POSITION: Consultant General Surgeon

Borders General Hospital, Melrose, Scottish Borders

Job Description and particulars for the post:

Locum Consultant General Surgeon
Initial 6 month fixed term post
Position: Consultant General Surgeon

Reference MED

Please quote on all correspondence

Grade Locum Consultant Surgeon

Location Borders General Hospital

Hours / PA’s Full time – basic job plan of 10 PAs per week. EPAs by mutual agreement

Salary Scale Consultant scale, £76,761 - £103,490 with 8% availability supplement

Closing Date 22 April 2016

Your Application

Thank you for expressing an interest in the above post within NHS Borders. Please find all the relevant information attached to begin the application process.

Should you require further information regarding this post you can contact the Medical Staffing team or make informal enquiries with the department using the contact details below.

To ensure we can process your application as easily as possible please complete all the information required within the Application Pack and return with your full C.V.

Contact Details

Telephone 01896 826167

Email Medical.staffing@borders.scot.nhs.uk

Application Process

To apply please submit a copy of your Curriculum Vitae along with the completed Application Pack (below), together with a daytime telephone number where you can be contacted, to Medical Staffing, Borders General Hospital, Melrose TD6 9BS. Tel: 01896 826167. Fax: 01896 826159 or e-mail to: medical.staffing@borders.scot.nhs.uk.

If emailing your CV please telephone 01896 826167 to confirm safe receipt.

Application Pack MED655
**Visits and Enquiries**

Informal visits can be arranged and informal enquiries regarding this post will be welcomed by:-

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Contact Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr Martin Berlansky</td>
<td>Consultant Surgeon (Head of Service)</td>
<td>01896 826913 or 01896 826919 (secretary)</td>
</tr>
</tbody>
</table>

**Date post is vacant**

Immediately for 6 months

**NHS Borders Website**

For further information regarding NHS Borders, please visit our website:-

www.nhsborders.org.uk

**The Department**

Surgical services at the Borders include 5 fully equipped theatres, a purpose-built Day Procedure Unit with operating theatre and an endoscopy unit. The Surgical Unit comprises two wards: Ward 7 with 31 in patient beds and Ward 8 which has been redesigned in the last two years to become an elective admissions/day case unit. As well as General Surgery ward 7 provides inpatient accommodation for ENT, Ophthalmology and Urology patients.

Within the surgical unit there are five Foundation Year 1 House Officers, two Specialty Registrars on rotation from the South East Scotland (General Surgery) Training Scheme, Three Associate Specialist / Specialty Doctor Surgeons and one GPST Specialty Registrar. They will assist with the day-to-day management of in-patients and provide emergency medical cover.

Facilities at the Borders General Hospital provide a high standard of both diagnostic and interventional radiology support including easy access to Nuclear Medicine, Spiral CT and MRI scanning.

Office accommodation and secretarial support will be provided.

**POST INFORMATION**

**The Post**

This six month fixed term post is based within the Borders General Hospital (BGH) in Melrose and will provide a unique opportunity to develop and enhance the existing service within NHS Borders and South East Scotland.
The appointee will share in the provision of the general surgical service at the BGH with an on-call commitment of 1 in 5. There are another four consultants providing general cover and have interests in Breast, Colorectal, Upper GI and Bariatric, ERCP, Thyroid and Laparoscopic surgery. Candidates with any special interest are welcome to apply and will be considered.

**Reporting Arrangements**
You will report to the Head of Clinical Service (currently Mr Martin Berlansky, Consultant Surgeon), who will agree your job plan on an annual basis.

**Health and Safety**
You are required to comply with NHS Borders Health and Safety Policies.

**Training Grade Medical Staff**
You will be responsible for the training and supervision of the Training Grade Medical staff (Foundation Trainees, GPSTs and Specialty Registrars) who work with you, and you will be expected to devote time to this on a regular basis. In addition, you will be expected to ensure that staff have access to advice and counseling.

**Medical Staffing within Unit**
The successful applicant will be a consultant member of the Clinical Specialty of General & Specialist Surgery.

The present senior medical staff are:-

<table>
<thead>
<tr>
<th>Department</th>
<th>Consultants</th>
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<tbody>
<tr>
<td>General Surgery</td>
<td>Mr M Berlansky (Head of Clinical Service)</td>
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<tr>
<td></td>
<td>Mr J Young</td>
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<td></td>
<td>Mr K Pal</td>
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<td></td>
<td>Mr A Mustafa</td>
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<td>AS / SD doctors:</td>
<td>Mr T Kamran (joint post with Urology)</td>
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<td></td>
<td>Mr M Aye</td>
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<td>Mr A Moe</td>
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<td>Ms S Shrestha</td>
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<td>Mr R Biswas</td>
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<tr>
<td>Urology Services</td>
<td>Mr A Alhasso</td>
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<td>Mr B Thomas</td>
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<tr>
<td>ENT Services</td>
<td>Mr M Armstrong</td>
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<td></td>
<td>Mr S Moralee</td>
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Oral Surgery       Ms N Nayyer (locum)
Orthodontics       Ms F Irvine
Consultant:        
                                  
Visiting Consultants from Lothian Health Board hold routine outpatient clinics throughout the area.

DUTIES AND RESPONSIBILITIES

Main Duties

A weekly timetable will be agreed with the successful applicant. The nature of fixed commitments may vary from week to week (see provisional timetable in the next section). No fixed commitments will be undertaken during the week of on-call sessions.

On average the post will include the following fixed commitments:

Four fixed sessions in theatre (either Main Theatre or the Day Procedure Unit). The mix of patients will reflect the needs of the service.

Two outpatient clinic sessions either at the BGH or peripheral locations.

Other activities will include ward rounds, education, administration, audit and committee work. The appointee will be expected to take part in undergraduate and postgraduate teaching programmes.

The undertaking of research or further continuance or development of an additional area of specialty interest will be encouraged.

The appointee will have a continuing responsibility for the care of patients in his/her charge and will undertake the administrative duties associated with the care of his or her patients and an appropriate share in the running of the clinical department.
WORK PROGRAMME AND OUTLINE JOB PLANS

As required under Section 3 of the Terms and Conditions of Service, the duties and responsibilities are supported by a job plan and work programme. Outline job plans are attached in Appendices below. On taking up post, the formal job plan will be agreed by the Head of Service and the successful applicant and subject to an annual cycle of review.

The job plan will include specific responsibilities as well as on-call commitment and sub specialty sessions. Therefore the content of the job plan will be dependent on the successful candidate’s subspecialty training and interests and may also be modified for part-time or job share postholders.

Agreed Support Programmed Activities (SPA) per week may include:

- your own C.P.D. and appraisal
- undergraduate and postgraduate medical education
- audit and committee work
- service management/development

<table>
<thead>
<tr>
<th>Outline Job Plan</th>
<th>Days</th>
<th>Timing</th>
<th>Type of Work</th>
<th>Location</th>
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<tbody>
<tr>
<td>Monday</td>
<td>AM &amp; PM</td>
<td>Theatre</td>
<td>BGH</td>
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<tr>
<td>Tuesday</td>
<td>AM</td>
<td>Out-patient Clinic</td>
<td>Kelso, Peebles, Hawick, Duns or Eyemouth</td>
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<td>Tuesday</td>
<td>PM</td>
<td>Patient Administration</td>
<td>BGH</td>
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<tr>
<td>Wednesday</td>
<td>AM</td>
<td>Unit ward round, Staff meeting, Clinical / MDM Administration Teaching, CPD (SPA)</td>
<td>BGH</td>
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<tr>
<td>Wednesday</td>
<td>PM</td>
<td>Unit ward round, Staff meeting, Clinical / MDM Administration Teaching, CPD (SPA)</td>
<td>BGH</td>
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<td>Thursday</td>
<td>AM &amp; PM</td>
<td>Theatre</td>
<td>BGH</td>
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<tr>
<td>Friday</td>
<td>AM</td>
<td>Clinic</td>
<td>BGH</td>
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<tr>
<td>Friday</td>
<td>PM</td>
<td>Patient Administration</td>
<td>BGH</td>
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<tr>
<td>Saturday</td>
<td>1 in 5 commitment to On-call</td>
<td>BGH</td>
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<td>Sunday</td>
<td>1 in 5 commitment to On-call</td>
<td>BGH</td>
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<tr>
<td>Out of Hours On Call</td>
<td>From 0900 Friday to 0900 the following Friday every fifth week</td>
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**Borders General Hospital**

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 BGH ensuring they are safe, cared for efficiently, effectively by suitably experienced and qualified staff driving quality at the heart of patient care. Patient safety is our number one objective.

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 the district general hospital serving the Scottish Borders Region. The hospital offers services in General Medicine, Haematology, Palliative Care, Medicine for the Elderly, Stroke Medicine, Paediatrics, General Surgery, Orthopaedic Surgery, Ophthalmology, ENT, Obstetrics and Gynaecology. There is a 6 bedded ITU and an active outreach programme for critically patients.

The Emergency Department provides facilities for the reception, resuscitation, examination and treatment of patients in the Scottish Borders who require emergency admission, or immediate care and discharge. The ED service is well integrated with the Borders Emergency Care Service (BECs), which is the Primary Care out-of-hours service for Borders. The department is managed by a consultant emergency physician. Specialty Doctors, Salaried GPs, training grade doctors (FY2s, GP, orthopaedic and surgical trainees) manage ED patients supported by speciality medical staff from within the hospital. Nurse staffing within the ED is comprised of 23 registered nurses and 3 nursing assistants led by a senior charge nurse.

There is a 6 bedded ITU run by the Anaesthetic Department who also run an acute haemodynamic support service with outreach staff from ITU liasing with ward staff.

There is an up to date laboratory service covering Haematology, Microbiology and Clinical Chemistry with ready access to more specialised investigations in Lothian laboratories and other laboratories in Scotland. 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.

There is an active post graduate programme under the direction of the Director of Medical Education, Dr Jane Montgomery, with excellent facilities in the Educational Centre.
Educational Facilities

Medical education is highly valued within the department. There are ten half-days per year 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 staffed library within the Borders General Hospital grounds with good Internet access. The library is staffed Monday – Friday and security swipe card access in out of hours period, 7 days per week. As well as a range of textbooks and journals, there is access the health e-library and to the online clinical enquiry and response service (CLEAR) from Healthcare Improvement Scotland and NHS Education for Scotland.

All new consultants are welcome to join the consultant development programme. The programme (probably a protected 1/2 day every alternate month) 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 peer 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 a consultancy and advisory facility to advise on development activities tailored to particular service needs and for individual consultants.

The Borders General Hospital is a teaching unit for undergraduate students in medicine. Appointed consultants act as educational supervisors for individual students attached to different teams.

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 maintain 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 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 an excellent Fitness Centre in Galashiels. There is a purpose built nursery in the grounds of the hospital for hospital employees’ children.

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).

House prices in the Borders Region are significantly less than in major cities and also less than many other rural parts of the country, particularly in the south. Assistance with temporary housing costs and relocation allowances may be available depending on circumstances.

Please see Websites:

Scottish Borders Tourist Board - www.scot-borders.co.uk
Southern Reporter - www.borderstoday.co.uk
NHS Borders – http://www.nhsborders
<table>
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<tr>
<th>PERSON SPECIFICATION</th>
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<tbody>
<tr>
<td><strong>Attributes</strong></td>
</tr>
<tr>
<td><strong>Qualifications</strong></td>
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<tr>
<td><strong>Training and Experience</strong></td>
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<tr>
<td><strong>Skills, abilities and knowledge.</strong></td>
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<td><strong>Managerial</strong></td>
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### Skills, abilities and knowledge.

<table>
<thead>
<tr>
<th>Audit</th>
<th>Thorough understanding of principles of medical audit.</th>
<th>Experience in undertaking and completing audit projects</th>
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<tbody>
<tr>
<td></td>
<td>Experience of clinical audit.</td>
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<table>
<thead>
<tr>
<th>Research and Publications</th>
<th>Knowledge of the principles of medical research and current literature.</th>
<th>Research experience Publication of research and /or review article(s)</th>
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### Personal Attributes

- Self motivated to evaluate and develop patient services.
- Effective communicator with patients, relatives, colleagues across primary and secondary care.
- Proven ability to work in a multi-disciplinary team with medical, nursing, primary care and all other healthcare staff.
- Demonstrably good team player.
- Efficient administration.
- Reliable and high level of integrity and probity.
- Professional approach to work.

### Other

- Able to travel independently to meet work commitments.
- Car driver with full driving licence

### NHS Values

#### Care and Compassion

**Expectations**
- Treat people as though they matter
- Involve people
- Consider people as individuals and acknowledge diversity
- Puts the patient first
- Shows they care

#### Dignity and Respect

**Expectations**
### Team player
- Manages own attitudes and behaviour
- Addresses concerns with colleague as they arise
- Communicates respectfully, openly and professionally
- Listens and turns that into action
- Sees things form another person’s perspective

### NHS Values
#### Openness, Honesty and Responsibility
Expectations
- Takes person responsibility for actions
- Sharing of ideas for improvement
- Observes processes
- Ability to work across boundaries
- Commitment to work to best of their ability

### NHS Values
#### Quality and Teamwork
Expectations
- Works as part of a team to support others and improve service provision
- Acknowledges mistakes
- Takes responsibility
- Inspires the team
## 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 – as a locum appointment it is offered for an initial period of 6 months fixed term with possibility of extension up to one year.

- Possession of FRCS or equivalent certificate is essential. You must also be fully registered with the General Medical Council with a licence to practice and preferably your name should appear in the Specialist Registrar for General Surgery. Alternatively you may be within six months of the expected date of obtaining your CCT/CESR or equivalent.

- The full-time salary, exclusive of any discretionary points or distinction award, will be on the scale - £76,761 – £103,490 per annum with scale placing as appropriate to experience and qualifications. There is an 8% availability supplement for participation on the on-call rota.

- 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, but for a locum appointment this is negotiable.

• 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.