1. **Outline of the post**

We are looking to appoint 5 full time consultant anaesthetists to work in NHS Lothian based at the Royal Infirmary of Edinburgh. The opportunity for these posts has arisen due to a combination of service expansion, increased part time working and retirement. The posts are designed to support the acute services at the Royal Infirmary of Edinburgh and the successful applicant will work within an expanding team of consultants and training grade staff to provide anaesthesia for elective and emergency services for this major tertiary and quaternary referral centre. One of the 5 posts will accommodate a subspecialty interest in obstetric anaesthesia and another a subspecialty interest in cardio-thoracic anaesthesia. Whilst the three remaining posts are of a more general nature every effort will be made to accommodate a successful candidate’s subspecialty interest.

All posts are offered according to the Terms & Conditions of the 2003 Consultant Contract (Scotland) including all subsequent modifications to this. In addition where the above T&Cs do not make any provision the provisions of the General Whitley Council Terms & Conditions shall apply. The posts are subject to the provisions of the European Working Time Directive. The posts require the successful applicant to be registered with the GMC with a license to practice and to be on the specialist register by the time of taking up the post. The successful applicants will be allocated an appraiser and will be expected to participate in annual appraisal and job planning and to revalidate as required by the GMC.

Annual leave and study leave are as per the above T&Cs. In addition the consultants in the anaesthetic department have agreed to work the two bank holidays which are no longer bank holidays for the Agenda for Change staff in return for three additional days of annual leave.

Office accommodation in the department is tight and there is an expectation of sharing offices and IT equipment. The allocation of desk space is overseen by a senior consultant in the department. Secretarial support is available from a secretary in obstetric anaesthesia, the unit coordinator, who is responsible for the day to day running of the rota, the directorate secretary and two recently appointed A&C staff.

Because of Edinburgh Council’s policy on promoting the use of public transport there is limited car parking on site and an even more limited supply of parking permits. The provision of bicycle racks is improving. There are good bus links to the hospital from the city centre by Lothian Buses and First. There is also a bus link from the Sheriffhall Park & Ride which can be easily reached from the Edinburgh City bypass. NHS Lothian supports Liftshare and the bike4life and walk4life initiatives of change4life.

2. **NHS Lothian**

A major component of this consultant post is to provide anaesthesia and analgesia at the Simpsons Centre for Reproductive Health, a tertiary referral unit for obstetrics delivering over 7000 babies per annum. The successful applicant will have completed a period of subspecialty training in obstetric anaesthesia and it is desirable that part of this subspecialty training took place out of region. As this post also contributes to the service for patients requiring emergency treatment out-of-hours and the running of the general department the successful applicant will have recent experience in anaesthesia for emergency general and trauma surgery. Experience in elective vascular, orthopaedic and gynaecological surgery is desirable. The post is based at the Royal Infirmary of Edinburgh and all out of hours commitments will be at this site. As the appointment is to NHS Lothian the post holder may on occasion be required to cover services at other sites within NHS Lothian.

The post holder will on average deliver:

- 1.5 PAs of non-resident out of hours cover to obstetric anaesthesia (approximate frequency of on calls will be 1 in 10.5)
- 0.5 PAs of resident out of hours working to the general department (five 12.5 hour resident out of hours shifts per annum)
• 2.5 PAs of direct clinical care to cardio-thoracic anaesthesia and intensive care
• 4.5 PAs of direct clinical care to the general department
• 1 PA for supporting professional activities.

The direct clinical care in obstetric anaesthesia is delivered according to an 8 week rolling rota which includes a degree of flexible prospective cover to obstetric anaesthesia. The successful applicant may expect to have at least one day per week without commitments to NHS Lothian. SPA time will be a fixed commitment on site. Whilst this post is advertised and described as providing prospective cover to the general department every effort will be made to accommodate the successful applicant’s interests outside obstetric anaesthesia.

The exact distribution of direct clinical care and split between obstetric anaesthesia and the general department will be subject to negotiation between the successful applicant and the clinical director for anaesthesia and the administrative secretary for anaesthesia.

The opportunity for part time working may exist for this post but will depend on mutual agreement between the successful applicant and the Clinical Director for Anaesthesia and the Associate Medical Director and will have to be agreed by a senior Human Resources Officer.

The post is categorised as exposure-prone. The content of the job plan will be reviewed annually but may be reviewed more frequently under the Terms and Conditions specified in the NHS Scotland consultant contract (2003). A time-limited contract for extra-programmed clinical activity, over and above that already included in the job plan, may be available for negotiation with the successful applicant after appointment. The initial job plan schedule contains 1PA per week for supporting professional activity. Changes to PA allocations may arise from either the needs of the acute service or the Clinical Services Directorate. NHS Lothian allocates all consultants one SPA for CPD, audit, clinical governance, appraisal, revalidation, job planning, internal routine communication and management meetings. As a major teaching and research contributor it would normally expect to allocate additional SPA time for quality improvement work, patient safety work, activities to do with undergraduate and postgraduate education, educational supervision of trainee medical staff, research and other activities. These are all areas where NHS Lothian has a strong commitment and we recognise the contribution that consultants are both willing and eager to make. The precise allocation of SPA time and associated objectives will be agreed annually with the successful applicant.

3. Out of hours work

The out of hours work for this post will mainly be as a non-resident on-call commitment to the obstetric unit and at present attracts 1.5 PAs. The on-call frequency is roughly 1 in 10.5 but may vary subject to retirements and maternity leave. The post holder will be expected to contribute 2 PAs per week (annualised) to the out of hours work of the department and will be expected to contribute five 12.5 hour shifts of resident out of hours working, as described below, outside the cardio-thoracic unit. This commitment will equate to 0.5 PAs.

The Anaesthetic Department at the Royal Infirmary of Edinburgh has service commitments which fall into premium time working and also supports emergency services out of hours. At present the department supports a CEPOD theatre 24 hours a day 7 days a week, a trauma theatre from 08:00 – 20:00 7 days a week and a second trauma theatre from 08:00 – 14:00 on Sundays.

The emergency work of the Anaesthetic Department is undertaken by the Emergency Anaesthesia Team (EAT) which operates 24 hours a day and 7 days a week. The EAT covers all emergency work in the RIE including the CEPOD theatre, cardio-thoracic ITU, interventional radiology, interventional cardiology and the Emergency Department. The EAT also supports obstetric anaesthesia on a second on call basis as well as the trauma service.

Monday to Sunday from 08:00 – 20:30 the EAT consists of one consultant anaesthetist, two registrars of ST3 or above level, one of whom may be allocated to another theatre until 17:00 on weekdays and an ST1/ST2 trainee. In addition the trauma theatre is covered by a consultant anaesthetist, usually supported by a registrar Mondays to Fridays, and a registrar covering obstetric anaesthesia.

The EAT at night (20:00 – 08:30) is being led by a consultant anaesthetist Mondays to Thursdays and comprises a registrar of ST3 or above level and an ST1/ST2 trainee. At present the EAT on Friday, Saturday and Sunday nights is led by a registrar who is usually of ST5 or above level. It is planned that the EAT will also be led by a consultant Friday to Sunday nights by 2017 and the implementation of this cover will be gradual.

Out of hours the EAT is supported by 3 non-resident on-call consultants, a general consultant on call and a consultant each for cardio-thoracic and obstetric anaesthesia.

4. Contact details

Interested applicants may contact the department for additional information and those shortlisted may wish to organise a visit to the department. Please contact Mrs Elaine Combe by email: elaine.combe@nhslothian.scot.nhs.uk or phone 0131 2423193.

to organise an appointments with
5. NHS Lothian

NHS Lothian is an integrated NHS Board in Scotland providing primary, community, mental health and hospital services. Mr Tim Davison is the Chief Executive and Dr David Farquharson is the Medical Director.

The NHS Board determines strategy, allocates resources and provides governance across the health system. Services are delivered by Lothian University Hospitals Division (LUHD), the Royal Edinburgh Hospital and associated mental health services, 4-community health (and social care) partnerships (CH(C)Ps) in Edinburgh, West Lothian, East Lothian and Midlothian, and a Public Health directorate.

NHS Lothian serves a population of 850,000.

The Department of Plastic Surgery provides a supra-regional service to Fife, the Borders and Highland regions and serves a population of 1.4 million.

6. University Hospitals Division

The University Hospitals Division provides a full range of secondary and tertiary clinical services to the populations of Edinburgh, Midlothian, East Lothian and West Lothian. The Division is one of the major research and teaching centres in the United Kingdom.

Hospitals included in the Division are:

- The Royal Infirmary of Edinburgh
- The Western General Hospital, Edinburgh
- The Royal Hospital for Sick Children, Edinburgh
- St John’s Hospital, Livingston
- Royal Victoria Hospital, Edinburgh
- Liberton Hospital, Edinburgh
- The Princess Alexandra Eye Pavilion, Edinburgh

The Royal Infirmary of Edinburgh (RIE) is a major teaching hospital. It was built on a green field site in the southeast of the city and opened in 2003. It comprises 25 wards, 869 beds, and 24 operating theatres and is equipped with modern theatre and critical care equipment and monitoring. Within the main building is a dedicated, multidisciplinary, 5 theatre day surgery complex. The hospital provides for most specialities and is the centre for:

- General Surgery with a focus on the upper GI tract
- Vascular Surgery (National Thoraco-Abdominal Aortic Aneurysm Referral Centre)
- Critical Care (ICU, HDU and CCU)
- Hepato-biliary and Transplant Medicine and Surgery (Scottish Liver Transplant Centre)
- Cardiac and Thoracic Surgery
- Elective and Trauma Orthopaedics Surgery
- Neonatology
- Obstetrics & Gynaecology
- Cardiology
- Renal Medicine
- Sleep Medicine
- Regional Major Emergency Department (ED)

There is a Combined Assessment Unit (CAU) that takes unselected GP or direct emergency referrals from the ED. CAU includes the Dept of Liaison Psychiatry and the Scottish Poisons Bureau and Treatment Centre. There are full supporting Laboratory and Diagnostic Radiology Services (including CT, MR, Ultrasound, NM and PET scanning). There are a full range of lecture theatres as well as a library and AV facilities.

The Western General Hospital (WGH) has 600 beds and 5 operating theatres and is equipped with modern theatre and critical care equipment and monitoring. The Anne Ferguson building was completed in 2001. The hospital provides for most specialities and is the centre for:

- Neurology, Neurosurgery and Neuropathology
- UK CJD unit
- Colorectal Surgery
- Critical Care (ICU, HDU)
• Urology and Scottish Lithotriptor Centre
• Breast Surgery and Breast Screening
• Gastro-Intestinal Disease
• Rheumatology
• Infectious Diseases
• Haematology Oncology
• Medical Oncology
• Radiation Oncology (including 6 LINACs)
• Dermatology (In-patient)

There is an Acute Receiving Unit, which accepts GP referrals and 999 ambulance medical cases on a zoned basis within the city, and a nurse led Minor Injuries Unit. There is no trauma unit at this hospital. There are full supporting Laboratory and Diagnostic Radiology Services (including CT, MR, Ultrasound and NM). There are a full range of lecture theatres as well as a library and AV facilities.

St John’s Hospital (SJH) opened in 1989 and is located in the centre of Livingston; a new town about 30 minutes drive west from Edinburgh. The hospital provides for the most common specialties but does not have emergency general surgery or orthopaedic trauma operating. The hospital has a paediatric ward and is the centre for:

• General Medicine with specialists in Cardiology, Diabetes & Endocrinology, Gastroenterology, Respiratory Medicine and Care of the Elderly
• Obstetrics & Gynaecology
• Child Health including Paediatrics and Community Child Health
• The regional Burns and Plastic Surgery unit for SE Scotland
• Oral and Maxillofacial Surgery
• Ear, Nose and Throat Surgery
• Critical Care (ICU, HDU and CCU)
• Emergency Department (ED)
• General Surgery
• Orthopaedics
• Mental Health including ICCU and ICPU
• Short Stay Elective Surgery Centre

In 2005 general surgery and orthopaedics were reconfigured in NHS Lothian with SJH being developed as a major elective centre for the region. Lothian’s ENT service was relocated to SJH to create an integrated Head and Neck Unit with OMFS and Plastic Surgery.

Recent developments at SJH include a new endoscopy suite, an Intensive Psychiatric Care Unit, a digital mammography unit, an oncology (cancer care) day centre, a satellite renal dialysis unit, a £2.75m reprovision of the ED and a new purpose build day surgery unit. There are full supporting Laboratory and Diagnostic Radiology Services (including CT, Ultrasound and NM).

The hospital is accredited to full teaching hospital status by the University of Edinburgh. There are a full range of lecture theatres as well as a library and AV facilities.

Royal Hospital for Sick Children (RHSC) The hospital is situated in a residential area close to the centre of Edinburgh and is approximately 3 miles from the site of the Royal Infirmary and the co-located University of Edinburgh Medical School and also from the Western General Hospital. The RHSC is the main paediatric teaching hospital for the South-East of Scotland providing general and specialised services on a local, regional and national basis. It acts as the local paediatric referral centre for the children of Edinburgh and surrounding areas, and as a tertiary referral centre for intensive care patients, gastroenterology, hepatology & nutrition, respiratory medicine, cardiology, nephrology, neurology, oncology, haematology, neonatal surgery, plastic surgery, orthopaedic surgery, urological surgery and aspects of general surgery. Plans are in progress for a new facility.

Hospital accommodation encompasses five theatres, a critical care unit comprising a 6/8 bedded Paediatric Intensive Care Unit, 4/6 bedded High Dependency Unit and a 3 bedded Neonatal Intensive Care Unit. There are excellent library facilities and a modern lecture theatre with a full range of audio-visual equipment.

All services are supported by comprehensive radiology, neuropsychology, laboratory and therapy services. The local radiology department provides on site Magnetic Resonance Imaging, CT Scanning, nuclear scanning and ultrasound. On site laboratories provide biochemistry, haematology, pathology and neuropathology services.

Community Healthcare Partnerships

The four established Lothian Community Health (and Social Care) Partnerships serve the population of Edinburgh, Midlothian, East Lothian and West Lothian.

Hospitals in the CH(C)Ps include:
- The Astley Ainslie Hospital in Edinburgh
- Rosslynlee Hospital in Midlothian
- Herdmanflat Hospital, Haddington
- Roodlands Hospital, Haddington

The four CH(C)Ps are coterminous with Edinburgh, Midlothian, East Lothian and West Lothian Councils bringing together those responsible for planning, managing and providing community-based health services for the population of Edinburgh and the Lothians.

There are 7,500 members of staff. In addition, there are approximately 1,000 independent contractors in General Medical and Dental Practice as well as pharmacists and opticians. A population of 850,000 people are served across the health board area. The range of services include care of the elderly, medical rehabilitation, community mental health, substance misuse and learning disability, district nursing and health visiting, family planning, well woman, comprehensive dental care and those provided by Professions Allied to Medicine, such as physiotherapy, pharmacists and optometrists. Specialist services provided include brain injury rehabilitation, bio-engineering and prosthetics, drugs and alcohol misuse and harm reduction, AIDS/HIV, Children and Family Psychiatric Services.

7. Royal Edinburgh Hospital and Associated Services

The Royal Edinburgh and Associated Services provides a range of Mental Health services to the population of Lothian and other Boards within Scotland. The Royal Edinburgh Hospital is located in the south side of the City of Edinburgh. It comprises some 20 wards, 420 beds, day hospitals and outpatient facilities. The hospital provides the following range of specialities:

- Acute Mental Health
- Rehabilitation
- Psychiatric Emergency Team 24/7
- Outpatients
- Assessment Psychiatry of Old Age
- Forensic Medium Security Unit
- Inpatient facilities for under 18s
- Psychotherapy Service
- Psychology Services
- Services for Eating Disorders
- Day Hospitals – Psychiatry of Old Age

There are an additional 46 bed and 1 day hospitals for Psychiatry of Old Age in the north of the city at the Royal Victoria Hospital.

8. Department of Public Health Medicine (PHM)

PHM’s remit is to improve the health of the people of Lothian in collaboration with many other partners. Using our range of knowledge, experience and networking capability, our distinctive contributions are:

- the promotion of specific measures to monitor and improve health;
- the collation and interpretation of health related information.

The following objectives have been agreed as the basis for the Department’s work plans:

- To monitor the health status and health needs of people in Lothian;
- To promote improvements in the health of Lothian people directly, and by providing information and advice to the public on health matters;
- To assist Lothian NHS Board to fulfil its statutory obligations;
- To contribute to strategic changes within the NHS in Lothian by providing information on clinical effectiveness;
- To facilitate improvements in health and health care services directly, and through ‘managed clinical networks’ and wider alliances;
- To contribute on a 24-hour basis to the control and prevention of communicable diseases and environmental hazards;
- To maintain commitments to teaching, training, professional development, audit and research.

To enable efficient management of the Department: there are at present four groups in the Directorate. These are; Healthy Communities, Healthcare; Health Protection and Health Information.

9. University of Edinburgh

The University of Edinburgh was established in 1582 and is one of the largest in the United Kingdom located on a number of prominent sites in Scotland’s capital city. It is Scotland’s premier research University and within the top 5 Universities in Europe for its Biomedical Sciences.
The University of Edinburgh’s College of Medicine and Veterinary Medicine (CMVM; Head Professor Sir John Savill) is an international leading force in basic-to-clinical translational research. The College has a consistent 30-year strategy of interdisciplinary cooperation and integration of basic and clinical sciences. In the most recent Research Assessment Exercise (2008), the University of Edinburgh was top in the United Kingdom within the UoA4 category of Hospital-based Clinical Subjects. In 2008/9, CMVM attracted over £120 million in external peer-reviewed grant funding.

It has established several major interdisciplinary research Centres:

- MRC Centre for Inflammation Research (Director, Professor John Iredale)
- Centre for Cardiovascular Science (Director, Professor Brian Walker) incorporating the BHF Centre of Research Excellence (Director, Professor John Mullins)
- Centre for Reproductive Biology (Director, Professor Phillipa Saunders) and MRC Human Reproductive Sciences Unit (Director, Professor Robert Millar) including the Tommy’s Centre (Director, Professor Jane Norman).
- MRC Centre for Regenerative Medicine (Director, Professor Sir Ian Wilmut)
- Centre for Molecular Medicine (Director, Professor David Porteous)
- Centre for Cancer Research (Director, Professor David Harrison)
- Centre for Population Health Sciences (Director, Professor Harry Campbell)
- MRC Human Genetics Unit (Director, Professor Nick Hastie)

These Centres are predominantly based at two sites: the Queen’s Medical Research Institute at the Royal Infirmary, and the Institute of Genetics and Molecular Medicine at the Western General Hospital. The co-location of basic science and clinical groups within state-of-the-art infrastructure and technology provides an excellent and exciting opportunity to conduct translational research at the highest level.

This academic power base is supported by clinical research infrastructure that includes:

- Wellcome Trust Clinical Research Facility
- Clinical Research Imaging Centre
- Edinburgh Clinical Trials Unit (UKCRN Registered) and Health Services Research Unit
- Scottish Brain Imaging Research Centre
- Experimental Cancer Medicine Centre
- Academic and Clinical Central Office for Research and Development

10. NHS Library and Postgraduate Facilities

There are excellent library facilities in the Chancellor’s Building at the Royal Infirmary. A state of the art postgraduate education centre is located within the hospital and includes facilities for teleconferencing. Further postgraduate facilities are available at other sites including clinical simulation facilities and the Clinical Skills and Assessment Centre.

11. Departmental Information

The Clinical Services Directorate (Anaesthesia, Theatres & Pain Medicine) at the Royal Infirmary has 59 substantive consultants, 2 Speciality Doctors, 3 Physicians’ Assistants and a quota of trainees rotating through South East Scotland School of Anaesthesia (SESSA) which is GMC approved. The department is lead by Dr Bernhard Heidemann (Clinical Director) who is supported by Dr Alastair Thomson (Administrative Secretary, leave & rostering for senior staff) and Dr Linzi Peacock (Administrative Secretary, leave & rostering for junior staff). Dr John Wilson is the lead for Pain Medicine, Dr Ellis Simon the lead for Cardio-Thoracic Anaesthesia and Dr Vicki Clark the lead for Obstetric Anaesthesia. There are two college tutors in the department, Dr Adam Paul and Dr Sarah Thomson. Day to day rostering is undertaken by a unit coordinator, Ms Kate Farquharson. The department has an electronic rota system which allows staff access from any internet capable device. The system is also used for booking annual leave and it is expected that it will also be used to book other forms of leave in the future.

12. Research and Development

There are many research projects at the Royal Infirmary of Edinburgh and the successful applicant may be encouraged to support these or initiate projects and inter-speciality collaborations. Professor Tim Walsh is the lead for Critical Care Information Research in the University of Edinburgh.

13. Teaching

Many of the departmental consultants are honorary clinical tutors and are involved in undergraduate teaching and examinations. The successful applicant will have an opportunity to take up these appointments as they become available. Additionally, there will be increasing opportunities to teach paramedics and other professions allied to medicine.
14. NHS Lothian – Job Plan (indicative)

Post: Consultant Anaesthetist
Speciality: Anaesthesia & Pain Medicine
Principal Place of Work: Royal Infirmary of Edinburgh (RIE)
Contract: Full-Time
Programmed Activities: 10 PAs (annualised)
Availability Supplement: None
Out-of-hours: 2 PAs (annualised)
Managerially responsible to: Dr Bernhard Heidemann
Clinical Director for Anaesthesia, Theatres & Pain Medicine
Responsible for: Emergency Anaesthesia and Acute Pain Management

Timetables of activities that have a specific location and time:

<table>
<thead>
<tr>
<th>DAY / LOCATION</th>
<th>TIME (hrs)</th>
<th>TYPE OF WORK</th>
<th>DCC [PAs]</th>
<th>SPA [PAs]</th>
<th>OOH [PAs]</th>
<th>HOURS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>08:00 – 20:30</td>
<td>Prospective cover/sub-speciality, flexible in day</td>
<td>2.25</td>
<td></td>
<td></td>
<td>9</td>
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<tr>
<td>Friday</td>
<td>08:00 – 20:30</td>
<td>Prospective cover/sub-speciality, flexible in day</td>
<td>2.25</td>
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<td>9</td>
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<tr>
<td>Out of Hours</td>
<td></td>
<td>participation in the obstetric anaesthetic non-resident on-call weekdays and weekends</td>
<td></td>
<td></td>
<td>1.5</td>
<td>6</td>
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<tr>
<td>Out of Hours</td>
<td></td>
<td>five 12.5 hour resident shifts in either CEPOD theatres or trauma theatres to be delivered per annum</td>
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<td></td>
<td>0.5</td>
<td>2</td>
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<tr>
<td>TOTALS</td>
<td></td>
<td></td>
<td>7.0</td>
<td>1.0</td>
<td>2.0</td>
<td>40</td>
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</table>

OOH: The successful candidate will be asked to deliver a total of 2 premium-time adjusted PAs per week (annualised) and will consist of rostered non-resident cover Monday to Friday nights and Saturday and Sunday 24 – 48 hours in obstetric anaesthesia (1.5 PAs) and five 12.5 hour resident shifts in either CEPOD theatres or trauma theatres to be delivered per annum (0.5 PAs).

Flexible within day means that the clinical time may be allocated at anytime during the stated times but will average the stated PAs per week on an annualised basis.

NHS Lothian allocates all consultants one SPA for CPD, audit, clinical governance, appraisal, revalidation job planning, internal routine communication and management meetings. As a major teaching and research contributor it would normally expect to allocate additional SPA time for activities to do with undergraduate education, educational supervision of trainee medical staff, research and other activities. These are all areas where NHS Lothian has a strong commitment and we recognise the contribution that consultants are both willing and eager to make. The precise allocation of SPA time and associated objectives will be agreed with the successful applicant.
## Person Specification

<table>
<thead>
<tr>
<th>REQUIREMENTS</th>
<th>ESSENTIAL</th>
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<tbody>
<tr>
<td>Qualifications and Training</td>
<td>• GMC registered medical practitioner</td>
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<td>• FRCA or equivalent</td>
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<td></td>
<td>• Be on, or be eligible for inclusion on, within 6 months of interview,</td>
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<td></td>
<td>the GMC Specialist Register for Anaesthesia with a Licence to Practise</td>
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<td></td>
<td>• Higher specialist training in obstetric anaesthesia</td>
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<td></td>
<td>• Additional post-graduate qualifications, e.g. MD/PhD/MSc</td>
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<td></td>
<td>• out of region experience in obstetric anaesthesia</td>
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<tr>
<td>Experience</td>
<td>• Experience in adult anaesthesia and analgesia for emergency general and</td>
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<td></td>
<td>trauma surgery</td>
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<td>• Experience in intra- and inter-hospital transfers</td>
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<td>• Use of ultrasonography for vascular access</td>
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<td>• Training in ultrasonography for central neuroaxial blockade</td>
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<td>• Training in transoesophageal echocardiography</td>
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<td>• Training in ultrasonography for peripheral nerve blocks</td>
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<td>Ability</td>
<td>• Ability to take full responsibility for independent management of</td>
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<td>patients</td>
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<tr>
<td>Academic Achievements</td>
<td>• Evidence of support for research activity and presentations</td>
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<td></td>
<td>• Evidence of poster or oral presentations at national or international</td>
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<td></td>
<td>meetings</td>
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<td>• Evidence of research and publications in peer reviewed journals</td>
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<td>Teaching and Audit</td>
<td>Evidence of commitment to:</td>
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<td></td>
<td>• quality improvement work</td>
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<td>• Scottish Patient Safety Programme</td>
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<td>• clinical audit</td>
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<td>• formal and informal teaching and training of trainee doctors, medical</td>
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<td>students and other clinical staff.</td>
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<td>• learning and continuing professional development</td>
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<td>• Experience of designing audits</td>
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<td>• Experience of simulation training</td>
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<td>• Evidence of training in clinical and / or educational supervision</td>
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<td>Motivation</td>
<td>Evidence of commitment to:</td>
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<td></td>
<td>• patient-focused care</td>
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<td>• continuous professional development &amp; life-long learning</td>
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<td>• effective and efficient use of resources</td>
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<td></td>
<td>• Desire to develop services for patients</td>
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<td>Team Working</td>
<td>• Ability to work in a team with colleagues in own and other disciplines</td>
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<td></td>
<td>• Ability to organise time efficiently and effectively</td>
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<td></td>
<td>• Reliability</td>
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<td></td>
<td>• Excellent communication skills</td>
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<td>• Ability to motivate colleagues</td>
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<td>• Evidence of previous managerial training and experience</td>
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<tr>
<td>Circumstances of Job</td>
<td>• There will be rostered out of hours working as the senior member of</td>
</tr>
<tr>
<td></td>
<td>the Emergency Anaesthesia Team</td>
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