

**Working together to achieve the healthiest
life possible for everyone in Ayrshire and Arran**



Candidate information pack

Post title:


Consultant Physician in Gastroenterology

University Hospital Ayr

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NHS
Ayrshire
& Arran

Section one: About NHS Ayrshire & Arran

NHS Ayrshire & Arran is one of 14 territorial NHS Boards within NHSScotland. Ayrshire and Arran NHS Board is responsible for the protection and improvement of the local population's health and for the delivery of frontline healthcare services. The NHS Board membership consists of executive and non-executive members, and is accountable to the Cabinet Secretary for Health, Wellbeing and Sport. Our operational frontline services are provided through four distinct operational units – Acute Services and the Health and Social Care Partnerships in East, North and South Ayrshire. You can find further detail on the role of the NHS Board, and our organisational structure on our website – www.nhsaaa.net.

NHS Ayrshire & Arran serves a mixed rural and urban population of 376,000. We have a full range of primary and secondary clinical services, covering the mainland of Ayrshire and the islands of Arran and Cumbrae. NHS Ayrshire & Arran covers three local authority areas: East, North and South Ayrshire. There are major areas of widespread deprivation and social exclusion in both rural and urban areas.



The healthcare challenge within the area is considerable: our population suffers higher than average rates of coronary heart disease, lung cancer, respiratory illnesses and premature death among males. Ongoing lifestyle issues, such as the prevalence of smoking, poor diet and lack of exercise, are key factors, as is the steadily ageing profile of the population.

Here in NHS Ayrshire & Arran, we want the best for our staff and the best for local people. We pride ourselves on improving health and providing a comprehensive range of high quality, safe, effective and person-centred health services. Our strategic direction is based on continuous improvement and services that are centred on patients and service underpinned by our organisational commitments.



Our commitments to you

Our service users and communities

We will work with you and your family to:

- Promote and improve your health
- Improve your safety, outcomes and quality of experience while in our care
- Live up to our customer care commitments

Our workforce

We will work together to create an open, fair and just culture where:

- We are all valued, respected and developed to be our best
- We are all informed, involved, listened to and treated fairly and consistently
- We are all safe and are supported to improve our health and wellbeing

Our partners

We will work together with partners to:

- Improve health, prevent disease and reduce inequalities
- Join up our service delivery to improve outcomes
- Make best use of our resources



Our values

Caring

I will show concern for others and care about the health, safety, and wellbeing of everyone I come into contact with.

Safe

I will do my job well, striving to learn and do things better, while taking responsibility for the quality, safety, and effectiveness of my actions.

Respectful

I will see everyone as an individual, be open, approachable, and treat everyone with dignity and respect.

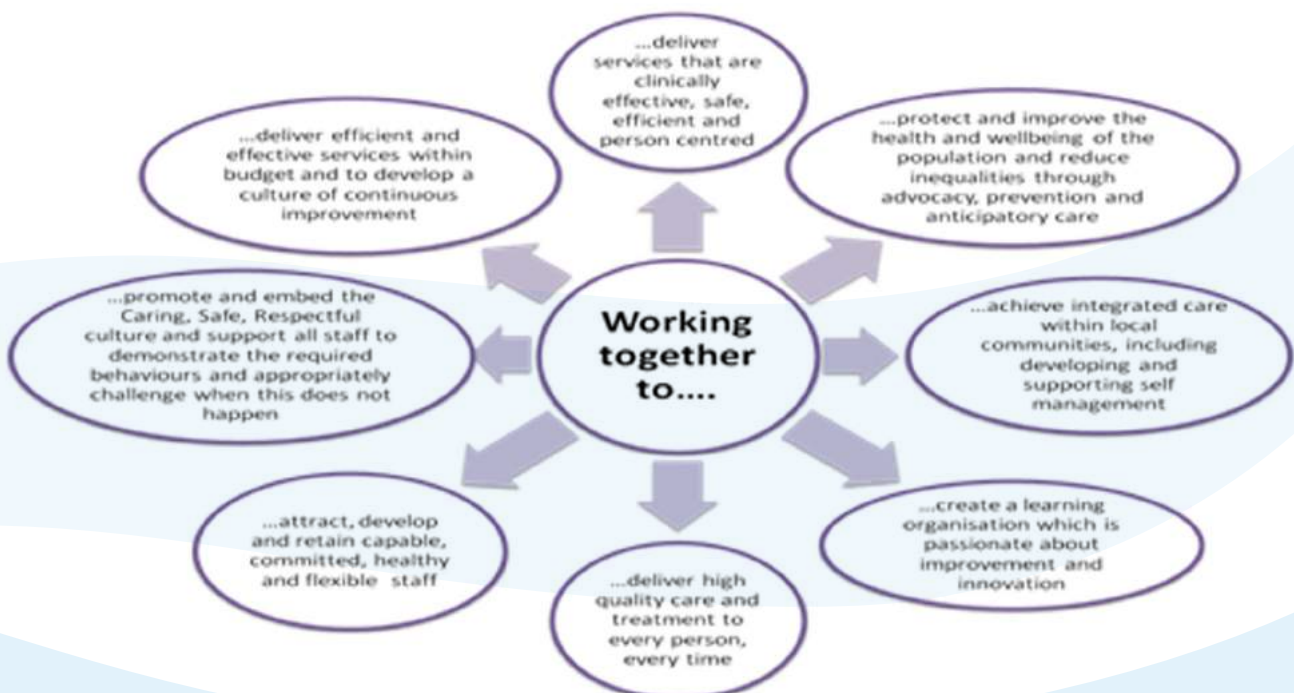
2020 vision

In September 2011, the Scottish Government set out the strategic vision for the delivery of healthcare services in Scotland.

Our vision is that by 2020, everyone is able to live longer healthier lives at home, or in a homely setting. We will have a healthcare system where:

- we have integrated health and social care;
- there is a focus upon prevention, anticipation and supported self management;
- if hospital treatment is required, and cannot be provided in a community setting, day case treatment will be the norm;
- whatever the setting, care will be provided to the highest standards of safety and quality with the person at the centre of all decisions; and
- there will be a focus on ensuring that people get back into their home or community environment as soon as possible with minimal risk of readmission.

In February 2014, Ayrshire and Arran NHS Board approved 'Our Health 2020' as NHS Ayrshire & Arran's health and wellbeing framework. The framework described how we would fulfil the national 2020 vision for health services locally. Our corporate objectives, as illustrated below, reflect the aims of the 2020 vision:



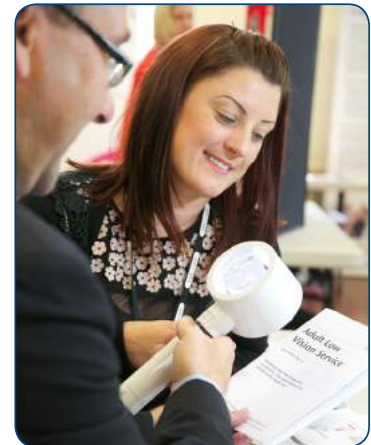
For more information on how we make decisions, how we perform and our key publications detailing our strategic intent and plans for delivery of healthcare services within Ayrshire, visit the NHS Ayrshire & Arran website www.nhsaaa.net.

Section two: NHS Ayrshire & Arran as an employer

NHS Ayrshire & Arran recognises that our staff are vital to delivering our purpose, values and commitments and to achieving our strategic objectives.

Our aim is to create an organisation where people want to work and strive to deliver excellence each day; where staff wellbeing and personal resilience are supported; where careers are interesting and developed; where staff are encouraged to reach their full potential; and where staff feel their contribution is recognised and valued.

To do this, we need to attract, develop, support and retain our staff and enhance their work experience. This will directly contribute to our aspiration to deliver excellent high quality services to every person every time.



Our employees have told us the unique factors that help to define us as an employer are:

- our friendly and supportive environment;
- our commitment to staff engagement and effective team working;
- our track record in creativity and innovation and our ability to successfully implement change and redesign;
- our track record in supporting our staff's learning, development and career aspirations, from an initial comprehensive three-day corporate induction programme to the availability of a wide range of internal training programmes;
- our commitment to supporting flexible working through a wide range of family friendly policies; and
- our commitment to support and improve our staff's health, safety, wellbeing and resilience. We do this by implementing our Staff Health, Safety and Wellbeing Strategy, and in our work towards achieving and maintaining the Healthy Working Lives Gold Award. In addition, our Staff Care and Occupational Health Service provide a range of support and interventions to our staff.

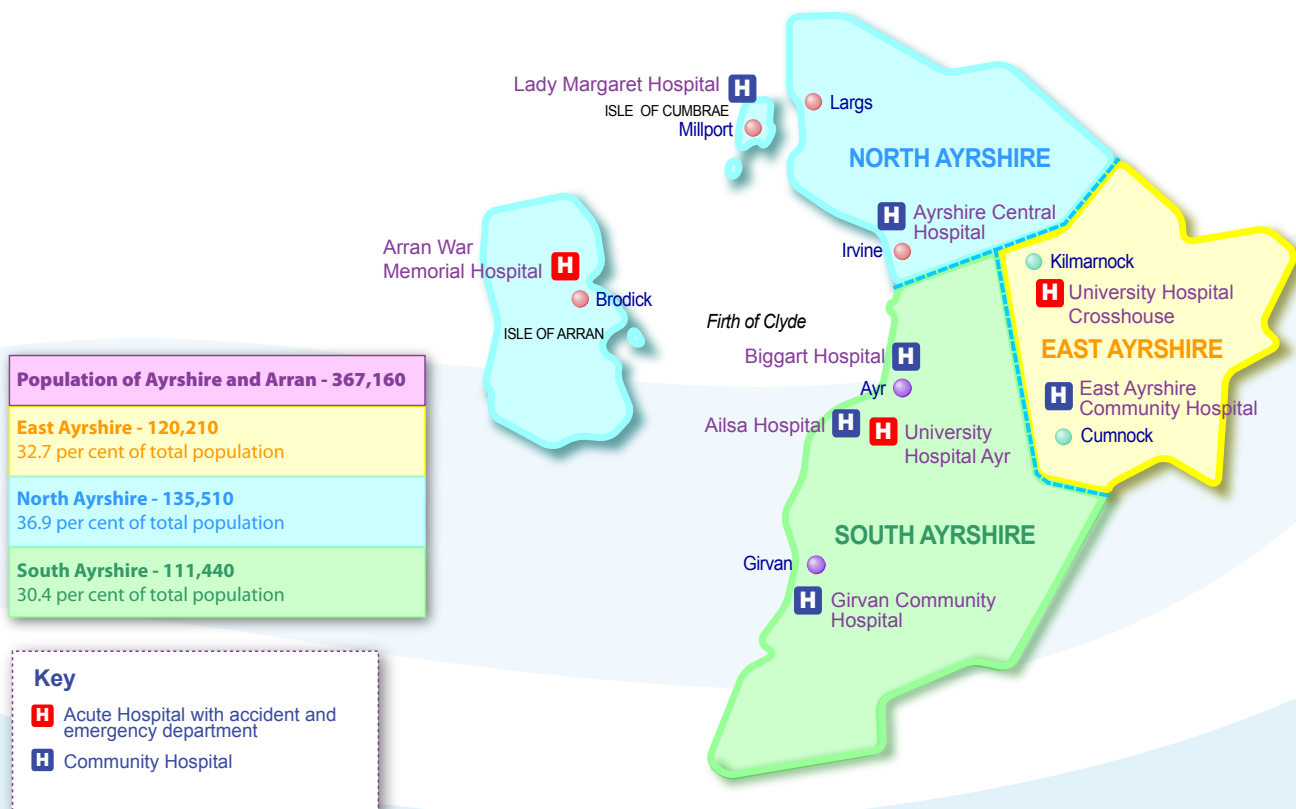
The Staff Governance Standard is embedded and adhered to as part of the governance framework – staff, financial, information and clinical governance - in which NHS Boards operate. **The Staff Governance Standard requires all NHS Boards to demonstrate that staff are:**



- well informed;
- appropriately trained and developed;
- involved in decisions;
- treated fairly and consistently, with dignity and respect in an environment where diversity is valued; and
- provided with a continuously improving and safe working environment, promoting the health and wellbeing of staff, patients and the wider community.

Section three: Delivering our services

The map below illustrates the key hospital sites throughout Ayrshire and Arran.



Acute services

Emergency and elective hospital services are provided by our acute services, which includes inpatient, outpatient and day case care. There are two district general hospitals within Ayrshire: University Hospital Ayr and University Hospital Crosshouse. These hospitals provide a wide range of acute services:

- **University Hospital Ayr**

University Hospital Ayr provides medical and surgical services on an inpatient, day case and outpatient basis. It is the main Accident and Emergency service for South Ayrshire. It provides a number of Ayrshire-wide services including Vascular Surgery, Ophthalmology and Urology. There are approximately 330 inpatient beds at Ayr.



- **University Hospital Crosshouse**

University Hospital Crosshouse provides medical and surgical services on an inpatient, day case and outpatient basis. It is the main Accident and Emergency service for East and North Ayrshire. Inpatient paediatrics, the Ayrshire Maternity Unit and the main Laboratories for Ayrshire are on the Crosshouse site. There are approximately 600 inpatient beds at Crosshouse



Community, mental health and learning disabilities services

Following the introduction of Health and Social Integration, the operational delivery for the range of community healthcare services and mental health and learning disabilities services is through the three Partnerships in Ayrshire:

- East Ayrshire Health and Social Care Partnership
- North Ayrshire Health and Social Care Partnership
- South Ayrshire Health and Social Care Partnership

Community services

General medical and dental services are provided throughout Ayrshire and Arran by general practitioners, dentists, community pharmacies and optometry practices. Community nurses, health visitors and Allied Health Professionals are all involved in providing care within our local communities.

Out-of-hours general medical services are provided by Ayrshire Doctors on Call (ADOC) within the community.



Mental health and learning disability services

The majority of our inpatient mental health services, including the Intensive Psychiatric Care Unit, are provided at the newly built Woodland View facility in Irvine.

Learning disability services are provided from Arrol Park in Ayr. Elderly mental health inpatient services are provided from Ayrshire Central Hospital in Irvine, and East Ayrshire Community Hospital in Cumnock. Community based services are provided throughout Ayrshire for a range of clinical groups: adults, child and adolescent, elderly and addiction services.



For more information on the full range of clinical services provided by NHS Ayrshire & Arran, visit our website www.nhsaaa.net.

Section four: Investing for the future

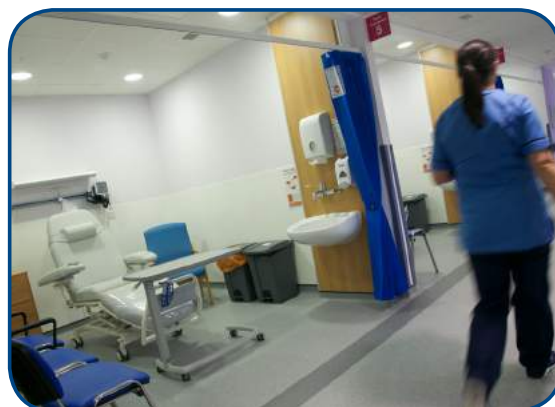
Building for better care

We have invested £27.5 million to provide fit for purpose front door services for University Hospitals Ayr and Crosshouse, in order to improve emergency and urgent care for patients who come to hospital for anything other than a scheduled appointment.

- **University Hospital Ayr:** new emergency department with resuscitation bays, high care areas and cubicles and fully integrated with the minor injury unit and NHS Ayrshire Doctors on Call (ADOC).



- **University Hospital Crosshouse:** Combined Assessment Unit being built alongside the existing emergency department which will include 35 en-suite bedrooms, as well as new patient assessment and ambulatory care areas. The unit will provide the physical environment needed to allow patients to be rapidly assessed and either discharged safely or admitted to a specialty ward for further care and treatment.



Woodland View

We have invested £47million providing a 206 en-suite bedroom integrated mental health and community facility, including older people's long term care and rehabilitation. This development brings together a full range of outpatient and inpatient facilities including:

- an outpatient consultation area to support a full range of mental health and psychology related outpatient activity;
- tribunal suite;
- therapy areas with treatment and recovery spaces that will also be used as flexible clinical accommodation for Allied Health Professions;
- an inpatient clinical pharmacy and dispensary service to all wards; and
- a staff library.



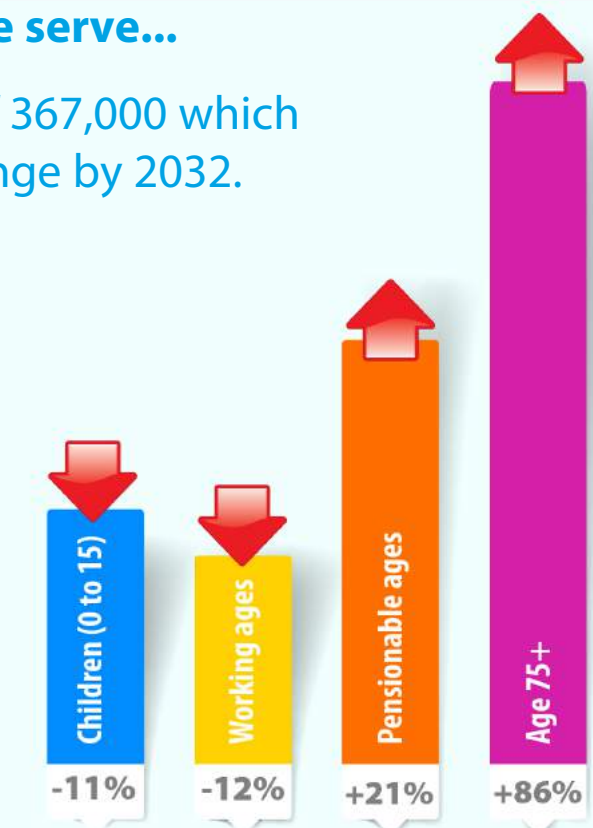
Section five: Key facts and figures

Our spending... Our typical annual revenue spend is approximately £750+million of which approximately 50% is expenditure on staffing.



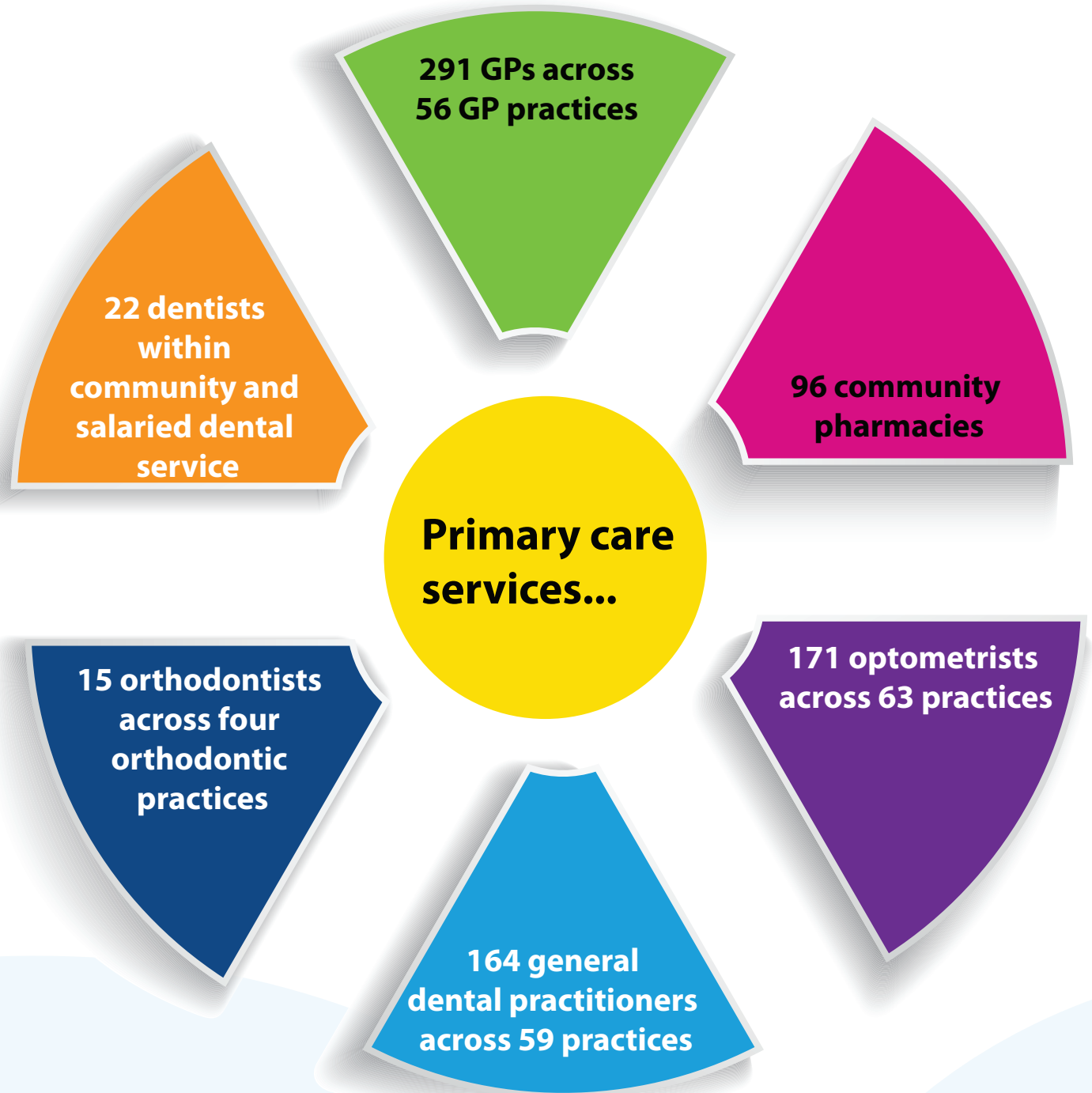
The population we serve...

Total population of 367,000 which is projected to change by 2032.

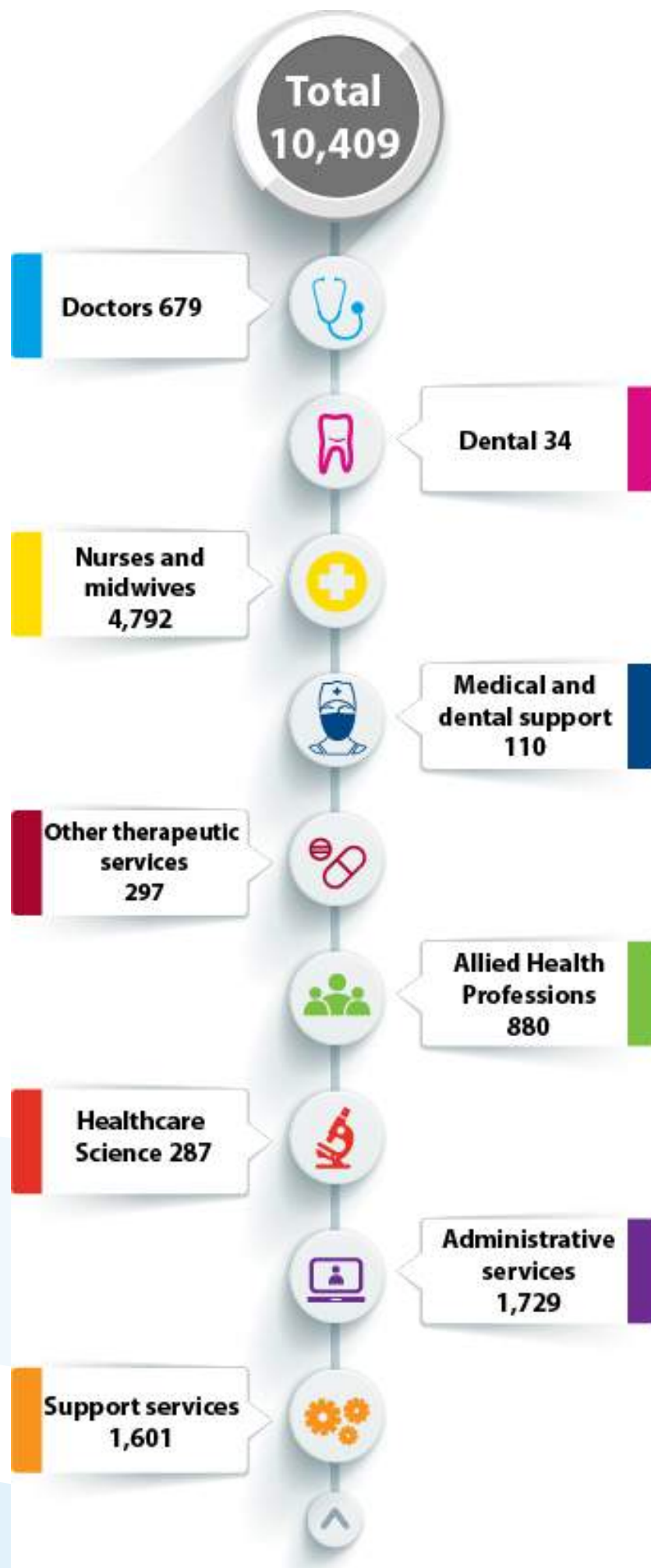


Predicted changes by 2037

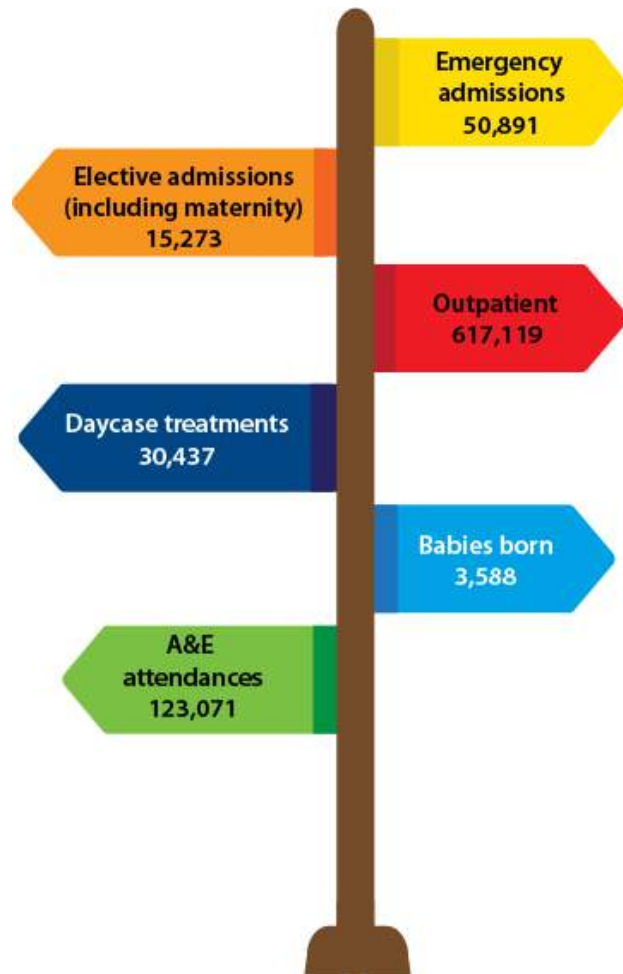
Primary care services...



Our staff...



Our typical annual activity



Section six: Why work in Ayrshire?

Ayrshire is situated in South-west of Scotland on the Firth of Clyde, and is characterised by 80 miles of varied coastline, picturesque beaches, rolling green hills and islands.

Just a 30-minute drive from Glasgow city centre, Ayrshire is an ideal location for those who want to enjoy city life, with all the benefits of living in a semi-rural area. Ayr, Irvine and Kilmarnock are the largest towns. However, there are many rural towns, villages and communities throughout the area should you wish to relocate to Ayrshire. Whether you decide to locate to Ayrshire or a neighbouring area, you will find that property prices are more affordable than in other parts of the UK.

Local educational standards are very high at primary and secondary level. However, private education is also available in the area.

See below for more information on local authority services:

East Ayrshire Council

www.east-ayrshire.gov.uk



North Ayrshire Council

www.north-ayrshire.gov.uk



South Ayrshire Council

www.south-ayrshire.gov.uk



Working in Ayrshire provides an easy commute from both Glasgow and the wider central belt. There is an excellent network of both rail and bus links throughout Ayrshire to Glasgow and beyond. There are UK and international flights available from Glasgow Airport, as well as a range of services from Glasgow Prestwick Airport.

Ayrshire provides a wide range of excellent recreational activities: whether you are interested in history and heritage, outdoor pursuits, events and festivals, or simply food and drink, there is something for everyone.

Ayrshire boasts more than 40 quality golf courses, including two Open Championship courses at Turnberry and Royal Troon.

For more information on the range of recreational activities in Ayrshire, visit www.visitscotland.com.



All of our publications are available in different languages, larger print, braille (English only), audio tape or another format of your choice.

Wszystkie nasze publikacje są dostępne w różnych językach, dużym drukiem, brajlem (tylko w wersji angielskiej), na taśmie dźwiękowej lub w innym formacie Twojego wyboru.

我們所有的印刷品均有不同語言版本、大字體版本、盲文（僅有英文）、錄音帶版本或你想要的另外形式供選擇。

كافة مطبوعاتنا متاحة بلغات مختلفة و بالأحرف الطباعية الكبيرة و بطريقة بريل الخاصة بالمكفوفين (باللغة الإنكليزية فقط) و على شريط كاسيت سمعي أو بصيغة بديلة حسب خيارك.

Tha gach sgrìobhainn againn rim faotainn ann an diofar chànanan, clò nas motha, Braille (Beurla a-mhàin), teip claidstinn no riochd eile a tha sibh airson a thaghadh.

हमारे सब प्रकाशन अनेक भाषाओं, बड़े अक्षरों की छपाई, ब्रेल (केवल अंग्रेज़ी), सुनने वाली कसेट या आपकी पसंदनुसार किसी अन्य फॉरमेट (आरूप) में भी उपलब्ध हैं।

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ہماری تمام مطبوعات مختلف زبانوں، بڑے حروف کی چھپائی، بریل (صرف انگریزی)، سننے والی کسٹ یا آپ کی پسند کے مطابق کسی دیگر صورت (فارمیٹ) میں بھی دستیاب ہیں۔

ਸਾਡੇ ਸਾਰੇ ਪਰਚੇ ਅਤੇ ਕਿਤਾਬਚੇ ਵਗੈਰਾ ਵੱਖ ਵੱਖ ਭਾਸ਼ਾਵਾਂ ਵਿਚ, ਵੱਡੇ ਅੱਖਰਾਂ ਅਤੇ ਬ੍ਰੇਲ (ਸਿਰਫ ਅੰਗਰੇਜ਼ੀ) ਵਿਚ, ਆਡੀਓ ਟੇਪ 'ਤੇ ਜਾਂ ਤੁਹਾਡੀ ਮਰਜ਼ੀ ਅਨੁਸਾਰ ਕਿਸੇ ਹੋਰ ਰੂਪ ਵਿਚ ਵੀ ਮਿਲ ਸਕਦੇ ਹਨ।



0800 169 1441



Tell us what you think...

If you would like to comment on any issues raised by this document, please complete this form and return it to: Communications Department, 28 Lister Street, Crosshouse Hospital, Crosshouse KA2 0BB. You can also email us at: comms@aaaht.scot.nhs.uk. If you provide your contact details, we will acknowledge your comments and pass them to the appropriate departments for a response.

Name _____

Address _____

Comment _____

Job Description

- Introduction to Specialty
- Specialty Facilities, Resources and Activity
- Future Plans for the Specialty
- Indicative Job Plan / Programme of Activities
- Post Details
- Personal Specification
- Terms and Conditions
- Further Information and Visiting

Introduction to Specialty

We are looking to recruit a consultant to join our Ayrshire Gastroenterology team. The post will be based at University Hospital Ayr, and the successful applicants will join our existing consultant Gastroenterologist, and a full support team. The job plan is in general gastroenterology, but sub-specialist interests will still be considered.

Applicants must have the appropriate range of Gastroenterological experience, along with excellent diagnostic and therapeutic endoscopy skills.

There is an active programme of postgraduate education to which all doctors are invited and encouraged to participate in. We have excellent library facilities and access to a high-fidelity simulator within our Education Centre.

The terms and conditions of service are those determined by the New Consultant Contract (Scotland) 2004. The posts are offered on a 10 programmed activity basis (including 2 SPAs), but opportunities may exist for Extra Programmed Activities to be undertaken subject to service requirements and in accordance with national terms and conditions of service. Applications from individuals who may wish to work on a part-time or job share basis will be considered.

Applicants will be appropriately experienced with Full GMC Registration, including a current Licence to Practice. Applicants must also be on the Specialist Register of the GMC or be within 6 months of the anticipated award of a CCT or CESR in Gastroenterology at the time of interview. Dual Specialist registration in General Medicine is desirable but not essential. Evidence of eligibility of inclusion on the Specialist Register will require to be provided at time of application.

Introduction to Specialty Facilities, Resources and Activity

2.1 The Area

South Ayrshire is on the west coast of Scotland, and has Ayr as its main urban centre. Ayrshire is famed for its coast with excellent beaches and sailing facilities. There are internationally renowned golf courses nearby at Royal Troon and Turnberry. The island of Arran is a well-known holiday destination, the island of Cumbrae is the home of the National Centre for Water Sports, and the National Sports Training Centre is based in Largs. Ayrshire is, of course, the home of Robert Burns, Scotland's national Bard. For more information see Ayrshire and Arran's Tourist Board <http://www.ayrshire-arran.com/>.

University Hospital Ayr has excellent travel links both locally and nationally. The M77 allows travel to Glasgow in 55 minutes, and Edinburgh in 2 hours. Ayr railway station is 2½ miles from University Hospital Ayr. Glasgow Prestwick Airport is 15 minutes drive from both hospitals, and provides budget air connections to Europe and beyond. Glasgow International Airport is 1 hour drive from University Hospital Ayr and provides excellent national and international connections. High speed ferries leave from Troon to Belfast.

University Hospital Ayr

University Hospital Ayr is a modern 348 bedded large General Hospital built in 1991, and provides specialist health care services for approximately 150,000 people living in the south of Ayrshire.

2.2 The Medical Specialties Directorate at University Hospital Ayr

This consists of the following:

Medical Receiving Complex:

- ◆ General Medicine and Combined Assessment Unit CAU including (Medical High Care Unit 4 beds & Ambulatory Care 8 beds): 160 beds
- ◆ Coronary Care Unit: 6 beds

Most new patients are admitted to CAU, and are reviewed there by the acute medicine Consultant or duty physician twice daily. Thereafter patients are triaged to the relevant specialty. The geriatricians are fully integrated in to the duty physician rota. A small number of patients are admitted directly to the Coronary Care Unit

The Medical High Care Unit within CAU is used for new acutely unwell patients, patients who have deteriorated in the general wards and step down from ITU / HDU. It provides invasive monitoring and non-invasive ventilation. New patients are reviewed by the acute physician or receiving physician twice daily.

Junior medical staff:

Junior doctors rotate to Ayrshire as part of the West of Scotland Deanery.

University Hospital Ayr

Specialist Registrars (ST3+, CMT/ACCS, GPST, MTI):	24
Foundation Year 2:	1
Foundation Year 1:	10

There are 7 Clinical Teaching Fellows who also contribute to the MAU rota (1 in 5 weekday evenings 17:00-21:30 and weekends 09:00-17:00)

Medical Education in Ayrshire:

The Director of Medical Education for Ayrshire is Dr Hugh Neill, Consultant Anaesthetist, supported by three Assistant DMEs. Medical students come from Glasgow and Dundee Universities.

The Gastroenterology Team

The post-holder will work as a member of the UHA Gastroenterology team

Dr Chris Gillen	Consultant Gastroenterologist based UHA
Replacement Post	Consultant Gastroenterologist (this post) based UHA

Ms Audrey Anderson	Gastroenterology Specialist Nurse Practitioner UHA
Ms Marion Clark	Gastroenterology Advanced Nurse Practitioner UHA

Endoscopy services are provided within the modern endoscopy suite at University Hospital Ayr which has a Nurse Led admissions area, 3 procedure rooms, 2 of which provide x-ray and therapeutic facilities. In addition there is a 16 bedded recovery area and a discharge lounge as well as on site decontamination facilities, its own secretarial and clerical support staff and have daily support from their respective x-ray departments.

Activity (average per annum): At Ayr approximately 7,000 endoscopy episodes are delivered by the medical/surgical endoscopy teams per annum. The Medical Gastroenterologists see nearly 950 new referrals / year. The Acute General Medical unit admits over 10,000 patients per annum.

Future Plans for the Specialty

NHS Ayrshire & Arran is committed to developing and maintaining a viable and progressive gastroenterology service; hence the creation of new consultant posts in the specialty. With the increasing availability of the relevant resources, the future strategy of the Gastroenterology Team includes the following:

- ◆ Formalising an acute endoscopy rota particularly for upper gastrointestinal bleeding in cooperation with surgical colleagues
- ◆ Preparing the ground for the provision of seven-day service in Gastroenterology
- ◆ Encouraging further sub-specialisation: e.g., hepatology; IBD
- ◆ Refining the provision of new endoscopy modalities: e.g., capsule endoscopy, etc.
- ◆ Further cooperation with invasive radiology to provide specialist procedures: e.g., TIPSS.

Indicative Job Plan / Programme of Activities

Proposed Weekly Programme

Work Timetable		Direct Clinical Care (hours)							Supporting Professional Activities (hours)				
	Description	On-Call	Day case	OPC	Admin	Ward Work	Total	Teaching	Audit	CPD	Research	Other	Total
Mon a.m.	Allocation of time for provision of on-call commitments	4					4						
Mon p.m.	Endoscopy –		4				4						
Tues a.m.	Ward Round					4	4						
Tues p.m.	Outpatient Clinic /Alternating SPA			2			2						2
Wed a.m.	Ward Round					4	4						
Wed p.m.	Endoscopy/ Alternating SPA		2				2						2
Thurs a.m.	Ward Round					4	4						
Thurs p.m.	Outpatient Clinic			4			4						
Fri a.m.	Admin					4	4						
Fri p.m.	SPA												4
Sat a.m.													
Sat p.m.													
Sun a.m.													
Sun p.m.													
TOTALS							32						8

The weekly programme shown at Section 4 is for indicative purposes only and provides an indication of the balance of the weekly workload.

Acute Gastroenterology and General Medical on-call commitments will be organised in cooperation with other members of the Gastroenterology, General Medical and Surgical teams in order to provide cover for the upper gastrointestinal bleeding rota and other aspects of the gastroenterology service and General Medical on call. The post-holder will have the opportunity to discuss and negotiate the detailed job plan with the Clinical Director/Associate Medical Director prior to commencing in post, and thereafter the job plan will be reviewed three months following appointment.

The post job plan is in general gastroenterology, but sub-specialist interests will be encouraged and accommodated as appropriate. The successful candidates will also be expected to attend parts of, or ask as a deputy, to present their cases at the relevant MDT (upper GI; colo-rectal; or IBD)

The agreed job plan will include all of the consultant's professional duties and commitments, including agreed supporting professional activities (SPAs). A minimum of one SPA is included in the indicative job plan and will reflect activities such as appraisal, revalidation, personal audit, professional development (occurring outside study leave time) and contribution to the work of the directorate. Any additional allocation will require to be evidenced as mutually beneficial, and required by the department, with adjustment to the programme to incorporate additional SPA requiring other activities to be reviewed to accommodate any increase as necessary.

Opportunities may exist for Extra Programmed Activities to be undertaken, to cover clinical duties including clinical administration, subject to service requirements and in accordance with national terms and conditions of service.

Notes on the Programme

Patient Administration. This activity covers the management of individual patients including Out Patient administration, results reporting, letters/phone calls to patients, carers, GPs and members of the wider multidisciplinary team involved in the patients care.

Ward Rounds: the time allocated is indicative and will be discussed with the appointee. Ward work will include teaching ward rounds as required.

Travel: Any travel allocation will be included within the Total Programmed Activities and will be determined by the location at which Direct Clinical Care and Supporting Professional activities are carried out.

On call arrangements: these will be calculated depending on the frequency and number of participants in the acute bleeding service and other General Medical on-call commitments.

Supporting Professional Activities and Job Plan Review:

NHS Ayrshire and Arran recognise the important role Job Planning has in ensuring consultants are supported in delivering high quality, safe, sustainable clinical care to patients. It is therefore important to ensure there is an adequate balance between direct clinical care activities and activities which support both the personal and

NHS Ayrshire & Arran Medical Job Description

professional development of the consultant workforce and facilitates agreed contribution to activities including:

- Under and post graduate teaching/training
- Clinical Governance
- Quality and Patient Safety
- Research and Innovation
- Service management and planning
- Work with professional bodies

All consultants will have 1 SPA as a minimum to support job planning, appraisal and revalidation. However the final balance of SPA and DCC activity will be agreed between the appointee and clinical manager prior to contracts being agreed.

There may be a requirement to vary the DCC outlined in the indicative timetable at section 4 when the final balance of DCC and SPA is subsequently agreed. There may also be opportunities to contract for Extra Programmed activities Opportunities subject to service requirements and in accordance with national terms and conditions of service.

If the post-holder will be responsible for the formal training and supervision of post-graduates and under-graduates, a suitable additional allocation of SPA time will be made in accordance with national guidance.

Job Plan Review

New appointees will have an interim Job Plan review conducted at 3 months post commencement to review the balance previously agreed. The agreed job plan will include all the consultant's professional duties and commitments, including agreed Supporting Professional Activities. Thereafter Job Planning will be carried out annually as part of the Boards Job Planning process.

One further SPA beyond that described above will be available to enable the successful post-holder to engage in one, or more of the following departmental supporting professional activities, commensurate with their level of experience/interest

- *Supervision*
- *Clinical governance*
- *improvement leadership*

Research: Research is encouraged and supported by an active Research and Development Committee. The appointee will be encouraged to develop research interests associated with their specialist interest.

Teaching: The post holder will be responsible for the training and supervision of post-graduates and under-graduates and is likely to contribute time to this activity on a regular basis, as recognised within the job plan. In addition he/she will be expected to ensure that Junior Staff and medical students receive adequate support and advice

NHS Ayrshire & Arran Medical Job Description

and may act as a contact as the person responsible for overseeing their training and as an initial source of advice.

Private Practice: If the post holder wishes to undertake any private practice, he/she is obliged to inform his/her employer at the time of appointment of his/her intention to do so. This should be submitted in writing to the Medical Director.

The post holder shall be free to undertake private practice without approval provided such work is undertaken outside the time agreed in the job plan for programmed activities and is in accordance with the national terms and conditions to service. (Refer Section 6 of the New Consultant Contract).

Post Details

The post holder will be accountable to the Clinical Director who will agree the Job Plan.

The post is available, for Consultant Physicians with an interest in based at University Hospital Ayr. Applicants should have CCT in Gastroenterology, or be within 6 months of receiving this.

Post holders will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management.

The post holder will be expected to observe Health Board's agreed policies and procedures.

Resources

The staff resources of the Directorate are listed elsewhere. The post holder will have access to such general administrative support as is required for the discharge of his/her duties and responsibilities.

This will include the provision of adequate secretarial and clerical support and the availability of accommodation and equipment, etc.

The post holder will receive support from such other professional staff as are employed within NHS Ayrshire and Arran and are deployed to his/her area of patient care.

Duties and Responsibilities

The main duties and responsibilities of the post include:

- To provide, along with consultant colleagues, a Gastroenterology service, including the prevention, diagnosis and treatment of illness.
- Provision of cover for consultant colleagues during periods of leave.
- Professional supervision and management of Junior Medical Staff.
- Such out of hour's responsibilities as are necessary for the maintenance of the service.
- Responsibilities for carrying out teaching, accreditation and examination duties as required, and for contributing to undergraduate and postgraduate medical education. The post holder will be expected to comply with College recommendations on Continuing Professional Development.
- The post holder will be required to comply with organisational policies.
- The post holder will be expected to follow the GMC principles of Good Medical Practice.
- The successful applicant will be encouraged to participate in research and to develop a relevant subspecialty interest, subject to resources and local priorities.
- Requirements to participate in medical audit and in continuing medical education.
- Managerial, including budgetary responsibilities (where appropriate).

Annual Appraisal & Job Planning

You shall also be required to participate in annual appraisal. Job planning is linked closely with, but is separate to, the agreed appraisal scheme for consultants. The job plan review will take into account the outcome of the appraisal discussion and reflect the agreed personal development plan.

Resources

The staff resources of the Directorate are listed elsewhere. The postholder will have access to such general administrative support as is required for the discharge of his/her duties and responsibilities.

The appointed consultant will be provided with a private office, a personal computer with high speed internet access and a printer within his/her office. The appointed consultant will also have a personal secretary. Specific software requirements should be discussed at appointment.

The postholder will receive support from such other professional staff as are employed within NHS Ayrshire and Arran and are deployed to his/her area of patient care.

Personal Specification

Post of: Consultant Physician in Gastroenterology.

Location: University Hospital Ayr

Qualifications:

Essential	Desirable
Full GMC Registration with a current Licence to Practice	Royal College Membership
<p>Existing Consultants: Inclusion on the GMC Specialist Register for Gastroenterology</p> <p>New Consultants: Be within 6 months of the anticipated award of a CCT or CESR at the time of interview.</p> <p>Accreditation in Gastroenterology is essential</p>	<p>Higher Medical Qualification, i.e. MD, PHD</p> <p>Accreditation in General Medicine is desirable</p>

Skills/Knowledge/Competence

Requirements	Essential	Desirable
<p>General Experience:</p> <ul style="list-style-type: none"> • Expertise in generalist field • Expertise in sub-specialty field 	<ul style="list-style-type: none"> • A broad range of General Gastroenterological and Medical experience is essential. • Excellent diagnostic and therapeutic endoscopy skills • Knowledge of and skill relevant to the management of patients. • Ability to communicate effectively with all levels of staff and patients • Ability to work efficiently and timeously • IT literacy 	<ul style="list-style-type: none"> • Ability to develop and maintain a database of clinical practice

Teaching & Training	<ul style="list-style-type: none"> • Ability to deliver high quality teaching 	<ul style="list-style-type: none"> • Interest in and knowledge of • advances in medical education • and training.
Team Working	<ul style="list-style-type: none"> • Ability to lead others, think strategically • Effective Team Player 	
Research/Publications		Evidence of publications of a high standard relating to specialty
Clinical Audit	<ul style="list-style-type: none"> • Evidence of interest and depth of experience in medical audit 	
Management and Administration	<ul style="list-style-type: none"> • Ability to lead a clinical team • Commitment to effective departmental management and management of a multidisciplinary group • Proven organisational skills 	<ul style="list-style-type: none"> • Proven management experience • Understanding of resource management and quality assurance. • Knowledge of recent changes in the NHS in Scotland
Personal and Interpersonal Skills	<ul style="list-style-type: none"> • A willingness to accept flexibility to meet the changing needs of the NHS in Scotland • Effective communicator and negotiator • Demonstrate effective leadership • A willingness to develop special interests which conform to the needs of NHS Ayrshire and Arran 	<ul style="list-style-type: none"> • Innovative and enthusiastic • A willingness to develop special interests which conform to the needs of NHS Ayrshire and Arran

Terms and Conditions

The Terms and Conditions are those of the New Consultant Grade (Scotland) as amended from time to time. The distance that a consultant can reside from the principal base hospital, where travel time is seen as more important than mileage, is subject to the agreement of the Medical Director.

Further Information and Visiting

Applicants wishing further information about the post are invited to contact Lorraine Porteous at Aspen People on 0141 212 7555 or by email at lporteous@aspenpeople.co.uk

Visits to the Department to meet the team and discuss the post are welcomed and encouraged.

The starting date for the successful applicant is negotiable.