

Locum Appointment for Training (LAT) at ST3+ Level in Emergency Medicine

Applicant Information



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Locum Appointment for Training at ST3+ Level
Full time
Fixed Term, 12 months from 3rd 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 Locum Appointment for Training or Service, ST3+ level, in Emergency Medicine to join our department. This post is available from August 2022 for 12 months.

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 ten consultants, eight permanent senior doctors and other doctors in training. 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: 3rd July 2022

Interview date: To be confirmed

Please quote reference number 108293 on all correspondence.

Introduction to NHS Forth Valley

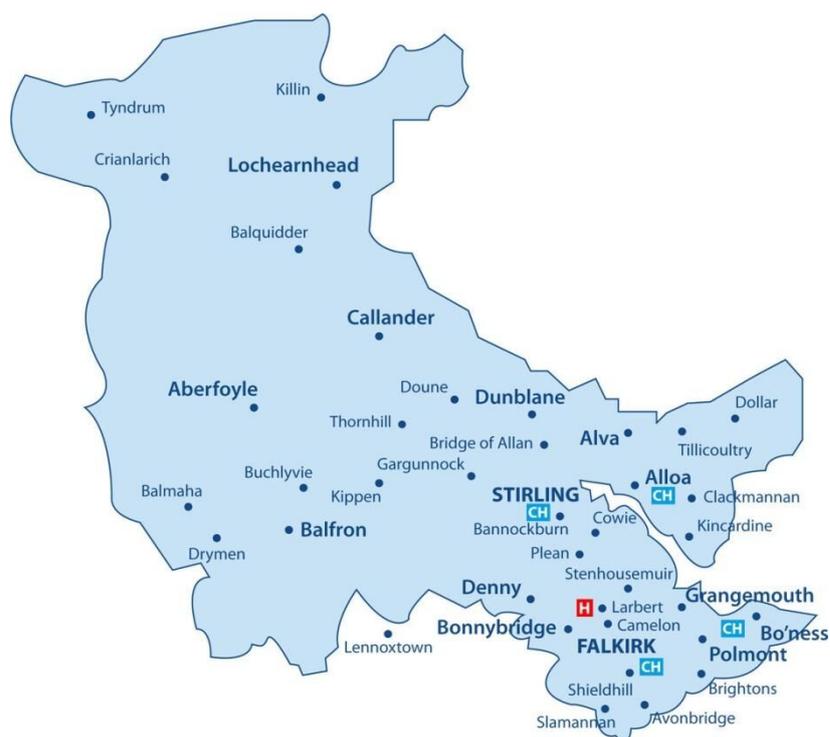
NHS Forth Valley is one of 14 regional health boards in Scotland and serves a population of nearly 310,000 in a diverse geographical area which covers the heart of Scotland and covers three council areas, [Clackmannanshire](#), [Stirling](#) and [Falkirk](#).

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:	Locum Appointment for Service at ST3+ Level
Directly accountable to:	Clinical Lead, Emergency Medicine
Professionally responsible to:	Deputy Medical Director
Location:	Forth Valley Royal Hospital, NHS Forth Valley
Term:	12 Months fixed term, from 3 rd August 2022
Time Commitment:	Full Time
Qualifications:	Completion of ST1-2 in ACCS emergency medicine or equivalent competencies Full Registration GMC and a licence to practise

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 unit open 24 hours a day. There are laboratory services on site and 24-hour access to X-ray and CT scanning. We will be a Trauma Unit when the new model of trauma care across Scotland begins.

FVRH is classed as a large district general hospital, with the Emergency Department seeing in excess of 65000 patients per year. An additional 20000 are seen in the Minor Injuries Unit in Stirling Community Hospital. All major in-patient specialties are on site with 24/7 middle grade cover.

Current Medical Staffing

- 10 Consultants are in post. There is a Consultant on call 24 hours per day, seven days per week, with shopfloor cover 0800-2200 7 days per week.
- 4 Emergency Medical Practitioners



- 4 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

This post is approved for training at ST3+ level. As such, you will be appointed an educational supervisor in emergency medicine to assist in training needs. You will also be provided with regular protected time for senior teaching to help with work-place based assessments and progression with your training.

There are opportunities for involvement in quality improvement projects and management tasks to assist with portfolio development.

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 ST1-2 in ACCS emergency medicine or equivalent competencies
- Appropriate practical skills equivalent to ST3+ 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 the Medical Directorate and managerially responsible to the General Manager of the Medical Directorate.

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

The appointment will be subject to the new terms and conditions of service for Doctors in Training.

The successful candidate will be required to undergo satisfactory pre-employment screening before a formal appointment may be made.

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.

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	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

Entry Criteria		
Essential Criteria		When is this evaluated?
Qualifications	<p>All applicants must have:</p> <ul style="list-style-type: none"> • MBBS or equivalent medical qualification <p>Applicants who are on, or have completed, an approved UK Core Surgical Training programme (CCT Route) or equivalent (CESR CP Route) must have:</p> <ul style="list-style-type: none"> • Successfully completed MRCS by the time of appointment ii (FRCS/ MFAEM will be CESR CP route) 	Application form
Eligibility	<p>All applicants must:</p> <ul style="list-style-type: none"> • Be eligible for full registration with, and hold a current licence to practise iii from, the GMC at intended start date iv • Have evidence of achievement of foundation competences from a UKFPO affiliated Foundation Programme or equivalent by time of appointment ii in line with GMC standards/Good Medical Practice; including: <ul style="list-style-type: none"> ➢ make the care of your patient your first concern ➢ provide a good standard of practice and care ➢ take prompt action if you think that patient safety, dignity or comfort is being compromised ➢ protect and promote the health of patients and of the public ➢ treat patients as individuals and respect their dignity ➢ work in partnership with patients ➢ work with colleagues in the ways that best serve patients' interests ➢ be honest and open and act with integrity ➢ never discriminate unfairly against patients or colleagues ➢ never abuse your patients' trust in you or the public's trust in the profession. • Be eligible to work in the UK • Current certification in ALS or equivalent OR supporting evidence as work based assessment/simulation/faculty statement (must have all 3 types) at time of application 	Application form
Fitness to practise	Is up to date and fit to practise safely and is aware of own training needs.	Application form
Language skills	Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues, as assessed by the General Medical Council v	Application form, Interview / selection centre
Health	Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).	Application form, pre-employment health screening
Career progression	<p>Applicants must:</p> <ul style="list-style-type: none"> • Be able to provide complete details of their employment history • Have evidence that their career progression is consistent with 	Application form

	<p>their personal circumstances</p> <ul style="list-style-type: none"> • Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training • Have notified the Training Programme Director of the Specialty Training Programme they are currently training in if applying to continue training in the same specialty in another region vi • Applicants must not have previously relinquished or been released / removed from a specialty training programme, except if they have received an ARCP outcome 1 (outcome 6 for associated core training) or under exceptional circumstances vii • Not already hold, nor be eligible to hold, a CCT/CESR in the specialty they are applying for and/or must not currently be eligible for the specialist register for the specialty to which they are applying 	
Application completion	ALL sections of application form completed FULLY according to written guidelines	Application Form
Selection Criteria		
Essential Criteria	Desirable Criteria	When is this evaluated?
Qualifications		
As above	<ul style="list-style-type: none"> •FRCEM Primary or Intermediate; or • Full MRCEM • Any additional postgraduate examinations 	Application form
Career Progression		
As above	<ul style="list-style-type: none"> • Evidence of experience in specialties of acute care common stem training 	Application form
Courses		
Up to date and demonstrable Advanced Life Support Skills (current certification in advanced life support or equivalent OR supporting evidence as work based assessment/simulation/faculty statement (must have all 3 types) at time of application	<ul style="list-style-type: none"> • Any short training course related to Emergency Medicine e.g. airway course, ultrasound course 	Application form
Clinical Governance		
<ul style="list-style-type: none"> • Is able to demonstrate an understanding of CG and risk management • Evidence of personal work in a completed audit or Quality Improvement Project (QIP) 	<ul style="list-style-type: none"> • Evidence of CG activity e.g. presentation at CG meeting, involvement with incident reporting, dealing with complaints • Evidence of change introduced as an outcome of audit 	Application form
Clinical Skills		
Clinical Knowledge and Expertise	Personal Attributes	Application form, interview/selection centre
<ul style="list-style-type: none"> • Capacity to apply sound clinical knowledge and judgement. 	<ul style="list-style-type: none"> • Shows aptitude for practical skills e.g. manual dexterity 	References

<ul style="list-style-type: none"> • Able to prioritise clinical need 		
Academic skills		
<p>Teaching:</p> <ul style="list-style-type: none"> • Evidence of interest in, and experience of, teaching 	<p>Research skills:</p> <ul style="list-style-type: none"> • Evidence of degrees, prizes, awards, distinctions, publications, presentations, posters, contribution to e-learning modules • Evidence of contribution to departmental guidelines • Evidence of active participation in research • Publications in peer review journals, presentations at academic meetings or poster presentations <p>Teaching:</p> <ul style="list-style-type: none"> • Instructor status (or a recommendation for instructor status) in an advanced life support course (ALS, ATLS, EPLS, APLS) or equivalent course • Evidence of structured feedback for teaching • Evidence of completion of a teaching course 	<p>Application form</p>
Personal skills		
<p>Communication skills:</p> <ul style="list-style-type: none"> • Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate <p>Problem solving and decision making:</p> <ul style="list-style-type: none"> • Capacity to use logical/lateral thinking to solve problems/make decisions <p>Empathy and sensitivity:</p> <ul style="list-style-type: none"> • Capacity to take in others' perspectives see patients as people <p>Managing others and team involvement:</p> <ul style="list-style-type: none"> • Capacity to work cooperatively 		<p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

<p>with others and demonstrate leadership when appropriate</p> <ul style="list-style-type: none"> • Capacity to work effectively in multi-professional teams <p>Organisation and planning:</p> <ul style="list-style-type: none"> • Capacity to organise oneself and prioritise own work • Demonstrates punctuality, preparation and self-discipline • Understands importance of information technology <p>Vigilance and situational awareness:</p> <ul style="list-style-type: none"> • Capacity to be alert to dangers or problems, particularly in relation to clinical governance • Demonstrates awareness of developing situations <p>Coping with pressure and managing uncertainty:</p> <ul style="list-style-type: none"> • Capacity to function under pressure • Demonstrates initiative, flexibility and resilience to cope with setbacks and adapt to rapidly changing circumstances • Awareness of own limitations and when to ask for help <p>Values:</p> <ul style="list-style-type: none"> • Understands, respects and demonstrates the values of the NHS (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion) 		
Probity – professional integrity		
<ul style="list-style-type: none"> • Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others • Displays honesty, integrity, awareness of confidentiality and ethical issues 		<p>Application form, interview/selection centre</p> <p>References</p>
Commitment to specialty – learning and personal development		

<ul style="list-style-type: none"> • Demonstrates interest and realistic insight into Emergency Medicine • Demonstrates self-awareness and ability to accept feedback • Evidence of achievements relevant to Emergency Medicine within and outside of medicine 		<p>Application form</p> <p>Interview/selection centre</p> <p>References</p>
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- i 'When is this evaluated' is indicative but may be carried out at any time throughout the selection process.
- ii Time of appointment refers to the date at which the post commences
- iii The GMC introduced the licence to practise in 2009. Any doctor wishing to practise in the UK after this date must be both registered with and hold a licence to practise from the GMC at time of appointment.
- iv 'Intended start date' refers to the date at which the post commences, not (necessarily) the time an offer is accepted.
- v Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.
- vi The Support for Application to another region form, signed by the Training Programme Director of their current Specialty Training Programme confirming satisfactory progress must be submitted to the recruitment office at time of application.
- vii Exceptional circumstances may be defined as a demonstrated change in circumstances, which can be shown on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train. Applicants will only be considered if they provide a 'support for reapplication to a specialty training programme' form signed by both the Training Programme Director / Head of School and the Postgraduate Dean in the LETB / Deanery that the training took place. No other evidence will be accepted.
- viii Any time periods specified in this person specification refer to full time employment
- ix Non-training posts will be recognised, where evidence is available of competences achieved equivalent to training posts. Recognition of non-training posts will lead to a Certificate of Eligibility for Specialist Registration – Combined Programme rather than a Certificate of Completion of Training
- x ACCS CT1 and CT2 specialties are Emergency Medicine, Acute Internal Medicine, Anaesthetics & Intensive Care Medicine
- xi Evidence must include all of the following:
 1. Letter on hospital headed paper confirming dates, grade and specialty
 2. Appraisal documentation
 3. Workplace based assessment confirming achievement of ALL ST1 Emergency Medicine competences (in Anaesthesia, Intensive Care Medicine, Acute Medicine or Paediatric Emergency Medicine) that the applicant wishes to be taken into consideration
 4. Evidence of an education programme
 5. 360 degree feedback from a range of colleagues / multisource feedback

Application Process

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

Please quote reference number 108293 on all correspondence.

Please note the following dates:

Closing Date: 3rd July 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/>