



Borders General Hospital
Melrose, Scottish Borders TD6 9BS

Consultant Anaesthetist
Reference: MED 707

- day procedure theatre work
- obstetrics and acute pain work
- chronic pain work
- emergency on-call duties including obstetrics
- preassessment clinic work

Agreed support programmed activities (SPA) per week may include:

- undergraduate and postgraduate medical education
- audit and committee work
- appraisal and revalidation
- service management/development

Non-resident consultant on-call duties, covering resident on-call trainees or career grades, may be on a 1 – in 11 basis,

Training Grade Medical Staff Depending on your own experience and background, you may have a role in the training and supervision of the trainees and time may be devoted to this in your job plan

The Anaesthetic Department

Department of Anaesthesia and Critical Care

The department provides anaesthesia for the following surgical services:

- General Surgery (Including major colorectal and breast surgery)
- Urology
- Trauma and Orthopaedic Surgery
- Ophthalmology
- Paediatrics
- Dental
- ENT
- Gynaecology
- Anaesthetic support for maternity unit (1200 deliveries per annum)

There is a 9 bedded Critical Care Department (6 level 2/3 beds, 3 level 1 beds) which provides full ITU support including ventilation, cardiovascular support and renal replacement therapy. An internationally-acclaimed Critical Care Outreach programme for critically ill patients. The critical care department has been newly equipped with state-of-the-art patient monitors and ventilators.

There is an Anaesthetic Seminar room, which acts as a focus for meetings and education within the department. This has a newly installed videoconference suite and is used for joint meetings and educational events with NHS Lothian.

There is excellent IT access throughout the department.

Patient safety and active participation in the Scottish Patient Safety Programme is a major focus of our work, and two members of our department are graduates of the SPSP Fellowship.

Medical Staff

Medical staffing within Department consists of:

- Twelve Consultant Anaesthetists & two locum consultants
- Five Specialty Doctor / Associate Specialists
- Two Specialist Trainee Anaesthetists (usually ST5 or above)
- Two Core Trainee Anaesthetists
- One Pre-Registration Foundation Doctor (FY1)

Education And Development

Medical education is highly valued within the department. There one half-day per month dedicated to Medical Education for all staff, for which elective work is not scheduled. There are excellent weekly meetings for mortality and morbidity reviews, X-ray teaching, and critical care journal club. There is an excellent library within the Borders General Hospital grounds run by Napier University with good internet access.

The Borders General Hospital is a teaching unit for undergraduate students in medicine.

All new consultants are welcome to join the consultant development programme. The programme has a duration of 6 days over a year (three two-day modules) and seeks to provide you with support for the development of leadership and management skills. The content of the programme includes modules on consultants as leaders, managing people and performance. Workshops provide a structured opportunity for facilitated discussion, learning through experience, reflective practice and networking with per consultants. There are also opportunities for professional coaching and mentoring – an established BGH consultant will be identified as a “buddy” in your first few weeks. The Training & Professional Development Department is available as consultancy and advisory facility to advise on development activities tailored to particular service needs and for individual consultants.

The Borders General Hospital

Why work for us?

Our Values are at the heart of all that we do:

- Care and Compassion
- Quality and Teamwork
- Dignity and Respect
- Openness, honesty and responsibility

Patients are at the centre of everything we do in our daily working lives at NHS Borders ensuring they are safe, cared for efficiently, effectively by suitably experienced and qualified staff driving quality at the heart of patient care. We are a dynamic and forward thinking team with a wealth of clinical and leadership experience. We aim for an open and honest culture and believe in nurturing future stars in NHS.

The Borders General Hospital is a busy district general hospital serving the Scottish Borders Region. It deals with acute medical and surgical admissions, trauma, paediatrics, and has a maternity unit that deals with 1200 deliveries per year. In June 2015 BGH has 282 beds. The BGH has been in the CHKS Top 40 Hospitals in the UK for 2 years running, and was shortlisted for the Data Quality Award.

The Margaret Kerr Unit opened in January 2013 provides palliative care services in the Scottish Borders with a purpose-built environment from which to deliver specialist palliative care. Within the Department of General Medicine there are specialists in Cardiology, Respiratory Medicine, Diabetes and Endocrinology, Gastroenterology, Haematology, Neurology, Medicine for the Elderly, Stroke Medicine, Dermatology and Rheumatology. Visiting consultants provide clinics for Oncology, Renal Medicine and Clinical Genetics.

The Emergency Department provides facilities for resuscitation, examination and treatment, and is well integrated with the Borders Emergency Care Service (BECS), the Primary Care out-of-hours service for Borders.

The Radiology Department is well equipped for routine radiology, CT scanning, ultrasound, Doppler studies, nuclear medicine and MRI. CT coronary angiography and cardiac MRI are well established in the department.



The Scottish Borders

The Hospital is situated on the outskirts of Melrose in the Scottish Borders. The Borders covers a large and scenically beautiful area of the Southern Uplands of Scotland. Predominately rural, it is historically a unique part of the country, the home of the Border Reivers, where annually each town in the Borders maintains its links with the past during the season of Common Ridings. Seven-a-side rugby originated in Melrose, and the Melrose event in particular draws large crowds in April each year. The Borders has tremendous facilities for sport and leisure. Glentress and Innerleithen mountain bike parks are world renowned for both cross country and down-hill biking. The beautiful Berwickshire coast provides options for sea kayaking, surfing, diving and sea fishing. In addition there are facilities for fishing, golf, swimming, horse riding, cricket, football, hiking and many other activities. The Borders has excellent cultural opportunities in terms of music and art societies, drama, and small theatres in Melrose and Selkirk as well as amateur opera. There are excellent restaurants, cinemas and shops. The Hospital also has corporate membership of a Fitness Centre in nearby Galashiels.

The Scottish Borders offers all the benefits of rural life with very easy access to major cities such as Edinburgh (37 miles) Glasgow (75 miles) Newcastle (75 miles). Edinburgh is renowned for its cultural activities in music, including opera and ballet, theatre, cinemas (including a film theatre) and visual arts, and of course every year there is the world famous Edinburgh International Festival and Fringe Festival. Glasgow also runs an annual festival in the early summer.

After an absence of almost 50 years, the Borders Railway has now opened, with train services to central Edinburgh running every thirty minutes (journey time 50 minutes approx). Tweedbank Station is a few minutes walk from the Borders General Hospital. On opening the railway Her Majesty Queen Elizabeth said "The Borders railway brings so much promise for sharing and invigorating this most beautiful countryside as a place to work, live and enjoy. There are rail links to the rest of the country at Berwick Upon Tweed, and Carlisle and there is easy access to Edinburgh Airport (approximately 1 hour 15 minutes) and Newcastle Airport (approximately 1 hour 30 minutes).

There are 9 high schools and 63 primary schools in the Scottish Borders. Our local schools consistently demonstrate high levels of attainment - well above national average. For more information on education in the region visit www.scotborders.gov.uk/info/878/schools. There is a purpose built nursery in the grounds for hospital employees' children.

House prices in the Borders Region are significantly less than in major cities and also less than many other rural parts of the country. There is usually accommodation available for rent in the on-site residencies in the grounds of the Hospital and various properties are available for rental privately in the local area. As part of our policy there is assistance with temporary housing costs and relocation allowances if applicable.

Please see websites:

Scottish Borders Council	www.scotborders.gov.uk
Scottish Borders Tourist Board	www.scot-borders.co.uk
Southern Reporter	www.borderstoday.co.uk
NHS Borders	www.nhsborders.co.uk
Borders Property	www.bspc.co.uk

PERSON SPECIFICATION		
Attributes	Essential	Desirable
Qualifications	<p>Primary Medical Degree.</p> <p>Full registration with GMC with a licence to practice.</p> <p>Possession of FRCA, or equivalent.</p> <p>GMC Specialist Registration for Anaesthetics by date of taking up appointment or within 6 months of attainment of CCT at date of interview.</p>	<p>Higher degree (MD, Dphil, PhD) in relevant subject area.</p> <p>Teaching qualification.</p>
Training and experience	<p>Wide experience in all aspects of Anaesthetics</p> <p>Training record culminating in award of CCT or equivalent.</p> <p>Experience of clinical audit.</p> <p>Teaching experience at undergraduate and postgraduate level.</p>	<p>Experience in health services research and evaluation.</p> <p>Interest or experience in Anaesthesia for Bariatric Surgery.</p>
<p>Skills, abilities and knowledge.</p> <p>Managerial</p>	<p>Experience in day to day organisation of Anaesthetics services.</p> <p>Capable of leading development and support of identified specialist services.</p> <p>Knowledge of recent NHS guidelines, quality standards and recommendations.</p> <p>Knowledge of clinical governance.</p> <p>Basic management skills training</p>	<p>Familiar with structure of Scottish Health Service and recent initiatives.</p>
<p>Skills, abilities and knowledge.</p> <p>Audit</p>	<p>Thorough understanding of principles of medical audit.</p> <p>Experience in undertaking and completing audit projects</p>	
<p>Skills, abilities and knowledge.</p> <p>Research and publications</p>	<p>Knowledge of the principles of medical research</p> <p>Up to date knowledge of current literature.</p>	<p>Research experience</p> <p>Publication of research and /or review article(s)</p>
Personal Attributes	<p>Self motivated to undertake service evaluations and develop patient services.</p> <p>Effective communicator with patients, relatives, colleagues across primary and secondary care.</p>	

	<p>Proven ability to work in a multi-disciplinary team and co-operate with medical, nursing and all other healthcare staff.</p> <p>Demonstrably good team player.</p> <p>Efficient administration.</p> <p>Reliable. Professional approach to work.</p>	
Other		Car driver with full driving licence

TERMS AND CONDITIONS

Main Conditions of Service

- The Terms and Conditions of Service will be drawn from the New Consultant Contract (2004)
- The appointment will be made by NHS Borders on the recommendation of an Advisory Appointment Committee, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations 2009 - NHS Circular CEL 25 (2009). Any person suitably qualified and experienced who is unable for personal reasons to work full-time, will be eligible to be considered for the post on a part-time basis.
- Possession of FRCA or equivalent is essential. You must also be fully registered with the General Medical Council with a licence to practice and your name should appear in the Specialist Registrar for Anaesthetics. Alternatively you may be within six months of the expected date of obtaining your CCST or equivalent.
- The full-time salary, exclusive of any discretionary points or distinction award, will be on the scale £76761 - £103490 per annum with scale placing as appropriate to experience and qualifications. An on-call supplement will be paid.
- Annual leave allowances and public holidays are combined 8 weeks per annum for a full time appointment.
- The appointment will be superannuable if the person appointed chooses. He or she will be subject to the regulations of the National Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless he or she opts out of the Scheme.
- The NHS Board is legally liable for the negligent acts or omissions of the employees in the course of their NHS employment. Medical staff are however advised to ensure that they have defence cover for activities not covered by the NHS indemnity.
- All entrants to the Borders General Hospital must be certified medically fit and the appointment is conditional on such certification. Arrangements for medical screening are the responsibility of the Occupational Health Service. Candidates must show evidence of immune status to HEPATITIS B, or agree to undergo the necessary procedures. The Occupational Health Service will check this.
- The normal notice period in the Terms and Conditions of Employment is 3 months notice from either side to terminate the appointment.
- Assistance with removal expenses / temporary accommodation etc. may be provided in accordance with the Relocation Benefits Policy.
- NHS Borders operates a No Smoking Policy. It is a condition of your employment that you must not smoke whilst you are on duty. Failure to observe this rule could result in disciplinary action. When selecting new staff, NHS Borders does not discriminate against applicants who smoke but applicants who accept an offer of employment will, in doing so, agree to observe the policy and the legal requirements on smoking in public places.
- The Equal Opportunities Policy affirms that all employees should be offered equal opportunities in employment, irrespective of their age, gender, marital status, race, religion, creed, sexual orientation, colour or disability.