ST – Locum Appointment for Training (General Medicine)
Full Time – Fixed Term from 5 February to 5 August 2014
£30,002 - £39,693 per annum pro rata plus banding supplement 2B, distant islands allowance and relocation package

Based at the Gilbert Bain Hospital in Lerwick, this post would suit a doctor who has just completed FY2 training and is considering a medical career or a core medical trainee waiting for an ST position. The post has the required educational and Dean's approval and may be recognised for some types of training.

The successful applicant will work as a part of a team in the medical unit and its associated areas of work, including supervision of more junior staff, participation in ward rounds, emergency medical receiving, and teaching of medical students. Full GMC registration with a current licence to practice is essential.

Rise to the challenge and enjoy the opportunity - Shetland is a wonderful place to live and work. Shetland offers low pollution, low crime, excellent schools, great leisure facilities, unique wildlife and amazing scenery, whilst still only a short flight away from the UK mainland. To find out more about living and working in Shetland go to www.shetland.org

Informal enquiries should be addressed to Dr Jim Unsworth or Dr Pauline Wilson (Consultant Physicians) at the Gilbert Bain Hospital: They can be contacted via the hospital switchboard on 01595 743000 or via email jim.unsworth@nhs.net or paulinewilson@nhs.net.

Please quote reference number D84/SHOW

Closing Date: 9am on Monday, 6th January 2014

This post attracts a relocation package of up to £2000 (pro rata if appointment for less than 6 months) and Distant Islands Allowance of £1,671 per annum (pro rata)

For more information and an application form, please visit our website www.shb.scot.nhs.uk. Alternatively, contact the Human Resources Department, Brevik House, South Road, Lerwick, Shetland or telephone: (01595) 743067 (24 hour answerphone), quoting the appropriate reference number. All applications must be on our standard application form – CVs will not be accepted. Details of all NHS Scotland Medical Vacancies can be found at www.medicaljobs.scot.nhs.uk

In promoting equal opportunities, we welcome applications from all sections of the community.
Job Description
Speciality Trainee - Locum Appointment for Training (General Medicine)

Introduction
This post will be based at the Gilbert Bain Hospital in Lerwick, Shetland. The post of one of 6 junior doctor posts working within the medical unit.

Gilbert Bain Hospital
The Gilbert Bain Hospital, Lerwick, Shetland ZE1 0TB, is the only acute general hospital in Shetland and it serves both the population of approximately 23,000 within the Shetland Health Board area and the 4000 offshore workers in the fishing and oil industries. The hospital is a 3-storey building, opened in 1961, with an extension opened in 1991 and a modern Outpatient department completed in 2008.

The bed complement is:
Ward 1  Surgical in-patients  26
Day Surgery  5
Ward 3  Medical  22
Ronas Ward  Slow stream rehabilitation, Elderly and palliative care  12
Maternity  6

Ward 3
The medical unit is based on Ward 3 a recently refurbished 22 bedded medical ward with adjoining consultant and medical secretarial offices. The ward environment is mixed sex and consists of 4 single sex bays, 4 side rooms and a 2 bedded area that can be adapted to manage higher dependency or bariatric patients. Nursing staff are flexible and expected to help manage the genuinely unselected admissions on the unit.

Ronas Ward
Transferred from the Montfield Hospital site, this 12 bedded ward environment consists of 3 single sex bays and 5 side rooms and is used to accommodate patients with various needs. The clinical team is headed by one of the Consultant Physicians, Dr Pauline Wilson, and provides an environment that facilitates slow stream rehabilitation, some hospital based palliative care and patients who may have complex medical and nursing needs that require NHS care.

The Accident and Emergency Department serves not only the islands but also acts as a front-line station for personnel on marine vessels and offshore installations. A full range of medical and surgical conditions is treated, from minor injuries to major trauma requiring resuscitation, stabilisation and aero-medical
evacuation to mainland Scotland. It is permanently staffed and has two fully equipped resuscitation bays, a plaster room and three individual cubicles. Medical cover is provided in-hours by a dedicated surgical junior doctor and junior medical staff, with support from a number of Nurse Practitioners. At night cover is provided by a medical junior doctor with medical, surgical and anaesthetic consultants available from home.

Ward 1 is a mixed-sex ward with 4 single sex bays, two side-rooms and a two-bedded High Dependency Unit. The surgical consultants share the 26 beds as needs dictate. Staffing levels are appreciably higher than on equivalent mainland wards and allow a thorough and patient-centred approach to surgical nursing.

The Day Surgery Unit provides 5 day-case beds staffed by dedicated Day Surgery nurses. Under anaesthetic direction nurse clerking for elective patients has been successfully piloted and is being introduced throughout the different surgical specialities, allowing junior staff to concentrate on direct surgical intervention.

The Theatre Suite was completed seven years ago and is spacious, modern and well equipped. It includes two large operating theatres with adjoining anaesthetic rooms, a four-bay Recovery Unit, communal rest-room facilities for nursing and medical staff. There is an extensive up-to-date range of surgical equipment including endoscopic and laparoscopic systems that enable the surgeon to undertake most elective and emergency procedures. Instrument sterilisation is undertaken within the integral HSDU and is compliant with the recent requirements for hospital sterilisation facilities.

The Outpatient Department is compact and friendly – a Band 7 staff nurse heads a nursing support team with extensive experience and extended skills. A ‘one stop’ surgical and pre-assessment clinic is established along with specialist nurse (MS, hypertension, stroke), dietetic and substance misuse clinics. Currently there are consultant led commitments in General Medicine, diabetes, thyroid disease/endocrinology, hypertension, rapid access chest pain, nephrology and rheumatology. Visiting specialist services provide expert support and there are established telegenurology and videoconference ENT/nasendoscopy.

Support Services are in line with those expected of a District General Hospital (DGH). These include a full range of laboratory and radiological services, including diagnostic ultrasound, and a physiotherapy and occupational therapy department. A number of invasive radiological investigations are performed locally on a regular basis under the supervision of a visiting radiologist, and the radiology department has procured digital CR/PACS which allows viewing of an electronic image anywhere in the hospital. Images are sent digitally to NHS Grampian for reporting. A CT scanner is available.

Five doctors working at ‘SHO’ level provide medical support. Currently this consists of two general practice trainees, one FY2 and 2 Core Medical Training. In
addition there is one FY1 attached to the medical ward. Three Consultant Physicians provide comprehensive medical services.

The hospital medical staff complement is currently:

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<tr>
<th>Category</th>
<th>Consultant 1</th>
<th>Consultant 2</th>
<th>Consultant 3</th>
<th>Trainees</th>
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<tbody>
<tr>
<td>General Medicine</td>
<td>Dr Jim Unsworth FRCP (Lond)</td>
<td>Dr Pauline Wilson MRCP</td>
<td>Dr Petr Tuma</td>
<td>5 Trainees and 1 FY1</td>
</tr>
<tr>
<td>Surgery and A&amp;E</td>
<td>Mr Gordon McFarlane ChM, FRCS</td>
<td>Mr Piotr Mikolajczak</td>
<td>Ms Beatrix Weber</td>
<td>1 FY2, 3GP Trainees</td>
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<tr>
<td>Anaesthesia</td>
<td>Dr Catriona Barr FRCA</td>
<td>Dr Brodyn Poulton FRCA</td>
<td>Dr Jacek Swierczewski</td>
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In addition there are the following senior medical staff who are based in nearby premises:

- Dr Sarah Taylor Consultant in Public Health Medicine and Director of Public Health
- Dr Susan Laidlaw Consultant in Public Health Medicine (Part Time)
- Dr Sergey Boyadjiev Consultant Psychiatrist (Locum)

Management Structure
NHS Shetland is unified Island Board and the Board is responsible for both primary and secondary care services and is accountable directly to the Scottish Executive.

Medical department workload
The department provides a comprehensive service for the residents of Shetland, visitors and people working off shore. The remote nature of Shetland means that immediate resuscitation and stabilisation of a full range of emergency conditions is required. Transfer of patients to specialist services can be via ferry, scheduled flight, air ambulance, MOD helicopter and both paediatric and adult retrieval team, depending on the circumstances and severity of the illness.

Specialist services in Clinical Genetics, Paediatrics, Child Health, ENT, Ophthalmic, Orthopaedic, Plastic, Gynaecological and Maxillofacial surgery are sustained by visiting consultants. There is a good working relationship between the department and colleagues at Aberdeen Royal Infirmary, run both on informal and formal clinical network lines and where appropriate this allows the local clinician to have a significant input into the management of patients traditionally managed in tertiary centres or much larger DGHs.
Theatre is currently staffed for nine sessions per week: together with outpatient surgical clinics and a fracture clinic this comprises the bulk of the weekly work. In 2010 there were 965 medical in-patient admissions and 459 day cases. In addition 3153 people attended A&E with a medical problem, the peak attendance being during the summer months.

Main Duties and Responsibilities

Clinical Duties:
The successful candidate will be expected to make a full contribution to the role of the Medical Unit and its associated areas of work, including supervision of more junior staff, participation in ward rounds, emergency medical receiving, and teaching of medical students. He/she will be encouraged to take an active part in all the educational meetings of the unit and also participate in the research activities of the unit.

Day-time duties entail the day-to-day management of patients and assistance at outpatient clinics. The on-call commitment and includes evening, periodic night and weekend cover.

The post holder will be expected to participate in the hospital at night rota.

Activities will include:
- Participation in receiving shifts
- Participation in post-receiving ward round
- Continuing care of patients in "step down" wards and decanted patients
- Communication with relatives
- Discharge planning with multidisciplinary team
- Associated administration and correspondence

Teaching – All trainees are regularly involved in undergraduate teaching and multidisciplinary teaching. Occasional postgraduate teaching may be required depending on the individual unit.

Audit Opportunities - An important aspect of all levels of training is to take part in, and initiate clinical audit projects. It is expected that throughout all the attachments the trainee will participate in unit audit and educational meetings.

Hours of Work - In line with the nationally agreed hours limits for junior medical staff the following has been agreed for junior doctors working within NHS Shetland:

NHS Shetland - The maximum contracted hours will be no more onerous than an average of 48 hours per week. The appointment is offered on the basis outlined above.
Cover for Colleagues - The allocation of a Banding is prospective and therefore includes an allowance for cover for colleagues on annual and study leave. The pay banding for the post will reflect the working pattern in operation from your first day of taking up appointment. This will be advised to you on offer of appointment, after interview.

Emergency Duties

Junior medical staff will also be required to perform duties in occasional emergencies and unforeseen circumstances and at the request of the appropriate consultant, in consultation where practicable with colleagues, both senior and junior.

It has been agreed between the professions and the Department that while junior medical staff accept that they will perform such duties, it is stressed that additional commitments arising under the sub-section are exceptional and, in particular, that juniors should not be required to undertake work of this kind for prolonged periods or on a regular basis.

Study and Training

Local Study Leave arrangements are funded through the Regional Postgraduate Medical Education Committee, from their resource allocation from Scottish Council for Postgraduate and Dental Education. Efforts within the limits of the budget available will be made to meet the Core Study Leave requirements for the specialty. Full details of the Study Leave system are available to all training grade staff. The department of the Postgraduate Dean issues regular information regarding courses etc. There are training programmes for all levels of trainees, those at FY and ST 1-2 level being arranged through the Postgraduate Deanery.

Library facilities are provided in the staff development centre.

Other Information

1. Proof of identity and evidence of entitlement to live and work in the United Kingdom must be supplied.

2. The appointment is made subject to satisfactory fitness for employment. The successful candidate will therefore be required to complete a pre-employment health screening questionnaire and may subsequently be required to attend for health screening. The post is exposure prone and evidence of immunity to Hepatitis ‘B’ is required.

3. Smoking is not permitted on any Board premises, with the exception of patients detained under the Mental Health Act.
4. All information regarding patients, staff personal information that employees may learn in the course of their duties must be treated as confidential. Unauthorised disclosure may lead to disciplinary action.

5. This job description serves to indicate the range of duties of the post but is not exhaustive.

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<th>Terms and Conditions of Service</th>
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The post of Speciality Trainee in General (Internal) Medicine is covered by the Terms and Conditions of Service for Hospital Medical and Dental Staff and the General Whitley Council. It is a whole-time appointment and will be located at the Gilbert Bain Hospital, Lerwick, Shetland.

1. The appointment will be held by a registered medical practitioner and is designed to give opportunities for further training in General (Internal) Medicine.

2. There will be an Educational Supervisor for this post.

3. The inclusive salary is within the scale £30,002 - £39,693 per annum pro rata. Placing on the scale will be in accordance with previous service and experience. In addition to salary, all posts qualify for a Distant Islands Allowance of £1,671 per annum (pro rata for part-time and fixed term positions).

4. The post will be for a fixed term period from 5 February to 5 August 2014.

5. This post is eligible for relocation expenses and benefits in accordance with the Board’s Relocation Procedures. There is a maximum of £2000 related to any relocation package (pro rata if appointment is for less than 6 months).

6. The appointment will be superannuable if the person appointed so 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.

7. Conditions of appointment as to leave, travelling and subsistence allowances etc will be in conformity with the Terms and Conditions as laid down for Hospital Medical and Dental Staff under the National Health Service (Scotland) Act.

8. The appointment will be terminable on one months’ notice on either side.
# Person Specification

**Job Title:** Speciality Trainee – Locum Appointment for Training (General Medicine)  
**Department:** Medical  
**Location:** Gilbert Bain Hospital

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<th>Factor</th>
<th>Essential</th>
<th>Desirable</th>
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<tr>
<td><strong>Experience</strong></td>
<td>Evidence of experience in a range of medical specialities</td>
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</table>
| **Qualifications**  
**Training**  
**Research**  
**Publications** | General Medical Council registration with a current licence to practice  
Evidence of completion of Foundation Training  
Evidence of competence in management of medical emergencies and in-patients through continuous work-based assessments and portfolio evidence  
Current ALS certification or equivalent | |
| **Knowledge and Skills** | Awareness of the basics of managing acute medical conditions including emergencies  
Appropriate knowledge base and ability to apply sound clinical judgement to problems  
Good verbal and written communication skills  
Evidence of competence to work without direct supervision where appropriate | |
| **Other** | Eligible to work in the UK  
Proof of Immunity against Hepatitis B | |
How to Apply

For more information and an application form, please visit our website [www.shb.scot.nhs.uk](http://www.shb.scot.nhs.uk). Alternatively, contact the Human Resources Department, Brevik House, South Road, Lerwick, Shetland or telephone: (01595) 743067 (24 hour answerphone), quoting the appropriate reference number. All applications must be on our standard application form – CVs will not be accepted.

Your completed application should be submitted to the Human Resources Department, Shetland NHS Board, Brevik House, South Road, Lerwick, Shetland ZE1 0TG by 9am on Monday, 28 October 2013. Fully completed applications will also be accepted by email to shet-hb.hradmin@nhs.net.

Informal enquiries should be addressed to Dr Jim Unsworth (Consultant Physician) or Dr Pauline Wilson (Consultant Physician) at the Gilbert Bain Hospital: They can be contacted via the hospital switchboard on 01595 743000 or via email jim.unsworth@nhs.net or paulinewilson@nhs.net.

Thank you for your interest. The Board hope that you will agree with them that the challenges and rewards of this position and life and work in Shetland are worth exploring further and we look forward to receiving your application.