

Consultant in Respiratory & General Medicine Applicant Information



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Consultant Physician in Respiratory and General Medicine
Full time (10PA, including up to 2 SPA) or Part time
Salary Scale - £ 91,474 - £121,548 per annum (pro rata)



We are delighted to offer an opportunity for a highly motivated, ambitious individual to join our respiratory team at the Forth Valley Hospital.

The Respiratory service is a fully integrated unit with all members contributing to a team-based approach to patient care. This appointment will play an essential role in the continuing development and redesign of Respiratory services. At present, all of the existing Respiratory Consultants contribute to the acute general medical receiving rota, and it is expected that this appointment will carry a similar responsibility.

You can look forward to a warm welcome and strong support from colleagues. Our hospital is situated in the heart of Scotland, nestled against the Loch Lomond and Trossachs National Park, and close to vibrant towns that are richly endowed with excellent cultural and sporting facilities, offering good transport links to Edinburgh and Glasgow.

The successful candidate will be encouraged to develop a subspecialty interest to complement the other members of the department and will participate in the provision of Respiratory services to the local population. We are especially interested in redesigning our asthma and sleep services.

Applicants are encouraged to visit the Department and meet key staff. For an informal discussion and further information regarding the opportunity and Respiratory services, please contact Dr Maria Wilczynska, Clinical Lead Respiratory Medicine on 01324 567576 or via email at maria.wilczynska@nhs.scot or Dr Fraser Wood, Lung cancer lead on 01324 566826 or fraser.wood@nhs.scot.

Applicants should have full GMC registration and a licence to practise. Applicants who are not yet in receipt of a Certificate of Completion of Training (CCT) or Certificate of Eligibility for Specialist Registration (CESR) are required to provide documentary evidence of eligibility to apply at the time of application. Applicants will be expected to have a wide range of experience in Respiratory Medicine and possess the MRCP (UK) or equivalent.

Closing date: Sunday 9th October 2022

Interview date: TBC

Please quote Reference Number 119059 on all correspondence

NHS Forth Valley is an equal opportunities employer.

Introduction to NHS Forth Valley

NHS Forth Valley is one of 14 regional health boards in Scotland and serves a population of nearly 310,000 in a diverse geographical area which covers the heart of Scotland and three council areas, [Clackmannanshire](#), [Stirling](#) and [Falkirk](#).

NHS Forth Valley has an annual budget of approximately £570 million and is the largest employer in the area, with approximately 8000 staff from a wide range of professional and support occupations. Acute Services are based in our modern, purpose built 860 bedded, Forth Valley Royal Hospital, which opened in 2011 and provides inpatient and outpatient services. It is supported by a network of four [community hospitals](#), 56 health centres, day centres providing care and support for patients with mental illness and learning disabilities and a wide range of community based services.

We are home to the [Scottish Centre for Clinical Simulation and Human Factors](#), one of the most advanced training facilities of its kind where medical staff are able to hone their skills using computerised mannequins. In addition, NHS Forth Valley has been named in a survey of trainee doctors as one of the top places to be in the UK for medical education and training.

There are two Health and Social Care Partnerships (HSCP) which cover the Forth Valley area – one for [Clackmannanshire and Stirling](#) and one for [Falkirk](#).

Further information is available at www.nhsforthvalley.com



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 are 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 the area's 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

Job Title	Consultant Physician in Respiratory and General Medicine
Posts	1
Hours of Work	Full time/Part time – up to 40 hours per week

General Medicine and Acute Medical Receiving

The General Medical on call commitment is currently 2.4 PA but is expected to reduce with further appointments anticipated across the medical specialities.

Forth Valley Royal Hospital is organised as follows: There is a Clinical Assessment Unit (CAU) with 16 spaces and 4 chairs including two consulting rooms all adjacent to the Emergency Department.

The Acute Admission Ward provides an integrated assessment unit. This unit provides care for medical, ageing and health, and surgical patients in the first 24 to 48 hours following admission. The unit contains 36 beds and there are also 12 short stay beds.

Patients likely to stay less than 48 hours are discharged from the Acute Admissions Unit (AAU) by either the Acute Medicine team or the on call General Medical team responsible for the admission.

Patients likely to stay more than 48 hours are transferred to the appropriate speciality ward. The Medical Specialities: Cardiology, Respiratory, Gastroenterology, Infectious Disease and Diabetes and Endocrinology each provide a Subspecialty “Physician of the Week” Service from Monday to Friday, from 9.00 am to 5.00 pm. Patients are allocated to Specialty within the Acute Assessment Unit for review each weekday morning.

There is a 14 bedded specialty Cardiology area and 6 chairs for chest pain assessment. There are 23 Critical Care beds including High Dependency Unit and 2 Coronary Care beds.



Respiratory Service in Forth Valley

Consultant Respiratory Physicians:

- Dr William Newman (TB)
- Dr Fraser Wood (Lung Cancer)
- Dr Euan Cameron (Asthma)
- Dr Maria Wilczynska (Sleep and NIV)
- Dr Matt Embley (ILD and Medical Education)
- Dr Candy Lee (Pleural disease)
- Dr Carol Paxton (CPEX, Pleural disease)

In addition there are:

- Six whole time equivalent nurse specialists
- Two Lung Cancer Nurses
- Two Registrar level post
- One CMT/ FY2 post
- Two CDF posts
- Three FY1 posts

The Respiratory in-patient service is provided from a specialist Respiratory ward (B31) in Forth Valley Royal Hospital. It is a 32-bed unit caring for predominately respiratory patients, but also there are some general medical patients. "Medical boarders" are looked after on the adjacent ward (typically ranging between 4-6 patients).

The Respiratory in-patient service is provided using a "Buddy" Respiratory 1 and 2 "Respiratory Physician of the Week" (RPOW) model (weekdays 9.00 am – 5.00 pm) on a 1:7 basis delivered in two weekly blocks. RPOWs 1 activities, in addition to regular ward rounds, include speciality reviews in the Acute Assessment Unit, in-patient referrals and pleural procedures under US guidance. RPOWs 2 duties in addition to regular ward rounds include enhanced vetting of referrals, responding to the SCI Gateway requests for advice from the primary care, lung cancer out-patient clinic and two bronchoscopy and EBUS lists.

Additionally, in "cold" weeks, there are sessions available for out-patient clinics.

The unit provides nurse-led acute NIPPV to COPD patients in the critical care unit. Day case interventions such as pleural aspiration, CT guided biopsies, oxygen assessments,

out-patient intravenous antibiotics, venesection, and pneumothoraces follow-up are delivered via the Day Medicine Unit.

The Consultant-led Outpatient Service is based in the main Out-patient Areas at Forth Valley Royal Hospital. There is a dedicated Cancer clinic, Airways clinic, and a TB clinic. We are developing a dedicated ILD clinic/pathway and a dedicated Pleural clinic/pathway and currently modernising our Sleep pathway.

There are two bronchoscopy sessions each week with video bronchoscopy and EBUS. The unit has acquired a semi-rigid medical thoracoscope, rigid thoracoscope, IPC capacity and ultra-slim bronchoscope and also has a dedicated portable pleural ultrasound machine onward B31.

Patients referred with possible obstructive sleep apnoea are screened at home with the apnoea link limited sleep study. Nasal CPAP and full polysomnography are currently provided by onward referral to Edinburgh Royal Infirmary, but this pathway is modernised.

There is a combined multidisciplinary Lung Cancer meeting at Forth Valley Royal Hospital held weekly involving the Consultant Respiratory Physicians, Oncologists, Thoracic surgeon (visiting from the Golden Jubilee Hospital), Radiologists, Pathologist, lung cancer trackers and oncology specialist nurses. The emphasis is on lung cancer cases.

Other respiratory cases are also discussed at the monthly Interstitial Lung Disease multidisciplinary meeting, Non-Malignant Palliative Care multidisciplinary meeting, and weekly Respiratory Radiology meeting, Respiratory Unit Clinical meeting and Respiratory Educational meeting.

The respiratory team has developed a range of patient-focused services using multidisciplinary practices in addition to the more traditional Consultant led clinics to comply with standards of care as laid down by the British Thoracic Society and NHS Quality Improvement (Scotland).

The respiratory specialist nurses run an early supported discharge and outreach nursing service. They also provide nurse-led airways, nebulisers and further contribute to the asthma clinic. They administer the oxygen concentrator and supervise patients on oxygen cylinders and portable oxygen. The respiratory unit runs a formal pulmonary rehabilitation

programme with dedicated respiratory physiotherapy support (0.4 whole-time equivalents) and respiratory specialist nurses.

There is a well-planned smoking cessation service in both secondary and primary care in Forth Valley.

There is a well-equipped state of the art pulmonary function laboratory which carries outflow volume loops, spirometry, exhaled breath NO measurements, transfer factor measurements, lung volumes, reversibility testing, body plethysmography, mannitol challenge, hypoxic challenge, hyperventilation assessment, portable oxygen assessment, shuttle and 6-minute walking tests, shunt fraction and complete cardiopulmonary exercise testing.

Training and Education

There is a large educational facility within the main hospital building with a full range of library services, details of which can be obtained at:

www.nhsforthvalley.com/home/NHSFVlibraryServices/LS_home.html.

Forth Valley Royal Hospital has 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 also based in the Forth Valley Royal 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 in easy reach.

Responsibilities

- As agreed with the Director of Acute Services, Associate Medical Director and Clinical Lead, to provide with Consultant colleagues an area wide service in Gastroenterology with responsibility for the prevention, diagnosis and management of illness, and for the proper functioning of the service;
- Out-of-hours responsibilities for Forth Valley Royal Hospital shared with the other Consultants as part of a Consultant team;
- 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 department 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 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 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 holders will be 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.

NHS Forth Valley consultant posts are initially for 10 PAs. We are keen that SPA-related activity over and above the 1 PA of SPA for individual requirements (CPD, audit, clinical governance, appraisal, revalidation, job planning, internal routine communication and management meetings) is offered to new consultants. Other roles in this department that have an SPA allocation are:

- Peer appraisal
- Educational supervision of trainees
- Department leads
- Departmental links to other departments
- Committee representation Research
- Service development

Exact allocation of SPA time will be agreed with the successful applicant and reviewed at annual job planning.

Example of a Weekly Timetable

(Please note that a definitive job plan will be confirmed following initial job planning discussions).

DAY	LOCATION	TYPE OF WORK- RESPIRATORY IN-PATIENTS
Monday	FVRH	09.00 -13.00 Ward round
		13.00 - 17.00 Referrals
Tuesday	FVRH	09.00 -13.00 Admin
		13.00 - 17.00 SPA
Wednesday	FVRH	09.00 -13.00 Ward Round
		13.00 - 17.00 Pleural procedures
Thursday	FVRH	09.00 -13.00 Lung Cancer MDT
		13.00 - 17.00 Ward round
Friday	FVRH	09.00 -13.00 Referrals
		13.00 - 17.00 SPA

DAY	LOCATION	TYPE OF WORK- GENERAL MEDICAL ON-CALL
Monday	FVRH	Long Day on-call
Tuesday	FVRH	09.00 -13.00 PTWR
		13.00 - 17.00 Admin
Wednesday	FVRH	Long Day on-call
Thursday	FVRH	09.00 -13.00 PTWR
		13.00 - 17.00 SPA
Friday	FVRH	09.00 -13.00 SPA
		Half day in lieu

Contractual Details

Contracted activities for this appointment will be defined and agreed with the post holder, the Associate Medical Director, Clinical Director and Respiratory Medicine Clinical Lead.

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

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

These Consultant posts are available on a full-time basis but the Board welcomes applications from individuals who are unable to undertake a full time commitment and who may wish to work on either a part-time or job share 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 holders 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.

These appointments 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

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

The successful candidates will be expected to be registered for CPD with the Royal College of Physicians (UK) 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 jacqui.crilley2@nhs.scot
Lynsey Doherty	Deputy Medical Workforce Manager	01786 457388 lynsey.doherty@nhs.scot
Laura Bayley	Medical Workforce Adviser (Contracts)	01786 457375 laura.bayley@nhs.scot
Elsbeth Gillespie	Medical Workforce Adviser (Contracts)	01786 457382 elsbeth.gillespie@nhs.scot
Hunter Rice	Medical Workforce Adviser	01786 457376 hunter.rice@nhs.scot

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
<p>Qualifications and Experience</p>	<p>MRCP (UK), or equivalent</p> <p>Full GMC registration, with licence to practise</p> <p>Certificate of Completion of Training (CCT) / Certificate of Eligibility for Specialist Registration (CESR)</p> <p>At least 2 years General Professional Training in General Medicine</p> <p>At least 12 months of Higher Specialist Training in General Medicine</p>	<p>Higher degree e.g. MSc, MD or PhD or other relevant diplomas</p> <p>Subspecialty competence in the management of major general respiratory disease (airways/ lung cancer/ ILD/ infection). Competency in Fibre Optic Bronchoscopy and EBUS.</p>
<p>Knowledge and Skills</p>	<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>Demonstrated ability to work unsupervised and make decisions</p> <p>High level of competence in the clinical aspects of Respiratory Medicine and evidence of an ability to develop new skills and train colleagues as appropriate.</p> <p>Good information technology and administrative skills.</p> <p>Ability to work effectively within a multidisciplinary team;</p> <p>Strong interpersonal and leadership skills, combining tolerance with communication and negotiating 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> <p>Motivation to use clinical audit to improve standards of patient care</p> <p>Willingness to work flexibly according to the needs of the service, and contribute to team and skills development</p> <p>Willingness to contribute to the corporate activity of the department, Directorate and NHS Forth Valley.</p>

Criteria	Essential	Desirable
Academic	<p>Participation in 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>
Management	<p>Understanding of management issues including 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>
Other	<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) or Certificate of Eligibility for Specialist Registration (CESR) are required to provide documentary evidence of eligibility to apply when submitting their application.

Please quote **reference number 119059** on all correspondence.

Please note the following dates:

Closing Date: Sunday 9th October 2022

Interview Date: TBC

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

Living & Working in Scotland

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