

# Consultant in Neurology

## Applicant Information



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## **CONSULTANT NEUROLOGIST**

**Part time (5 Programmed Activities)**

**Salary Scale - £91,474 - £121,548 per annum (pro rata)**



Looking for a new and exciting challenge? Then think about working in NHS Forth Valley in the heart of Scotland

We seek to appoint an enthusiastic individual to join the dynamic Neurology service (currently 4.3 WTE) in NHS Forth Valley comprising of 5 Consultant Neurologists, and two Professors of Neurology, along with our generic and specialist neurology nursing and neurophysiology team.

Neurology services in Forth Valley have developed substantially in recent years, with increasing emphasis on acute liaison Neurology (working closely with colleagues in acute and general medicine), and we were shortlisted finalists in the inaugural BMA Neurology Team of the Year Awards

We enjoy involvement with tertiary services based at the department of Clinical Neurosciences, Edinburgh located in purpose built new facilities at the Royal Infirmary of Edinburgh. There are close links – including 5 neurologists with academically funded sessions - with the academic Centre for Clinical Brain Sciences at the University of Edinburgh, recently ranked 3<sup>rd</sup> in the UK for Neuroscience research.

The appointment is part time (5 Programmed Activities). This will be subject to the terms and conditions of service of the Consultant Grade (Scotland).

The successful candidate will join 5 consultant neurologists, and 2 Professors of Neurology (4.3 WTE) in Forth Valley providing general adult neurology services.

Applicants are encouraged to visit the Department and meet key staff. Informal enquiries should be directed by telephone Professor Suvankar Pal, Clinical Lead for Neurology on 07940 230846.

To apply for this post, please visit the job posting on the NHS Scotland Job Train website. Applicants should have full GMC registration and a licence to practise. Applicants will be in possession of the Certificate of Completion of Specialist Training (CCT) in Neurology or equivalent, registered with the General Medical Council and on the Specialist Register or be within 6 months of the anticipated award of a CCT at the time of interview or have a certificate of Eligibility for Specialist Registration (CESR). Applicants are required to have evidence of recent continued academic and professional development. Excellent, communication, listening and organisational skills are essential.

Closing date: 25<sup>th</sup> September 2023

Interview date: 30<sup>th</sup> October 2023

Please quote reference number 162062 on all correspondence.



## The Forth Valley Area

Forth Valley, in the heart of Scotland, is an exciting place to live and work. Transport links are second to none with excellent motorway and rail links and two international airports nearby, Edinburgh and Glasgow. House hunters in the Forth Valley area are spoiled for choice. On offer is a large array of established and new properties in a variety of attractive settings.



Education in the area is first class, with excellent provision of pre-school, primary and secondary education. State schools in the area have strong reputations and there is also easy access to private schools in Dollar and Crieff. On the further education front, Stirling boasts an excellent University and access to the University cities of Glasgow and Edinburgh is easy. There are also further education Colleges in Falkirk, Stirling and Alloa.

## Stirling Area

A wee city with a big history, Stirling punches well above its weight for historic attractions and spectacular scenery, not to mention shopping, places to eat and exciting events. Visit Stirling and take in the magnificent views from [Stirling Castle's](#) hill-top esplanade towards the [National Wallace Monument](#) on the edge of the rolling Ochil Hills before looking north east for the mountain peaks of [Loch Lomond & The Trossachs National Park](#). Find out more about the area on [Your Stirling](#).

## Falkirk Area

The Falkirk area is steeped in history with a wealth of attractions, including two of the world's most unique, including, [The Falkirk Wheel](#) and [The Kelpies](#) in [The Helix Park](#). Plus the Falkirk area has a significant section of the [John Muir Way](#). [Falkirk](#) is a historic town centre with a traditional high street and lots of things to be doing with two large shopping centres. Find out more about the area on [Visit Falkirk](#).

## Clackmannanshire Area

Clackmannanshire lies between the majestic Ochil Hills and the River Forth and provides the perfect year-round base to explore the stunning countryside, rich history, medieval castles and tower houses. For leisure, there are six golf courses, a luxury spa and a major shopping outlet. Find out more about the area on [Discover Clackmannanshire](#).

## Job Description

<b>Job Title:</b>	Consultant in Neurology
<b>Posts:</b>	1 substantive post
<b>Hours of Work</b>	Part time (5 Programmed Activities per week)

### Departmental Information

Our Neurology service (currently 4.3 WTE) in NHS Forth Valley comprises of 5 Consultant Neurologists, and two Professors of Neurology, along with our generic and specialist neurology nursing team. This new post has been established to meet increased demand for clinical capacity.

Neurology services in Forth Valley have developed substantially in recent years, with increasing emphasis on acute liaison Neurology (working closely with colleagues in acute and general medicine), and we were shortlisted finalists in the inaugural BMA Neurology Team of the Year Awards. Your base will be at Forth Valley Royal Hospital in Larbert, well served by road and public transport links.

We enjoy involvement with tertiary services based at the department of Clinical Neurosciences, Edinburgh, shortly to move to purpose built new facilities at the Royal Infirmary of Edinburgh. There are close links – including 5 neurologists with academically funded sessions - with the academic Centre for Clinical Brain Sciences at the University of Edinburgh, recently ranked 3<sup>rd</sup> in the UK for Neuroscience research.

In addition to this vacancy there are 5 existing NHS consultant neurologists, and 2 Professors of Neurology (4.3 WTE) in Forth Valley. There is an Area Epilepsy Service with a consultant-led EEG service, skilled technicians and modern equipment. There are well-equipped diagnostic facilities, including a CT scanner and an MRI Service.

NHS Forth Valley has established a Managed Clinical Network to lead on the organization of services for patients with neurological impairments, stroke and acquired brain injury. This MCN plays an active role in promoting audit (including demonstrating compliance against the NHSiS HiS Neurological Services Audit Standards) and research. Neurology services in Forth Valley play an active role in supporting research in Stroke through the South East Scotland Stroke Research Network; and in Neurodegenerative disease through close links with the Anne Rowling Centre for Regenerative Medicine at the University of Edinburgh.

There are TIA/stroke, movement disorder and memory clinics run by the Care of the Elderly team with input from dedicated staff including a psychiatrist and psychologist at the memory clinics. Stroke acute care and rehabilitation are also provided by the Care of the Elderly (CotE) consultants with input from Neurology services and there is an Area wide Community Rehabilitation service based at Falkirk Community Hospital led by a Consultant in Rehabilitation Medicine with an experienced Specialty Doctor. There is one Parkinson's disease specialist nurse, two MS specialist nurses, an epilepsy specialist nurse and two generic/research neurology specialist nurses.

## **Medical Staffing**

### **Neurology**

There are five consultants: Dr Suvanker Pal, Dr Katherine Murray, Dr Catherine Pennington, Dr Peter Connick, Dr Kristiina Rannikmae

### **Cardiology**

There are eleven consultants: Dr Stephen Glen, Dr Allister Hargreaves, Dr Catherine Labinjoh, Dr Fiona Shearer, Dr Sowmya Venkatasubramanian, Dr Omar Fersia, Dr Chris Gingles, Dr Anne Scott, Dr Mohamed Anwar, Dr Clare Murphy and Dr Ajay Yerramsu

### **Diabetes / Endocrinology**

There are nine Consultants: Dr Iona Galloway, Dr Chris Kelly, Dr Nick Barwell, Dr Alison MacKenzie, Dr Laura McLaren, Dr Hannah McPherson, Dr Anna White, Dr Louise Osborne and Dr Karen Adamson

### **Gastroenterology**

There are nine Consultants: Dr David Watts, Dr Stuart Paterson and Dr Richard Burnham, Dr Santosh Salunke, Dr Tim Heron, Dr Asma Ahmed, Dr Laura Louise Clark, Dr Iain Morrison & Dr Joanna Leithead

### **Respiratory Medicine**

There are four Consultants: Dr Euan Cameron, Dr Candy Lee, Dr Ronan Breen and Dr Carol Paxton



## Other Specialists Supporting General Medicine

There is further support from a group of 12 Consultant Physicians in CotE (who also provide the Stroke Service), one Specialty Doctor Ortho-Geriatrician, 5 Consultant Haematologists who look after inpatients with haematological and lymphoproliferative disorders, plus patients with neutropenic sepsis.

In addition, there are 4 Consultant Rheumatologists, and 4 consultants in Infectious Diseases. There are visiting Consultants in Nephrology from Glasgow Royal Infirmary with a satellite hospital haemodialysis unit and visiting Consultants in Oncology from BOC Glasgow.

## Current ICR and Medical unit Junior Medical Staffing

We are currently supported by 21 Foundation Doctors, 18 Speciality Trainees, 6 Specialty Training Registrars.

## **Neurology and Related Disciplines at the Tertiary Centre at Royal Infirmary of Edinburgh**

The appointee would be expected to spend 1 programmed activity a week at the Department of Clinical Neurosciences' in Edinburgh, to facilitate liaison with colleagues, continuous professional development and academic activity.

The Department of Clinical Neuroscience's is currently located in new purpose built facilities on the Little France campus alongside the Royal Infirmary of Edinburgh and Edinburgh Medical School.

## **Administrative Support**

You will have appropriate secretarial support and office accommodation including a computer with access to the NHS network.

## **Training and Education**

NHS Forth Valley places a high priority on training and development across all staff groups and strongly supports the continuing medical education programme for Consultants. There is a purpose built education centre with a library, lecture theatre and meeting rooms and video-conferencing facilities.

The libraries contain:

- current medical text books for the major specialties
- medical journals on subscription
- a comprehensive stock of teaching videos including programmes for the FRCS and MRCP examinations
- Medline on CD-ROM for literature searching
- internet access
- portable colour laptop PC for use with overhead projection

Forth Valley Royal Hospital has also developed a comprehensive clinical skills teaching suite for the teaching of resuscitation techniques and other procedural skills. The Scottish Centre for Simulation and Clinical Human Factors is based within the hospital. There are weekly postgraduate meetings involving all specialties. There are regular evening postgraduate medical meetings in the hospital for both hospital and primary care medical staff. Glasgow and Edinburgh with their Royal Colleges, University Medical Schools and postgraduate facilities are within easy reach.

## Responsibilities

- As agreed with the Director of Acute Services, Associate Medical Director and Clinical Director/Lead, to provide with Consultant colleagues an area wide service in Neurology with responsibility for the prevention, diagnosis and management of illness, and for the proper functioning of the service;
- To provide cover for Consultant colleagues during annual and study leave or at such other times as agreed with the Director of Acute Service;
- To offer professional supervision, training and appraisal of junior medical, nursing and technical staff as appropriate to enhance role extension and job skills within the service in order to improve the service provided to patients;
- To motivate staff within the service, through leading by example, and fostering good working relationships at all levels in line with the principles of the local Partnership Agreements;
- To contribute to developments and initiatives within the organisation as appropriate and as requested;
- To undertake teaching, accreditation and examination duties, and contribute to postgraduate and continuing medical education activity across the area service;
- To agree and implement an annual medical audit and clinical governance programme with the Associate Medical Director in line with the Board's Clinical Effectiveness Strategy;
- To support the Neurology Department's Clinical Governance agenda;
- To participate fully in Consultant appraisal and personal development planning activities;
- To ensure the efficient and effective use of the organisation's resources;
- To work with Neurology colleagues to ensure the effective and efficient development and implementation of support systems.

The requirements of this post will change through time in line with clinical advances and developments in services provided by the NHS in Forth Valley.

## Job Plan

The post holder is required to agree a detailed job plan which will be reviewed at least annually. Efforts will be made to complete job planning prior to the date of commencement in post, or, if this is not possible, as soon as possible following this date.

### Example of possibly Weekly Timetable

DAY	HOSPITAL / LOCATION	TYPE OF WORK
Monday		Non working day
Tuesday	Forth Valley Royal Hospital	09:00 -13.00 Clinic (1 PA) 13:00 – 15:00 Clinical Admin & departmental meetings (0.5 PA)
Wednesday	Forth Valley Royal Hospital	09:00 -13.00 Clinic (1 PA) 13:00 – 15:00 Clinical Admin & departmental meetings (0.5 PA)  Specialist clinic 13.00-17.00 or acute ward liaison work once a fortnight (1PA)
Thursday	Regional Centre	13.00 -17.00 SPA (CPD, tertiary centre – 1 PA)
Friday	-	Non working day

## Contractual Details

Contracted activities for this appointment will be defined and agreed with the post holder and the Director of Acute Services

The post holder will be professionally responsible to the Associate Medical Director, Medical Directorate and managerially responsible to the Director of Acute Services

The Consultants in the department will agree arrangements for cover of Neurology duties.

This Consultant post is available on a part-time basis

The terms and conditions of service applicable to this appointment are the Consultant grade terms and conditions of service as amended from time to time.

NHS Forth Valley requires each Consultant to agree with the Director of Acute Services and Associate Medical Director, a job plan of fixed and other commitments, which will be reviewed on an annual basis and revised as necessary to meet the requirements of the local and national service issues.

Consultants will be required to participate in an annual appraisal.

The post holder will normally be expected to reside within 30 minutes travelling distance of Forth Valley Royal hospital. If NHS Forth Valley Health Board considers that there is a requirement for the post holder to relocate his or her home in order to take up the responsibilities of the post, relocation expenses will be available in accordance with the Board's Relocation Policy. Support to the level of 15% of starting salary up to a maximum of £10,000 may be available, subject to the provisions of the policy.

Formal appointment to this post will be conditional upon satisfactory completion of all pre-employment checks, including satisfactory medical screening.

NHS Forth Valley does not negotiate salary placements. On commencement of employment, salary will be determined in accordance with Section 5 of the terms and conditions of service.

This appointment will be superannuable under the NHS Superannuation Scheme, which is contracted out of the State Earnings Related Pension Scheme (SERPS). New employees will automatically be enrolled in the scheme unless they opt out. For further information, please contact the Scottish Public Pensions Agency (SPPA) on 01896 893100 or visit [www.sppa.gov.uk](http://www.sppa.gov.uk)

The employment is subject to three calendar months notice on either side.

The successful candidate will be expected to be registered for CPD with the Royal College of Physicians and to fulfil requirements for annual certification and for appropriate revalidation.

Annual leave entitlement is 33 days per year (pro rata for part time post holders), with additional statutory holiday entitlement as agreed by the Local Negotiating Committee and published annually.

If you are successful at interview and receive an offer of appointment with NHS Forth Valley, can you please advise the Medical Workforce Team of any periods of Less Than Full Time Training (LTFT) you may have had.

## General Employment Information

### Equality in Employment

NHS Forth Valley fully supports the principle of equality in employment and opposes all forms of unlawful and / or unfair discrimination which cannot be shown to be justified. NHS Forth Valley is committed to ensuring equality of treatment for both present and potential employees.

### Human Resources Policies and Services

NHS Forth Valley is the largest employer in Forth Valley, and is committed to ensuring its employment and Human Resources policies and procedures reflect best practice. As a progressive employer, NHS Forth Valley is committed to supporting and developing all employees.

### The Medical Workforce Team

In recognising the needs of services, operational requirements and medical staff, the operational Medical Workforce team provides a range of services for all grades of medical and dental staff. For assistance or information, please contact:

Jacqui Crilley	Medical Workforce Manager	01786 457379 <a href="mailto:jacqui.crilley2@nhs.scot">jacqui.crilley2@nhs.scot</a>
Lynsey Doherty	Deputy Medical Workforce Manager	01786 457388 <a href="mailto:lynsey.doherty@nhs.scot">lynsey.doherty@nhs.scot</a>
Elsbeth Gillespie	Medical Workforce Adviser (Contracts)	01786 457382 <a href="mailto:elsbeth.gillespie@nhs.scot">elsbeth.gillespie@nhs.scot</a>
Hunter Rice	Medical Workforce Adviser	01786 457376 <a href="mailto:hunter.rice@nhs.scot">hunter.rice@nhs.scot</a>
Katrina Vernon	Medical Workforce Adviser	01786 457387 <a href="mailto:katrina.vernon@nhs.scot">katrina.vernon@nhs.scot</a>
Leiane Hall	Medical Workforce Adviser	01786 457307 <a href="mailto:leiane.hall2@nhs.scot">leiane.hall2@nhs.scot</a>



## **Pre-Employment Screening**

### **Criminal Convictions - Protecting Vulnerable Groups (PVG) Scheme**

The Protecting Vulnerable Groups (PVG) scheme has replaced the previous disclosure arrangements for people who work with vulnerable groups. The duties of this post require the post holder to undertake regulated work with children and young people (individuals aged under 18 years) and / or protected adults (individuals aged 16 or over who is provided with (and thus receives) a type of care, support or welfare service).

The post holder will be required to be a member of the PVG Scheme and to consent to NHS Forth Valley obtaining a Scheme Record or Scheme Record Update, as appropriate. Any failure to disclose convictions could result in the withdrawal of an offer of employment.

Any applicant wishing to discuss any existing criminal convictions and how these may impact upon an application for employment should contact the Medical Workforce Manager in the first instance.

### **Occupational Health Screening**

This post involves the performance of exposure prone procedures and therefore the successful applicant will be required to produce evidence of their Hepatitis B and C Immunity Status prior to appointment and to undergo satisfactory health screening. Any offer of employment will be subject to satisfactory Occupational Health assessment.

### **Confidentiality**

During the course of their employment with NHS Forth Valley, employees may have access to information about staff or patients or other aspects of NHS Forth Valley's activities, about which they have a duty to maintain confidentiality at all times. In common with all other staff, the post holder will have, in addition, a responsibility to ensure that information relating to his or her work and the operation of the Forth Valley Acute Services in general is kept and maintained securely in accordance with the requirements of the Data Protection Act (1998), the Board's policies and good practice. In particular, the disclosure of commercial or other confidential information which may affect the Board's business interests or endanger the survival of any of its services will be regarded as a fundamental breach of the mutual confidence which must exist between the employer and the employee.

### **Infection Control and Hand Washing Policy**

NHS Forth Valley is committed to providing as clean and safe environment as possible for staff, patients and visitors. The post holder will be required to comply with the Infection Control and Hand Washing Policies.

## **Health & Safety at Work**

All employees have a responsibility for their own health & safety and the health & safety of others who may be affected by what they do. Employees also have a duty to co-operate with their employer by following NHS Forth Valley policies and procedures and safe systems of work; by using equipment safely and by bringing any shortcomings in health and safety arrangements to the attention of their employer. Where something is provided in the interests of health & safety employees must not interfere or misuse it. All employees have a legal responsibility to report any shortcomings in terms of this in their area. Managers and supervisors have a responsibility for monitoring health & safety arrangements and ensuring staff are following policies and procedures and safe systems of work.

## **Partnership Agreement**

NHS Forth Valley is committed to partnership working. All employees are required to contribute to the development of partnership working by:

- supporting NHS Forth Valley in delivering its goals and objectives;
- supporting continuous improvement in individual performance and the performance of the relevant team / department, directorate and NHS Forth Valley;
- attending training, development and other activities aimed at improving individual skills for the benefit of the organisation and patient care.

## Selection Criteria

Criteria	Essential	Desirable
<b>Qualifications</b>	<p>MRCP (UK), or equivalent</p> <p>Full GMC registration with a licence to practise</p> <p>Certificate of Completion of Specialist Training (CCT) in Neurology / Certificate of Eligibility for Specialist Registration (CESR) in Neurology.</p> <p>Applicants who are within 6 months of achieving CCT / CESR, at the date, of interview are eligible to apply.</p>	<p>Higher degree e.g. MSc, MD or PhD</p> <p>MBA or other relevant diplomas</p> <p>Experience of Neurology in a District General Hospital setting</p> <p>Fellowship of the Royal College of Physicians</p>
<b>Knowledge and Skills</b>	<p>Willing to work unsupervised and make decisions</p> <p>Good written and oral communication skills</p> <p>Demonstrated ability to manage time effectively</p> <p>Experience of working in a multi-disciplinary team</p> <p>Demonstrated ability to work unsupervised and make decisions</p> <p>Good information technology and administrative skills.</p>	<p>Demonstrated ability to lead a multi-disciplinary team</p> <p>Demonstrated ability to communicate effectively e.g. report writing; thesis</p> <p>Appropriate sub specialty interest and knowledge</p>

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
<b>Academic</b>	<p>Participation in research or clinical audit to improve clinical care.</p> <p>Participation in departmental teaching</p>	<p>Formal research training; demonstrated ability to design a research or audit project</p> <p>Formal training in teaching methods; demonstrated ability in teaching / training.</p>
<b>Management</b>	<p>Understanding of management issues including medical discipline; clinical governance, service planning and willingness to contribute to the activity of the NHS in Forth Valley.</p>	<p>Demonstrated ability to manage e.g. project work; mentoring junior staff</p>
<b>Other</b>	<p>Ability to work flexibly according to the needs of the service, and contribute to team and skills development.</p> <p>Willing to travel as required by the duties of the post.</p>	

## Application Process

To apply for this post, please visit the job posting on the NHS Scotland Job Train website.

Please note that applicants not currently entered onto the Specialist Register must be within 6 months of award at the date of interview for the post.

Applicants who are not yet in receipt of a Certificate of Completion of Training (CCT) are required to provide documentary evidence of eligibility to apply when submitting their application or must possess a certificate of Eligibility for Specialist Registration (CESR) at time of application.

Please quote **reference number 162062** on all correspondence.

Please note the following dates:

**Closing Date: 25<sup>th</sup> September 2023**

**Interview Date: 30<sup>th</sup> October 2023**

Please note that we *do not* accept applications in the form of Curricula Vitae

### **Web Sites of Interest for Candidates**

**Scottish Health on the web :** <http://www.scot.nhs.uk/>

**Scottish Government:** [www.scotland.gov.uk](http://www.scotland.gov.uk)

### **Living & Working in Scotland**

<https://medicaljobs.scot.nhs.uk/working-in-scotland/>