Job Description and particulars for the post:

**Consultant Physician**  
**Medicine for the Elderly**

**Borders General Hospital, Melrose TD6 9BS**
Reference | MED 939 | Please quote on all correspondence
---|---|---
Grade | Consultant |  
Location | Borders General Hospital |  
Hours / PAs | Full-time basis available – 10 P.A.s |  
Salary Scale | Consultant scale: £80,653 - £107,170 with 5% availability supplement |  
Closing Date | 28 February 2019 |  
Interview Date | 14 March 2019 |  

**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 the following documents:
- **Curriculum Vitae**
- **Supporting Statement** including information that is requested in the Person Specification and the NHS in Scotland Values. Please ensure that your statement does not contain duplicate information already provided elsewhere in your C.V. (max 500 words). See page 17 for a template.
- **Completed Application Pack** and Equal Opportunities Monitoring form. See pages 18-20.

Postal address: Medical Staffing, Borders General Hospital, Melrose TD6 9BS
E-mail: medical.staffing@borders.scot.nhs.uk
Fax: 01896 826159

Please telephone 01896 826167 to confirm safe receipt of your application.

**Visits and Enquiries**

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

<table>
<thead>
<tr>
<th>Dr Jennifer Inglis</th>
<th>Consultant Physician</th>
<th>01896 826627</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr Janet Bennison</td>
<td>Consultant Physician</td>
<td>01896 826019</td>
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</table>

**Date post is vacant**

Flexible – a start date will be agreed with the successful candidate

**NHS Borders Website**

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

www.nhsborders.org.uk
**Overview of the Department**

The Medicine for the Elderly department operates on a needs related basis. Acute medical emergencies of all ages are admitted via the Medical Assessment Unit. There are 59 acute DME assessment beds (wards 12 / 14) with an average length of stay of 15-20 days. Most admissions to DME are emergency admissions via the medical assessment unit, the remainder are transfers from orthopaedic and surgical wards.

The DME Department is made up of the following:

<table>
<thead>
<tr>
<th>Assessment and Rehabilitation</th>
<th>59 beds</th>
<th>DME wards 12 / 14</th>
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<tbody>
<tr>
<td>Acute stroke</td>
<td>12 beds</td>
<td>Borders stroke unit (BSU)</td>
</tr>
<tr>
<td>Specialist outpatient clinics</td>
<td>Syncope and Falls Parkinson's Neurovascular Cardiovascular General DME</td>
<td>Day Hospital</td>
</tr>
</tbody>
</table>

Want to know more about why you should work for us? – your future colleagues can tell you - see the videos at our microsite [http://www.nhsborders.scot.nhs.uk/recruitment-fair](http://www.nhsborders.scot.nhs.uk/recruitment-fair).

**Medical unit**

The Medical Unit has 2 in patient wards and a 30 bedded Medical Assessment Unit (MAU). MAU admits approximately 6,000 patients per year. Patients are admitted to MAU and are assessed by the on call physician during the day until late evening. There is a hospital handover at 9pm and then a post take ward round from 08.00 the next morning.

The take and post take ward rounds are shared between the on call consultant, the acute physician and a “front door” DME physician.

Patients who are not discharged from MAU within 24 - 48 hours are triaged to one of the specialty wards in general medicine (Wards 4, 5) or to medicine for the elderly (Ward 12/14) or to the Borders Stroke Unit for continuing care, depending on their clinical needs. Ongoing care for patients is then provided by the downstream ward based consultants.

Ambulatory care is available and well utilised. This is staffed by acute medicine consultants.

Ward 5 is a combined High Dependency / Coronary Care area which comprises 12 monitored beds and facilities for 6 remote telemetry units (including ward 4 / MAU areas).

The general medical wards provide the following range of consultant led specialities: Cardiology, Respiratory, Gastroenterology, Diabetes, Endocrinology and Haematology. There are 59 Medicine for the elderly beds, a dedicated 12 bedded
stroke unit and 8 palliative care beds in the purpose built Margaret Kerr Unit. Neurology, Rheumatology, Dermatology and Renal Medicine Consultants provide outpatient clinics and an inpatient consultation service.

A Hospital at Night (HaN) team operates from 9.00 pm – 9.30 am. This comprises a HaN Team Leader (a medical registrar or senior GPST), a GPST/FY2 doctor, 1 FY1 doctor and 2 advanced nurse practitioners- one of whom acts as the coordinator. The HaN team provides a generic clinical service to all adult inpatient areas in the hospital (excluding ITU) with specialty support from general surgery, O&G, paediatrics, orthopaedics and anaesthetics.

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<thead>
<tr>
<th>POST INFORMATION</th>
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<tbody>
<tr>
<td><strong>The Post</strong></td>
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<tr>
<td>We are seeking a consultant physician / geriatrician to join our current team of 6 DME consultants and 10 consultant physicians. This is a new post to accommodate part time working within the current team.</td>
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</table>

The Department of Medicine for the Elderly (DME), within the Borders General Hospital, will have a team of 7 Consultants covering both general and specialist areas in care of the elderly medicine. The post comprises 10 PAs per week but applicants wishing to work part-time are welcome.

Successful applicants will be responsible for the care of patients in the Department of Medicine for the Elderly and, through close liaison with GPs and the primary health care team, the integrated management of elderly patients. They will also be expected to act as leads in the development and support of identified specialist services, according to their particular interests and the needs of the service. They will be expected to assist the moves towards integrated care for the Scottish Borders.

Successful applicants will also be expected to contribute to on call for general medicine on an approximate 1:16 basis and to have ongoing responsibility for some of the general medical patients admitted under their care.

This position provides a unique opportunity not only to develop and enhance the existing service for Medicine for the Elderly but also, working closely with Primary Care Health Services, to play a major role in the further development of integrated and specialist elderly care in the community throughout the Borders.

**Reporting Arrangements** |
| You will report to the Clinical Director for DME, 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 counselling. |

**Medical Staffing within Unit** |
<p>| <strong>Consultant/Career Staff establishment in Department of Medicine for the Elderly</strong> |
| Dr J Bennison - Medicine for the Elderly/ General Internal Medicine |</p>
<table>
<thead>
<tr>
<th>NHS Borders Description</th>
<th>Why work for us?</th>
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<tbody>
<tr>
<td></td>
<td>Our Values are at the heart of all that we do:</td>
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<td>● Care and Compassion</td>
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<td>● Quality and Teamwork</td>
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<td></td>
<td>● Dignity and Respect</td>
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<td>● Openness, honesty and responsibility</td>
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<td>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.</td>
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<td></td>
<td>NHS Borders has an entirely integrated structure for management of health services. Decision-making is firmly embedded within an integrated Clinical Executive, part of a natural evolution towards more integrated care, which has seen health and social services within the Borders develop nationally recognised</td>
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</tbody>
</table>
The NHS Borders Board covers an area co-terminus with the local authority and has developed close and effective links with Scottish Borders Council, including the creation of a Joint Health and Care Partnership Board.

Some key statistics:

(a) Size of Area – 1804 square miles
(5.9% of the area of Scotland)

(b) Population – 113,000 (2.2% of the Scottish population)

(c) The area has 12 main towns i.e. with over 1,500 population, the largest being Hawick (14,573), Galashiels (14,361) and Peebles (8,065). However, some 30% of the population live outwith towns of 1,000 population or more (compared to Scottish average of 12%).

(d) The proportion of the population over 65 is the highest in Scotland

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Percentage of Pop. in Borders</th>
<th>Scottish Average</th>
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<tbody>
<tr>
<td>45 – 59 years</td>
<td>20.84% (19.29%)</td>
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<tr>
<td>60 – 74 years</td>
<td>15.83% (13.98%)</td>
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<tr>
<td>75+ years</td>
<td>8.86% (7.09%)</td>
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</table>

(e) There are 4 Community Hospitals providing GP acute, intermediate care, palliative care, slow stream rehabilitation and Hospital Based Complex Clinical Care – primarily for frail elderly patients.

<table>
<thead>
<tr>
<th>Hospital</th>
<th>No. of beds</th>
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<tbody>
<tr>
<td>Peebles (Haylodge Hospital)</td>
<td>23</td>
</tr>
<tr>
<td>Duns (The Knoll Hospital)</td>
<td>23</td>
</tr>
<tr>
<td>Kelso Hospital</td>
<td>23</td>
</tr>
<tr>
<td>Hawick Community Hospital</td>
<td>23</td>
</tr>
</tbody>
</table>

There are also community-based Day Hospitals within Duns Hospital, Kelso, Hawick and Peebles and the purpose built day hospital in Eyemouth each with 15 places.

The Department of Medicine for the Elderly

The Department of Medicine for the Elderly manages acutely unwell frail elderly in-patients. The consultants’ responsibility covers both the BGH DME Wards and a liaison service for the relevant community hospital inpatients (who are under the care of a GP). Patients are admitted to BGH according to their clinical need. Each consultant carries out three ward rounds and one case conference each week in the BGH Wards. The successful applicant will contribute to the general medical on-call rota.

The DME service provides a front door frailty team (Consultant, OPLS nurse, PT, OT, Red Cross) Monday to Friday, for acute assessment of frail patients
admitted to the medical unit. The successful applicant will support the continuing development of this service to provide early comprehensive geriatric assessment for appropriate patients in the medical and surgical wards and ED. The post will also support the development of ambulatory care for older, frail patients within the acute assessment unit.

**Outpatient clinics**

The Day Hospital outpatient clinics see around 1200 new patients each year and function as a rapid response assessment and triage unit with a high turnover and acute function. It encompasses the following clinics:

(a) **Neurovascular**
All transient ischaemic attacks and minor strokes are reviewed within 4 days of referral.
CT scans and carotid dopplers are performed the same day of attendance.
Specialist investigations, including transcranial doppler are performed as necessary.
Secondary prevention of stroke is initiated including referral for carotid endarterectomy and patent foramen ovale closure.

(b) **Syncope and falls**
Includes investigation of carotid sinus hypersensitivity with full tilt table phlebysmography and Carotid Sinus Massage testing, for the investigation of syncope and falls.

(c) **Elderly Cardiovascular**
One stop clinic for predominately elderly patients with heart failure held fortnightly in the day hospital with same day echo cardiogram facility.

(d) **Parkinson’s**
We are also part of the PD Med Randomised Controlled Study on Parkinson’s Disease aiming to determine most cost effective and reliable drug treatments for early and late stages of Parkinson’s Disease.

(e) **General**
All consultants provide a general geriatrics outpatient clinic service and provide senior input to ambulatory care for older people.

The day hospital also provides a venue for other clinics.

**Ortho Geriatric Service**
The orthopaedic unit has participated in the National Hip Fracture Audit for several years and is implementing the SIGN Guideline on Hip Fracture with the aim of involvement of Medicine for the Elderly physician from admission, linked with timely rehabilitation where appropriate in the Medicine for the Elderly unit. There are on average three hip fracture patients a week in the Borders General Hospital with seven referrals per week from orthopaedics to the DME service. Currently a DME consultant provides a thrice weekly ward round for all frail elderly trauma patients in the orthopaedic unit.

**Dementia Services**
There is a well established Mental Health for the Older Adult Team (MHOAT) covering the Borders region. Inpatient care is provided in a 24-bedded dementia assessment unit (Cauldshiels) within BGH and a Continuing Care Unit (Melburn Lodge) on BGH site. MHOAT and dementia specialist nurses link closely with
the DME assessment / stroke wards.

Community Links
In addition to the informal links each consultant has developed with the GPs and community teams in their relevant geographical areas, there are well-established formal links between the Department of Medicine for the Elderly and community health services and social work.

- Fortnightly visits by consultants to Community Hospitals to review referrals from GPs and to support multidisciplinary team meetings.
- The community services are currently undergoing a review with further service developments expected and there is scope to be involved in these exciting new projects.

Network Links
The Department has specialty registrars on rotation with Edinburgh and also accepts medical students from Edinburgh. There are postgraduate meetings at the Department of Geriatrics in Edinburgh and Stroke research meetings take place at the Western General Hospital.

The Department also has good links with the Northumberland Parkinson’s Disease Network, which is working towards Managed Clinical Network status. There are also good academic links with Newcastle University through membership of the Northern Syncope Group.

We also have good links with the Parkinson’s Interest Group in Edinburgh. The stroke MCN has good links with the units in Edinburgh.

<table>
<thead>
<tr>
<th><strong>DUTIES AND RESPONSIBILITIES</strong></th>
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<tr>
<td><strong>Main Duties</strong></td>
<td>A job plan would be agreed between the successful applicant and the Clinical Director depending on background and sub specialty. This would include participation in the on-call rota, inpatient work, ward rounds, clinics, community-based work and sub specialty sessions.</td>
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<tr>
<td><strong>On call</strong></td>
<td>The post holder takes part in the Acute General Medical take rota (currently a 1:16 commitment including weekends).</td>
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<tr>
<td><strong>Inpatient duties</strong></td>
<td>The post holder would work with colleagues in a rotation to cover the inpatient areas as follows:</td>
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<tr>
<td></td>
<td>Ward 12 (DME)</td>
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<td>Ward 14 (DME)</td>
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<td>MAU (“front door” DME)</td>
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<td></td>
<td>Float (to include cover for leave)</td>
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<tr>
<td><strong>DME ward</strong></td>
<td>The post holder would be responsible for ongoing care of up to 30 DME inpatients within one of the DME wards, as part of a team. They provide a 3x weekly ward round, weekly MDT and are expected to attend the multidisciplinary board rounds where possible.</td>
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<tr>
<td><strong>Front door</strong></td>
<td>The front door consultant is responsible for daily review of all frail patients within</td>
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the medical assessment unit, Monday to Friday. They provide a daily consultant led ward round and attend the MAU handover and frailty huddles. They will review any frail patients admitted during the day (before 4pm) or to ambulatory care. They are responsible for review of patients referred from other specialties (except orthopaedics) as well as responding to email or phone requests for advice from primary care. They are also responsible for vetting outpatient referrals to DME services.

**Float**
The float consultant provides cover for the inpatient duties of the consultant on leave. This may include orthogeriatrics.

**Outpatients**
The post holder will have a weekly general geriatrics / syncope and falls clinic (depending on the experience of the successful candidate). This comprises 2 new and 5 review appointments.

**Community**
The post holder may have an allocated session in a community hospital – for review of GP inpatients on request to provide specialist advice / to attend the ward MDT meeting.

There is also a significant piece of work underway to review new ways of working in the community and there are likely to be opportunities in the near future to participate in new developments of geriatric services within the community.

**Educational**
- Expected to contribute to the training and supervision of training grade doctors in Medicine for the Elderly, General Medicine, General Practice and Foundation Doctors. Will also participate in the teaching of undergraduate students.
- The Medical Department is an examination centre for MRCP (PACES) examinations.

**Other duties**
- Will include administration, continuing medical education and committee work.
- The post holder will participate in the Clinical Audit and QI programme and undertake audit and research in accordance with their own ideas as discussed and agreed with the other physicians.
- The post holder will undertake an appropriate share in the running of the clinical department.
- Other SPA work as identified by the department.

Office accommodation and secretarial support will be provided.
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. The outline job plan is attached 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 subspeciality training and interests and may also be modified for part-time or job share postholders.

Agreed Support Programmed Activities (SPAs) include your own CPD, appraisal and revalidation and examples of other activities such as:
- undergraduate and postgraduate medical education
- audit and committee work
- service management/development

The job plan below is an indicative work plan intended to give an idea of likely workload and working arrangements. The specific job plan would be agreed with successful applicant on commencement of employment.

It is likely that the post will rotate through different aspects of DME – e.g. general / orthogeriatrics / liaison and that the final agreed timetable will reflect this.

<table>
<thead>
<tr>
<th>Job Plan - example – 10 PAs – DME ward week</th>
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<tr>
<td><strong>Morning</strong></td>
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<td>Monday</td>
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<td>Saturday</td>
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<tr>
<td>Sunday</td>
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Borders General Hospital
The Borders General Hospital is the district general hospital serving the Scottish Borders Region. It has 320 beds with 93 acute medical beds of which 12 are in a higher dependency area with monitoring and telemetry facilities. 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. A recent development is the opening of the Margaret Kerr Unit in January 2013 has provided 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, Neurology and Rheumatology. Visiting consultants provide clinics for Oncology, Dermatology, Renal Medicine and Clinical Genetics.

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 two consultant emergency physicians. Specialty Doctors, Salaried GPs, training grade doctors (FY2s, GF, orthopaedic and surgical trainees) manage ED patients supported by specially 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 liaising 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, with excellent facilities in the on-site Educational Centre.

### Educational Facilities

On commencement you will have the opportunity to attend the hospital’s corporate induction programme (or if preferred we can arrange a bespoke Consultant induction).

Corporate Training and O.D. Leads are available as a consultancy to advise on development activities tailored to particular service needs and for individual consultants. Bespoke programmes seek to provide you with support for the development of leadership and management skills, such as difficult conversations, 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.

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 heath e-library and to the online clinical enquiry and response service (CLEAR) from Healthcare Improvement Scotland and NHS Education for Scotland.

Post graduate and continuing medical education is actively encouraged and supported. There are weekly department education meetings and a hospital wide monthly educational half day.

There is an excellent weekly x-ray meeting with the department of radiology which has a spiral CT scanner and Gamma camera, up to date Doppler echo facilities and a purpose-built CT and MRI suite.

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 Revivers, where annually each town 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 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 downhill 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. 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. Excellent Fitness Centre in Galashiels and other Borders towns. There is a purpose built nursery in the grounds of the hospital.

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. Local transport links have improved greatly in the last year or so.

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).

Please see Websites:
Scottish Borders Tourist Board - www.scot-borders.co.uk
Southern Reporter - www.borderstoday.co.uk
NHS Borders – http://www.nhsborders.co.uk

See the microsite for the views of some of your prospective colleagues on living and working in the Scottish Borders video at http://www.nhsborders.scot.nhs.uk/recruitment-fair
## PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>Attributes</th>
<th>Essential</th>
<th>Desirable</th>
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<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td>Primary Medical Degree.</td>
<td>Higher degree (MD, Dphil, PhD) in relevant subject area.</td>
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<td>Full registration with GMC with a license to practice.</td>
<td>Teaching qualification.</td>
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<td></td>
<td>Possession of MRCP, or equivalent GMC Specialist Registration for both Geriatric Medicine and General Internal Medicine by date of taking up appointment or within 6 months of attainment of CCT at date of interview</td>
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<tr>
<td><strong>Training and experience</strong></td>
<td>Wide experience in all aspects of General Internal Medicine.</td>
<td>Wide experience in all aspects of Medicine for the Elderly</td>
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<td>Training record culminating in award of CCT or equivalent.</td>
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<td>Experience of clinical audit.</td>
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<tr>
<td></td>
<td>Teaching experience at undergraduate and postgraduate level.</td>
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</tr>
<tr>
<td><strong>Skills, abilities and knowledge</strong></td>
<td>Knowledge of recent NHS guidelines, quality standards and recommendations.</td>
<td>Familiar with structure of Scottish Health Service and recent initiatives.</td>
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<td></td>
<td>Knowledge of clinical governance.</td>
<td>Basic management skills training</td>
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<tr>
<td><strong>Managerial</strong></td>
<td></td>
<td>Experience in day to day organisation of Medicine for the Elderly services.</td>
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<tr>
<td><strong>Skills, abilities and knowledge</strong></td>
<td>Thorough understanding of principles of clinical audit and healthcare governance.</td>
<td>Experience in undertaking and completing audit projects</td>
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<tr>
<td><strong>Audit</strong></td>
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<tr>
<td><strong>Skills, abilities and knowledge</strong></td>
<td>Knowledge of the principles of medical research</td>
<td>Research experience</td>
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<td></td>
<td>Up to date knowledge of current literature.</td>
<td>Publication of research and /or review article(s).</td>
</tr>
<tr>
<td><strong>Research and Publications</strong></td>
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<tr>
<td><strong>Personal Attributes</strong></td>
<td>Self motivated to undertake service evaluations and develop patient services.</td>
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<td></td>
<td>Effective communicator with patients, relatives, colleagues across primary and secondary care.</td>
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</table>
Proven ability to work in a multi-disciplinary team and co-operate with medical, nursing and all other healthcare staff.

Demonstrably good team player.

Efficient administration.
Reliable. Professional approach

Other
Ability to travel independently.

Car driver with full driving licence

SPECIFICATION OF NHS VALUES

<table>
<thead>
<tr>
<th>NHS Values</th>
<th>Value Description</th>
<th>Method Of Assessment</th>
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<tbody>
<tr>
<td>Care and Compassion</td>
<td>Treat people as though they matter</td>
<td>Interview and Assessment</td>
</tr>
<tr>
<td>Dignity and Respect</td>
<td>Team player</td>
<td>Interview and Assessment</td>
</tr>
<tr>
<td>Openness, Honesty and Responsibility</td>
<td>Takes personal responsibility for actions</td>
<td>Interview and Assessment</td>
</tr>
<tr>
<td>Quality and Teamwork</td>
<td>Works as part of a team to support others and improve service provision</td>
<td>Interview and Assessment</td>
</tr>
</tbody>
</table>
TERMS AND CONDITIONS

- 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 MRCP or an equivalent certificate, is essential and you should be fully registered with the General Medical Council with a licence to practice. Preferably your name should appear in the Specialist Register for General Internal Medicine. You should have obtained a CCT or equivalent or be within 6 months of award of a CCT.

- The full-time salary, exclusive of any discretionary points or distinction award, will be on the scale £80,563 - £107,170 per annum with scale placing as appropriate to experience and qualifications. There is a 5% 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.

- Assistance with removal expenses / temporary accommodation etc. may be provided in accordance with the Relocation Benefits Policy and up to full Inland Revenue limits. In this post you can reside in the Borders or in Edinburgh and qualify for relocation benefits.

- It is a requirement that the private residence of the successful candidate shall not be more than 30 minutes travelling time by road from the
Borders General Hospital. This relates to the minimum recall time for being on-call, so your permanent main residence can be elsewhere and we offer the facility of 2 bedroom shared house in the on-site residencies (house number 6) for the almost exclusive use of Consultants when they are on-call. This has permitted colleagues to live full time in Edinburgh for example, commute daily but stay in the local residencies in dedicated comfortable surroundings when they are rostered on-call.

- **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.
Job Reference No: MED 939  
Consultant Physician - DME

**Statement in Support of Application (please return with C.V.)** – as well as submitting your full C.V. please tell us about your personal qualities, skills, experience and any major achievements and how these relate to the requirements of this post (see the Person Specification and the NHS in Scotland Values above). 500 words approx.

<table>
<thead>
<tr>
<th>Where did you see the Advertisement for this Post?</th>
</tr>
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<tbody>
<tr>
<td>Newspaper (which one?)</td>
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<td>Professional Journal (which one?)</td>
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<tr>
<td>Vacancy Bulletin</td>
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<tr>
<td>SHOW (NHS Scotland Website)</td>
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<tr>
<td>Job Centre Plus</td>
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<tr>
<td>Other (please specify)</td>
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</tbody>
</table>
Application Pack and Equal Opportunities Monitoring (please return with C.V.)

Job Reference No: MED 939
Candidate ID No: Consultant Physician - DME

### Referees

Your referees will include your present (or most recent) employer. Please identify below the person in your organisation (for current NHS staff this is your direct line manager) who is authorised to confirm your employment and the details given in your application. Please identify a second referee who may have closer knowledge of your skills, knowledge and abilities and who may offer opinion on your suitability for this post. **You should not use family members or friends.** Our pre-employment screening also includes, where appropriate, health and fitness for work, criminal records, qualifications and professional registration. **Note that references will only be taken up for Preferred Candidates following interview.**

<table>
<thead>
<tr>
<th>Name 1:</th>
<th>Designation:</th>
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<tbody>
<tr>
<td>Address:</td>
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<td>Post Code:</td>
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<td>Telephone:</td>
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<td>Telephone:</td>
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### Disability

The Equalities Act defines disability as follows: “any physical or mental impairment which has a substantial adverse effect on a person's ability to carry out normal day to day activities”. NHS Scotland is “Positive About Disabled People”, and as such we provide job opportunities for disabled people. NHS Scotland operates **a Job Interview Guarantee (JIG)**, which means that if you have a disability, **and meet the minimum criteria outlined within the person specification**, you will be guaranteed an interview. However, some disabled people prefer not to take this option, so please tick your preference if you are a disabled candidate.

**Do you want to participate in the guarantee scheme?**

Yes [ ] No [ ]

Please specify any special requirements you require if attending for interview, eg. Induction Loop, Wheelchair Access, Signer ______

### Driving Licence

**Do you have a driving licence?**

Yes [ ] No [ ]

If yes, which categories are you entitled to drive, eg. B, BE, C
Job Reference No: MED 939
Consultant Physician - DME

Equal Opportunities Monitoring

We want to ensure that our job opportunities are open to all. The only way we can ensure there is equal opportunity is to monitor applications we receive and compare the profile of people who apply with those appointed. Therefore this form asks you for your ethnic origin, gender, disability, religion, sexuality and age. The information you provide in this part of the form (Part D) is confidential and is not used in the selection process. It will be separated from the rest of the form when we receive it.

If you are currently an employee of this NHS Board, will getting this job be a promotion?
Yes  No

You are:
Female  Male

Have you undergone, are you undergoing or do you intend to undergo gender reassignment? For example, this includes having changed your sex (gender)?
Yes  No  Prefer not to say

What is your age?
I am  years old, and my date of birth is:

Do you have a physical or mental health condition or disability that:
- has a substantial effect on your ability to carry out day to day activities?
- has lasted or is expected to last 12 months or more?
Yes  No  Prefer not to say

If you answered ‘yes’ please tick if it is either of the following:

Learning Disability  Physical impairment
Long standing illness  Sensory impairment
Mental health condition
Other (please describe):

- Again, if yes, please describe any particular arrangements you would need for your work location:

Permission to live and work in the U.K.
Do you need sponsorship and VISA to take up this post?  Yes  No

Working in the UK
Are you currently eligible for unrestricted work in the UK?  Yes  No

Your Nationality or Citizenship (passport held)

Please state your nationality or citizenship  ______________________
<table>
<thead>
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<th>Job Reference No:</th>
<th>MED 939</th>
</tr>
</thead>
<tbody>
<tr>
<td>Candidate ID No:</td>
<td>Consultant Physician - DME</td>
</tr>
</tbody>
</table>

**What is your ethnic group?**

Choose one section from A to F, then tick the appropriate box to indicate your cultural background.

**A: White**
- [ ] Scottish
- [ ] Irish
- [ ] Other British
- [ ] Any other White background

**B: Mixed**
- [ ] Any mixed background

**C: Asian; Asian Scottish; Asian British**
- [ ] Pakistani
- [ ] Indian
- [ ] Chinese
- [ ] Bangladeshhi
- [ ] Any other Asian background

**D: Black; Black Scottish; Black British**
- [ ] Caribbean
- [ ] African
- [ ] Any other Black background

**E: Other ethnic background**
- [ ] Any other background

**F: Prefer not to answer**

**To which religion, religious denomination or body do you actively belong?**

- [ ] (Christianity) - Church of Scotland
- [ ] Hinduism
- [ ] (Christianity) - Roman Catholic
- [ ] Sikhism
- [ ] Christianity (other)
- [ ] Judaism
- [ ] Other faith / belief
- [ ] Islam
- [ ] Buddhism
- [ ] No religion (none)
- [ ] Islam
- [ ] Other
- [ ] Prefer not to answer

**Which of the following best describes your sexual orientation?**

- [ ] Bisexual
- [ ] Gay Man
- [ ] Heterosexual
- [ ] Lesbian/Gay Woman
- [ ] Other
- [ ] Prefer not to answer