CONSULTANT IN EMERGENCY MEDICINE

BASED AT WESTERN INFIRMARY, GLASGOW

INFORMATION PACK

REF: 23255D

CLOSING DATE: 8TH JULY 2011
Applications are invited for the above post as Consultants in Emergency Medicine within Glasgow teaching hospitals. These posts represent an exciting opportunity to strengthen our established teams of Consultants in Emergency Medicine, providing senior care and leadership in Glasgow’s Emergency Departments. It is expected that the successful applicants will have a high clinical profile with the drive and initiative to achieve and sustain the highest standards of emergency medical care for the 300,000 new annual attendees across the city’s departments. The post at Glasgow Royal Infirmary is a replacement post, as is one of the posts at the Victoria Infirmary. The other posts are new and will further expand the provision of direct consultant delivered emergency care. Candidates are invited to apply for any or all of the posts.

Further information may be obtained from Mr A Ireland, Clinical Director, Emergency Medicine, Glasgow Royal Infirmary, telephone 0141 211 5166. Further information regarding the post at GRI may be obtained from Dr Scott Taylor, Lead Consultant, telephone 0141 211 4294; for the post at the Western Infirmary, Mr P T Grant, Lead Consultant Western Infirmary, telephone 0141 211 2651; for posts at the Victoria Infirmary, Mr Ian Anderson, Lead Consultant, South Glasgow or Dr. J. Gordon, Consultant Emergency Medicine, South Glasgow, telephone 0141 201 5306.

Applicants must have full GMC registration, a licence to practice and be eligible for inclusion in the GMC Specialist Register. Those trained in the UK should have evidence of higher specialist training leading to CCT or eligibility for specialist registration (CESR) or be within 6 months of confirmed entry from the date of interview. Non-UK applicants must demonstrate equivalent training. This post requires PVG Scheme Membership/Disclosure Scotland Check.

To obtain an application pack for this vacancy visit our website at www.nhsggc.org.uk/medicaljobs. Alternatively email your address and the job reference number to nhsggcrecruitment@nhs.net or call 0845 3000 831.

The interview date for the substantive posts will be 25th July 2011

Closing date for substantive posts will be 8th July 2011
NHS Greater Glasgow & Clyde
JOB DESCRIPTION

Consultant in Emergency Medicine
based at the
Western Infirmary, Glasgow

REF: 23255D
## CONTENTS

<table>
<thead>
<tr>
<th></th>
<th>Brief description of the Organisation</th>
<th>3</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.</td>
<td>The Work of the Department.</td>
<td>4</td>
</tr>
<tr>
<td>3.</td>
<td>Principal Activities.</td>
<td>5</td>
</tr>
<tr>
<td>4.</td>
<td>Duties of the post:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>a) Clinical commitments</td>
<td>5/6</td>
</tr>
<tr>
<td></td>
<td>b) Teaching</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>c) Administration</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>d) Research</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>e) Audit</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>f) Job Plan</td>
<td>6</td>
</tr>
<tr>
<td>5.</td>
<td>Main Conditions of Service.</td>
<td>7</td>
</tr>
<tr>
<td>6.</td>
<td>Arrangements to visit the Division.</td>
<td>7</td>
</tr>
<tr>
<td>7.</td>
<td>How to Apply/Return Applications</td>
<td>8</td>
</tr>
<tr>
<td>8.</td>
<td>Closing Date.</td>
<td>8</td>
</tr>
<tr>
<td>9.</td>
<td>Interview Date</td>
<td>8</td>
</tr>
<tr>
<td>10.</td>
<td>Person Specification</td>
<td>9</td>
</tr>
</tbody>
</table>
1. Introduction

- Living & Working in Glasgow

Today Glasgow is a compact, vibrant and modern city. In fact Glasgow’s scale comes as a surprise to some people. It has the largest suburban rail network outside London and is second only to the UK Capital as a retail centre.

There are top-ranking schools, excellent leisure facilities, beautiful golf courses and elegant accommodation across all price ranges.

The night life and restaurants are renowned and its opera, theatres, art galleries and museums offer plenty of cultural stimulation.

From Glasgow, the West of Scotland’s jewels are within easy reach. Loch Lomond is just 45 minutes drive, a little further to the Argyll peninsula – or over the sea to Arran, Skye, Iona and Mull.

- Acute Services Division, NHS Greater Glasgow and Clyde

The Acute Division of NHS Greater Glasgow and Clyde is the largest group of adult acute hospitals in Scotland – offering many opportunities to ensure job satisfaction and career development.

We provide a wide range of services from community-based care through to the full range of general hospital services.

There is a significant amount of complex surgical work carried out within the division as we are home to a number of the country’s tertiary and national services including heart and renal transplantation and cardiothoracic surgery.

We enjoy close links with Glasgow’s 3 universities and make a significant contribution to teaching at both undergraduate and postgraduate level. Research also has a high profile within the organisation. We provide excellent facilities for students and their tutors in the new £15 million, state of the art, Wolfson Medical School based at Glasgow University adjacent to the Western Infirmary site.

Employing more than 14,300 staff, we serve a core city catchment population of 560,000. Our patients not only come from Greater Glasgow and Clyde but, in some instances, from the whole of the West of Scotland and for our National Services, from the whole of Scotland.

With an annual budget of one billion pounds this is a particularly exciting time to be joining Greater Glasgow’s Health Service. Over the next 3-4 years we are investing more than £750 million, this is the largest single investment programme in the history of Scotland’s NHS – giving the North and South Hospitals accommodation for 21st Century health care.
We have 8 hospitals North of the River Clyde all with teaching responsibilities: Glasgow Royal Infirmary (including Princess Royal Maternity Hospital), Western Infirmary, Stobhill Hospital, Gartnavel General Hospital, Glasgow Dental Hospital and School, Drumchapel Hospital, Blawarthill Hospital and Lightburn Hospital. South of the River can be found the Southern General Hospital and Victoria Infirmary. In Paisley can be found the Royal Alexandra Hospital, while Greenock is home to Inverclyde Royal Hospital and the Vale of Leven District General Hospital is situated in Alexandria.

NHS Greater Glasgow plans to develop a new pattern of Emergency Services for Glasgow that will see:

- Specialist Emergency Medicine and Orthopaedic teams sited 24 hours a day at 2 centres of excellence – Glasgow Royal Infirmary and Southern General Hospital.
- New rapid access for GP emergency referrals.
- Five Minor Injury Units staffed by nurse practitioners under the guidance of Emergency Medicine Consultants at Glasgow Royal Infirmary, Gartnavel General Hospital, Southern General Hospital and at the Ambulatory Care Hospitals at Stobhill Hospital and the Victoria Infirmary.

By joining us now you will have the opportunity to be involved in the development and re-design of services enjoying a real chance to shape services for the future.

2. The Work of the Department

The Emergency Department at the Western Infirmary is located on the ground floor of the “Phase 1” tower block building on the Western site. It serves a catchment population of approximately 250,000 in the West of the city of Glasgow and beyond. Annual attendances have been rising in recent years and currently stand at approximately 63,000 patients per annum. This is essentially an adult department with children (aged <13 years) being managed at the nearby Royal Hospital for Sick Children on the Yorkhill site.

The Western Infirmary is a major teaching hospital with a wide range of specialist services on site including Intensive Care, Coronary Care, Acute Medicine, General and Vascular Surgery, Orthopaedics and Specialist Renal Services. The Regional Burns Unit is located at Glasgow Royal Infirmary, Maxillofacial and Neurosurgery are located on the Southern General Hospital site.
3. Principal Activities

Title: Consultant in Emergency Medicine

Consultant members of the department:

- Mr P T Grant (Lead Consultant)
- Mr W Tullett
- Dr S Perry
- Mr S Hepburn
- Dr A Whitelaw
- Dr P Anderson

Lead Nurse: Mr G Wright

Specialty Doctor: Dr R Briggs
[A second Specialty Doctor will commence clinical duties in August 2011]

Clinical Assistants: 3 Sessions per week.

Junior Medical Staff: There are 5 ST4-6 doctors and 9 junior doctors.

The Emergency Department medical staff, under the supervision of the Emergency Medicine Consultants, are responsible for the immediate assessment and management of all self-referred patients and all patients requiring resuscitation, both GP and self-referred. An ENP-led Minor Injury Service has been established and it is planned to extend and develop this further. A Consultant-led soft tissue clinic is provided.

The main thrust of the Consultants’ clinical activity will be treating patients on the "shop floor" as they present, in addition, however, they will be expected to supervise and teach junior medical and nursing staff. The Consultants will also participate in research, audit and other educational activities. It is expected that the successful applicant will participate fully in the management of Emergency Medicine Services in the West.

Applicants must have full GMC registration, a licence to practice and be eligible for inclusion in the GMC Specialist Register. Those trained in the UK should have evidence of higher specialist training leading to CCT or eligibility for specialist registration (CESR) or be within 6 months of confirmed entry from the date of interview. Applicants should also hold the FFAEM qualification at date of commencement of post. Non-UK applicants must demonstrate equivalent training.

4. Duties of the Post

- Clinical Commitments

The post holder will be based at the Western Infirmary where their main clinical activity will take place. The on-call commitment will be approximately 1:5.5. He/she will be expected to provide clinical care within the department 9am-6pm during ‘on-call’ weekends.

'Moving into the future this work pattern will change and a consultant presence will be required 24 hours 7 days per week. This will be part of the regular job plan and will be remunerated at the premium rate in the consultant contract (time and a third) or the PAs affected reduced from 4 hours to 3 hours as per the 2004 Consultant Contract'
The successful applicant to this new and challenging post will be expected to support the Lead Consultant in delivering the operational and strategic needs of the service. There will be ample scope for the appointee to further develop the service and this will be encouraged. The postholder will be expected to take a lead role in tailoring changing demands upon the service within national targets. In particular, assisting in working to achieve the National Unscheduled Care Waiting Time Target determined by the Scottish Executive. The appointee will have a strategic presence in the Emergency Department and will be expected to establish and maintain good working relationships with their Consultant colleagues in the Receiving Teams.

- **Teaching**
The department participates in medical undergraduate and postgraduate teaching as well as various nursing and other professional activities. In addition the successful candidate will be expected to develop the role of Clinical Supervisor to a number of junior doctors within the Dept.

- **Administration**
The Consultant will undertake the administrative duties associated with the care of his/her patients and the running of his/her clinical department. One SPA (4 hours) per week will be allocated to such activities.

- **Research**
The successful candidate will be expected to develop an active research interest.

- **Audit**
The successful candidate will be expected to contribute to the clinical audit programme.

- **Job Plan**

Detail of job plan to be agreed with Clinical Director, but the post will attract a 10 PA contract (9 clinical and one SPA) in the first instance.

- **Provisional Job Plan**

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A split of 9:1 between direct clinical care PAs and supporting professional activities is now standard for all new consultant job plans within NHSGG&C. The one SPA minimum will reflect activity such as appraisal, personal audit and professional development occurring outside study leave time. Once the candidate has been appointed more SPA time may be agreed for activities such as undergraduate and postgraduate medical training which takes place outside direct clinical care, as well as research and/or management. These activities must be specifically and clearly identified and be agreed with the candidate and desired by the department.

5. Further Information

- Terms and Conditions of Service

The post is covered by the Terms and Conditions of Service for Hospital Medical and Dental Staff (Scotland) and by the General Whitley Council conditions of service which apply to Consultant staff.

The appointment is full-time and contracted as 10 Programmed Activities. Salary Scale: As per National Guidelines.

- Superannuation

You have three options:

  a) To join the NHS Superannuation Scheme. Employees in the NHS Scheme are “contracted out” of the State Earnings Pension Scheme and pay a lower rate of National Insurance contributions or;
  b) To participate in the State Earnings Related Pension Scheme or;
  c) To take out a personal pension. This is a private agreement with the pension provider which will be an organisation such as a bank, building society or insurance company.

- Medical Negligence

In terms of NHS Circular 1989 (PCS) 32, NHS Greater Glasgow does not require you to subscribe to a Medical Defence Organisation. NHS Greater Glasgow's indemnity will cover only NHS Greater Glasgow responsibilities. It may, however, be in your interests to subscribe to a defence body in order to ensure that you are covered for any work that does not fall within the scope of the indemnity scheme.

- Other Facilities

Free car parking is available within the hospital grounds. The hospital is close to bus and underground transport.

- Conditions of Appointment

For all new entrants to NHS Greater Glasgow & Clyde, a medical screening examination will be required prior to confirmation of the appointment.

- Date when the Post is Vacant

1 August 2011

- Details of Arrangements for Applicant to Visit Hospital/Discuss Post

Mr Patrick Grant (Lead Consultant) should be approached for discussion about this post by telephone (0141 211 2651) or email patrick.grant@ggc.scot.nhs.uk
HOW TO APPLY

To apply for these posts please include 12 CVs and names and addresses of 3 Referees, along with the following documents;

*Application Form*  *(Parts A & B)*

*Equal Opportunities Addendum Form*

*Declaration Form Regarding Fitness to Practice*

*Immigration Questionnaire*

Alternatively please visit [www.nhsggc.org.uk/medicaljobs](http://www.nhsggc.org.uk/medicaljobs) and click on the “How to Apply” tab to access application for and CV submission information.

RETURN OF APPLICATIONS

Please return your application by email to nhsggcrecruitment@nhs.net or to the recruitment address below;

NHS Greater Glasgow and Clyde Recruitment Services
5th Floor, Tara House
46 Bath Street
Glasgow
G2 1HJ

CLOSING DATE

The closing date will be 8th July 2011

INTERVIEW DATE

The interviews will be held on 25th July 2011
### PERSON SPECIFICATION
**CONSULTANT IN EMERGENCY MEDICINE (REF: 22355D)**

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<thead>
<tr>
<th>CONSULTANT IN EMERGENCY MEDICINE REQUIREMENTS</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
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</thead>
</table>
| **Qualifications and Training** | • FCEM or equivalent  
• Applicants must have full GMC registration, a licence to practice and be eligible for inclusion in the GMC Specialist Register. Those trained in the UK should have evidence of higher specialist training leading to CCT or eligibility for specialist registration (CESR) or be within 6 months of confirmed entry from the date of interview. Non-UK applicants must demonstrate equivalent training. | • APLS / ALS / ATLS instructor |
| **Clinical Specialty Skills** | • Demonstrates competence in the management of full range of Emergency Medicine presentations | • It is hoped that one of the 6 appointments for the ECMS directorate may have Sub-specialty accreditation in Paediatric Emergency Medicine |
| **Skills, knowledge and aptitude** (e.g. communication or organisations skills, proven work record) | • Evidence of working in a multi-disciplinary team  
• Ability to organise and prioritise complex demands  
• Evidence of teaching and training skills for junior doctors  
• Effective communication skills | • Management training  
• IT skills |
| **Experience** | • Broad experience of Emergency Medicine  
• Evidence of active involvement in relevant clinical audit  
• Experience of Major Incident Management | • Evidence of participation in relevant research  
• Evidence of research publications  
• Evidence of innovative service developments |
| **Personal Skills** | • Commitment to good team working and relationships  
• Ability to provide clinical leadership to the multidisciplinary team  
• Enthusiastic and ability to work under pressure  
• Supportive and tolerant  
• Caring attitude to patients | |
| **Special Requirements** | • Flexibility to respond to changing service needs | |