of Ageing & Health within NHS Forth Valley. This post is a vacant post but will enhance our service further and allow further development of the service working towards a whole system model for frailty. We are looking for a colleague with either an interest in developing our community and Hospital at Home service or would consider someone with other sub speciality interests as well, in particular orthogeriatrics or movement disorder.

NHS Forth Valley provides acute services for a population of approximately 310,000 people in Central Scotland. Acute services, emergency and complex care, and planned services are provided for at Forth Valley Royal Hospital (FVRH)

The Ageing & Health senior staff will comprise of fourteen Consultants (including this post), 4 specialty doctors and four Nurse Practitioners. The current frequency of the Consultant on-call rota is 1:11(Monday to Friday) and 1:11 weekends.

The successful candidate will play an important role in the continued development and redesign of the department of Ageing & Health. The post will contribute to the acute Ageing & Health receiving rota, which will be based at Forth Valley Royal Hospital which currently takes part in a frailty receiving model. .



## **Medical Staff**

### Consultant

Dr Jane Bishop-Miller  
Dr Gareth Blayney  
Dr Anthony Byrne  
Dr Claire Copeland  
Dr Lynsey Fielden  
Dr Sarah Henderson  
Dr Heather McCluskey  
Dr Lisa McNeil  
Dr Liz Millar  
Dr Jey Selwyn  
Dr Isabel Scougal  
Dr Kate Warburton  
Dr Amy Wass  
Vacant post  
Vacant post

### Sub-specialty Interests

Orthogeriatrics, Hospital at Home(H@H)  
Stroke, Education  
Stroke, Delirium  
Stroke, Delirium, Education  
Movement Disorder, Frailty  
H@H, Frailty  
Orthogeriatrics  
Falls, Frailty  
Movement Disorder, H@H, Frailty  
Movement Disorder, Stroke  
Frailty, H@H, Education  
Frailty  
H@H, Frailty  
Community Geriatrics  
Stroke

### Other substantive medical staff

Dr Lorna Graham Specialty Doctor in Community Hospitals  
Dr Ahmed Turki, Specialty Doctor in Orthogeriatrics  
Dr Stuart Wilson, Specialty Doctor in Frailty, Orthogeriatrics  
Dr Christopher Wilson Speciality Doctor in Community Hospitals

## **Non Medical Staff**

The service is supported clinically by nursing staff and non-clinically by medical secretarial support and a dedicated Service Manager.

## **Training and Education**

NHS Forth Valley places a high priority on training and development across all staff groups and strongly supports continuing medical education. There is a purpose built education service with a library, lecture theatre and meeting rooms with PACS and video-conferencing facilities.

## **Responsibilities**

- As agreed with the Director of Acute Services and Associate Medical Director to provide with Consultant colleagues an area wide service in Ageing and Health 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 Services and Associate Medical Director;
- 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 orthopaedic 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 Ageing and Health 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 Ageing and Health 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 specifics of the job plan is subject to negotiation but you can be sure of up to 2 SPAs and allocated time for administration. There will be a commitment to the acute frailty rota as described previously.

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
- Service development
- Departmental links to other departments
- Committee representation
- Research
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Exact allocation of SPA time will be agreed with the successful applicant and reviewed at annual job planning.

### **Illustrative Weekly Timetable Consultant Ageing and Health and Stroke Post**

DAY	Time	TYPE OF WORK
Monday	09:00-17:00	Community Geriatrics/Other (1 in 11 on-call) Community Geriatrics/Other (1 in 11 on-call)
Tuesday	09:00-13:00 13.00-17:00	Time off in lieu – for on-call commitment
Wednesday	09:00-17:00 13:00 – 17:00	Admin SPA
Thursday	09:00-13:00 13.00-17:00	Referrals SPA
Friday	09:00-13.00 13.00-17:00	Community Geriatrics Community Geriatrics

## **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 and managerially responsible to the Director of Acute Services.

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

This Consultant post is available on a full-time basis or part time basis. 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 (UK) and to fulfil 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.crilley2@nhs.scot">jacqui.crilley2@nhs.scot</a>
Lynsey Doherty	Deputy Medical Workforce Manager	<a href="mailto:lynsey.doherty@nhs.scot">lynsey.doherty@nhs.scot</a>
Laura Bayley	Medical Workforce Adviser (Contracts)	01786 457375 <a href="mailto:laura.bayley@nhs.scot">laura.bayley@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:hunterrice@nhs.scot">hunterrice@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>Membership of the Royal College of Physicians (UK)</p> <p>Full GMC registration, with licence to practise</p> <p>Certificate of Completion of Specialist Training (CCT) / Certificate of Eligibility for Specialist Registration (CESR).</p> <p>Applicants who are within 6 months of achieving CCT at the date, of interview are eligible to apply.</p>	<p>Higher degree e.g. MSc, MD or PhD higher degree</p> <p>MBA or other relevant diplomas</p>
<b>Knowledge and Skills</b>	<p>Demonstrated ability to work unsupervised and make decisions</p> <p>Excellent written and oral communication &amp; listening skills.</p> <p>Demonstrated ability to manage time effectively</p> <p>Demonstrated ability to work effectively a multi-disciplinary team</p> <p>Empathy to the needs of patients anxious and or in pain.</p> <p>High level of competence in the clinical aspects of care of older people 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>Appropriate sub specialty interest and knowledge.</p> <p>Understanding Forth Valley pathways and process for managing emergency patients</p>
<b>Academic</b>	<p>Participation in research or clinical audit to improve clinical care.</p> <p>Participation in departmental teaching</p>	<p>Formal research training; demonstrated ability to design a research or audit project</p> <p>Formal training in teaching methods; demonstrated ability in teaching / training.</p>

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
<b>Management</b>	<p>Understanding of management issues including medical discipline; clinical governance, service planning and willingness to contribute to the activity of the NHS in Forth Valley.</p> <p>Understanding of the challenges faced by NHS Scotland and how these are being addressed in NHS Forth Valley</p> <p>Understanding of Patient Safety and Quality Improvement</p>	<p>Demonstrated ability to manage e.g. project work; mentoring junior staff</p> <p>Delivery of a patient safety or quality improvement project</p> <p>Demonstrates knowledge of Realistic Medicine.</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>Willing 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 073130** on all correspondence.

Please note the following dates:

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

**Interview Date:     Tuesday 7<sup>th</sup> December 2021**

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

### **Living & Working in Scotland**

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