

## Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
<b>Qualifications and Training</b>	GMC registered medical practitioner who has successfully completed UK Foundation Programme or equivalent.	Considering a further postgraduate degree
<b>Experience</b>	Experience in Medicine of the Elderly.	Considering a career in Medicine of the Elderly, Stroke Medicine, a Medical Speciality or General Practice
<b>Ability</b>	Ability to take responsibility for management of patients. Ability to communicate effectively and clearly with patients and other team members	
<b>Academic Achievements</b>	Evidence of understanding, interest or involvement in research activity at any level	Evidence of research and publications in peer reviewed journals
<b>Teaching and Audit</b>	Evidence of commitment to: <ul style="list-style-type: none"> <li>clinical audit and quality improvement activity</li> <li>formal and informal teaching</li> <li>learning and continuing professional development</li> </ul>	Evidence of participating in audit or quality improvement activity leading to publication or presentation
<b>Motivation</b>	Evidence of commitment to patient-focused care	Aiming for a career in a Medical Speciality or General Practice.
<b>Team Working</b>	Ability to work within a multidisciplinary team Ability to organise time efficiently and effectively Reliability Excellent communication skills	

<b>Circumstances of Job</b>	May be required to deliver clinical sessions at any of NHS Lothian's sites	
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## Introduction to Appointment

**Job Title:** Clinical Fellow in Medicine of the Elderly and Stroke Medicine

**12 months Fixed Term contract**

**Department:** Medicine of the Elderly and Stroke

**Base:** Royal Infirmary of Edinburgh

### **Post Summary:**

Applications are invited for these posts within the Royal Infirmary in Edinburgh offering clinical experience within Medicine of the Elderly (MoE) and Stroke services. The MoE experience will encompass a range of environments from MoE wards in the Royal Infirmary of Edinburgh, which will provide you with a good grounding in geriatric medicine and MDT working, the Frailty Service in the Acute Medical Unit and liaison services including orthogeriatrics. There will also be opportunities to work in community hospitals like Midlothian Community Hospital. Within Stoke you will be part of the integrated stroke unit with opportunities to attend thrombolysis/thrombectomy calls.

These posts will give successful applicants the opportunity to experience acute geriatric medicine before committing to a programme of training through an internal medicine training application. Successful applicants will have the opportunity to develop their clinical and professional competence in a purposeful and supervised manner as an assist to overall CV development. Successful applicants will have equivalent of up to one half day per week developmental time which can be used in the following opportunities: to have quality improvement methodology training with a view to completing an improvement project; to enhance their teaching skills; or participate in a research project or training.

Regular teaching is available for all staff to develop skills in MoE and Stroke. NHS Lothian wide teaching also takes place once a week to develop broader skills. There are also multiple opportunities to deliver teaching to medical students and junior staff as well as to gain a qualification in education through the Clinical Educator Programme.

This post is available start dates mid 2022 (July/Aug) for 1 year. The successful applicants will all be allocated educational supervisors and have the opportunity of an annual appraisal. There is a commitment to Hospital at Night and late shifts and weekend working and this will be a banded post.

## Departmental and Directorate Information

### Medicine of the Elderly

The Medicine of the Elderly (MOE) Service at Edinburgh Royal Infirmary specialises in the management of acute illness in frail older people. It has a superb reputation for teaching and training, patient safety, quality improvement and research.

The service provides high quality, safe, person centred care to the frail older population. Clinical activity is centred around the principles of Comprehensive Geriatric Assessment and comprises: acute inpatient assessment, ortho-geriatrics, general, stroke specific & orthopaedic rehabilitation (in community hospitals), liaison work to other departments and a range of outpatient services including day hospital, hospital at home, and specialist Parkinson Disease services. The service aims to support older people to maximise their functional potential or recover to an optimal level of health with the view of maintaining an independent life at home or in a homely setting through dedicated multidisciplinary team working. Optimising quality of life is our ultimate goal.

The consultant team are enthusiastic, supportive and enjoy teaching, training and research. There are 98 acute MoE assessment beds across three wards, and approx 48 ortho-geriatric service beds across 2 wards. Each part of the service has a dedicated group of consultants who provide a high level of daily senior decision making support and supervision to junior staff.

These posts will provide all round experience in comprehensive geriatric assessment in ward based settings where you will work alongside other colleagues and an MDT. There will be opportunities to take part in frailty assessment work in the Acute Medical admissions unit and we will strongly encourage and support you to get involved in quality improvement, teaching and research projects within the department of Geriatric Medicine and Stroke.

### MoE Consultants

Prof Emma Reynish	<b>Associate Medical Director</b>
Dr Carolyn Armstrong	MoE, Front Door, Hospital at Home
Dr Sarah Marrinan	MoE, Midlothian Community Hospital, Hospital at Home
Dr Sheila Coutts	MoE, Orthogeriatrics, Medical Education and Front Door
Dr Andrew Coull	MoE, Front Door, Hospital at Home, Acute Medicine
Dr Roanna Hall	MoE, Orthogeriatrics, and Front Door
Dr Lorna Hamilton	MoE, Orthogeriatrics and Front Door
Dr Jenny Harrison	MoE, Acute Medicine, Hospital at Home, East Lothian CH
Dr Deepa Jaap	MoE, Front Door and Surgical Liaison
Dr Andrew McIntosh	MoE, Front Door, Rehabilitation ELCH
Dr Wendy Morley	MoE, Acute, Front Door and Quality Improvement
Dr Olayinka Ogundipe	MoE, Front Door, Medical Education, Orthogeriatrics
Prof Alasdair MacLulich	MoE Orthogeriatrics
Dr Sarah Marrinan	MoE, Front Door and Parkinson's Disease
Dr Jo Renton	MoE, Parkinson's Disease and Acute Medicine
Dr Susan Shenkin	MoE, Acute, Front Door

Dr Amy Todd	MoE, Orthogeriatrics, and Front Door
Dr Alixe Kilgour	MoE, Orthogeriatrics, and Front Door
Dr Atul Anand	MoE, Orthogeriatrics, and Front Door
Dr Daniel Gilmartin	MoE, Front Door, Midlothian Community Hospital

### **Stroke services**

The stroke services are increasingly integrated across the three acute hospital sites in Lothian. Hyper-acute stroke patients are predominantly admitted via the Emergency department in the RIE. In collaboration with the emergency departments, the stroke service thrombolysis 100-150 patients per year and the acute stroke thrombectomy is in place. Each day the RIE has a consultant who is acute stroke team lead (consultant, stroke registrar, outreach nurse) and responsible for hyper-acute treatment, assessment of patients in ED and AMU, and taking calls through the 24/7 TIA hotline). Another consultant is responsible for seeing new admissions to the stroke units and for optimizing patient flow through the inpatient service. The service is supported by a large number of clinical academics who comprise one of the largest stroke research groups in the world.

### **Stroke Consultants**

Dr Amanda Barugh	<b>Clinical Director for MOE &amp; Stroke Services</b>
Dr Richard O'Brien	Stroke and Governance
Dr Simon Hart	Stroke, Acute Medicine
Dr Neil Hunter	Stroke, Acute Medicine
Dr Fergus Doubal	Stroke
Dr Yvonne Chun	Stroke RIE/BGH
Dr Rebecca Woodfield	Stroke RIE/WGH
Prof Gillian Mead	Stroke/MoE
Dr Renping Lee	Stroke/MoE
Dr Suad Elawad	Stroke, Acute Medicine

## Main Duties and Responsibilities

### Clinical Role within MoE and Stroke

The successful applicant will provide input to MoE and Stroke as part of an enthusiastic and committed multidisciplinary team. There will be a range of opportunities to work in different parts of the service. You will be an integral part of consultant led ward rounds following through on management plans. You will also lead ward rounds and provide support and documentation for notes and multidisciplinary team meetings. You will be readily available to the multidisciplinary team for medical advice and provide regular updates to families. You will provide support to junior colleagues and Advanced Nurse Practitioners. You will contribute to a well organised discharge process and will also ensure there is good communication with GPs.

### Location

- It is anticipated the principal base of work will be Royal Infirmary of Edinburgh with rotation through Liberton Hospital and Midlothian community hospital.

### Provide High Quality Care to patients

- Maintain GMC registration and hold a licence to practice
- Develop and maintain the competencies required to carry out the duties of the post
- Ensure patients are involved in decisions about their care and respond to their views.

### Quality Improvement, Research or Training in Teaching

- This post will be subject to yearly appraisal by a NES trained appraiser with clear identification of personal and professional objectives set out at the commencement of the post.
- Successful applicants will be offered quality improvement methodology training and supervision of a group project.
- Successful applicants could develop leadership and teaching skills through the South-East Clinical Educator programme.
- For suitable and interested applicants they may join a research project or undertake training in research methodology.

### Team Working

- To work collaboratively with all members of the team
- To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties.
- Adhere to NHS Edinburgh and the Lothian's and departmental guidelines on leave including reporting absence.
- Adhere to NHS Edinburgh and the Lothian values.

<b>Post:</b>	<b>Clinical Fellow in Medicine of the Elderly and stroke</b>
<b>Specialty:</b>	<b>MoE and Stroke</b>
<b>Principal Place of Work:</b>	<b>Royal Infirmary of Edinburgh</b>
<b>Contract:</b>	<b>Full Time</b>

**Managerially responsible to: Dr Amanda Barugh**

**Indicative Job Plan for weekday working**

DAY /	TIME (hrs)	TYPE OF WORK	HOURS
Monday	09:00–17:00	Ward work	8
Tuesday	09:00–13:15	Ward work	8
	13:15-14:00	Educational Meeting	
	14:00- 17:00	Developmental activity (variable)	
Wednesday	09:00 – 17:00	Ward work	8
Thursday	09:00–13:15	Ward work	8
	13:15-14:00	Educational meeting	
	14:00- 17:00	Ward work including MDTM	
Friday	09:00–17:00	Ward work	8
TOTALS (see text)			40

**There will be a contribution to out of hours work that includes late shifts (1700 – 2100) and weekends (0900 – 1700 or 0900 – 2100) and Hospital at Night (2100-0900). This will attract a banding supplement.**

**Contact Information**

Informal enquiries and visits are welcome and should initially be made to:

Dr Amanda Barugh  
Clinical Director  
Directorate of Medicine  
Royal Infirmary of Edinburgh  
Telephone: 0131 242 6927 (secretary)  
E mail: amanda.barugh@nhslothian.scot.nhs.uk

## Terms and Conditions of Employment

For an overview of the terms and conditions visit <http://www.msg.scot.nhs.uk/pay/medical>.

<b>TYPE OF CONTRACT</b>	Fixed Term for 1 year – from August 2022
<b>GRADE AND SALARY</b>	Clinical Fellow (Locum Appointment for Service) £40,995 - £54,235 per annum (pro-rata if applicable)
<b>HOURS OF WORK</b>	40 hours (plus a rota commitment)
<b>SUPERANNUATION</b>	New entrants to NHS Lothian who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to "opt out" arrangements can be made to do this via: <a href="http://www.sppa.gov.uk">www.sppa.gov.uk</a>
<b>REMOVAL EXPENSES</b>	Assistance with removal and associated expenses may be awarded
<b>EXPENSES OF CANDIDATES FOR APPOINTMENT</b>	NHS candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Reimbursement shall not normally be made to employees who withdraw their application, refuse an offer of appointment. Non NHS employees are not normally awarded travel expenses.
<b>TOBACCO POLICY</b>	NHS Lothian operates a No Smoking Policy in all premises and grounds.
<b>DISCLOSURE SCOTLAND</b>	This post is considered to be in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership.
<b>CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK</b>	NHS Lothian has a legal obligation to ensure that it’s employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS Lothian they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until right to work in the UK has been verified.
<b>REHABILITATION OF OFFENDERS ACT 1974</b>	The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this



	<p>post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Lothian. Any information given will be completely confidential.</p>
<b>MEDICAL NEGLIGENCE</b>	<p>In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board indemnity will cover only Health Board responsibilities. Paragraph 63 of the General Medical Council's Good Medical Practice requires you to have adequate insurance or indemnity cover. You may wish to consider taking out additional medical indemnity e.g. with a Medical Defence Organisation to ensure that you have indemnity for the whole of your practice.</p>
<b>NOTICE</b>	<p>Employment is subject to one month notice on either side, subject to appeal against dismissal.</p>
<b>PRINCIPAL BASE OF WORK</b>	<p>You may be required to work at any of NHS Lothian sites as part of your role.</p>
<b>SOCIAL MEDIA POLICY</b>	<p>You are required to adhere to NHS Lothian’s Social Media Policy, which highlights the importance of confidentiality, professionalism and acceptable behaviours when using social media. It sets out the organisation’s expectations to safeguard staff in their use of social media.</p>