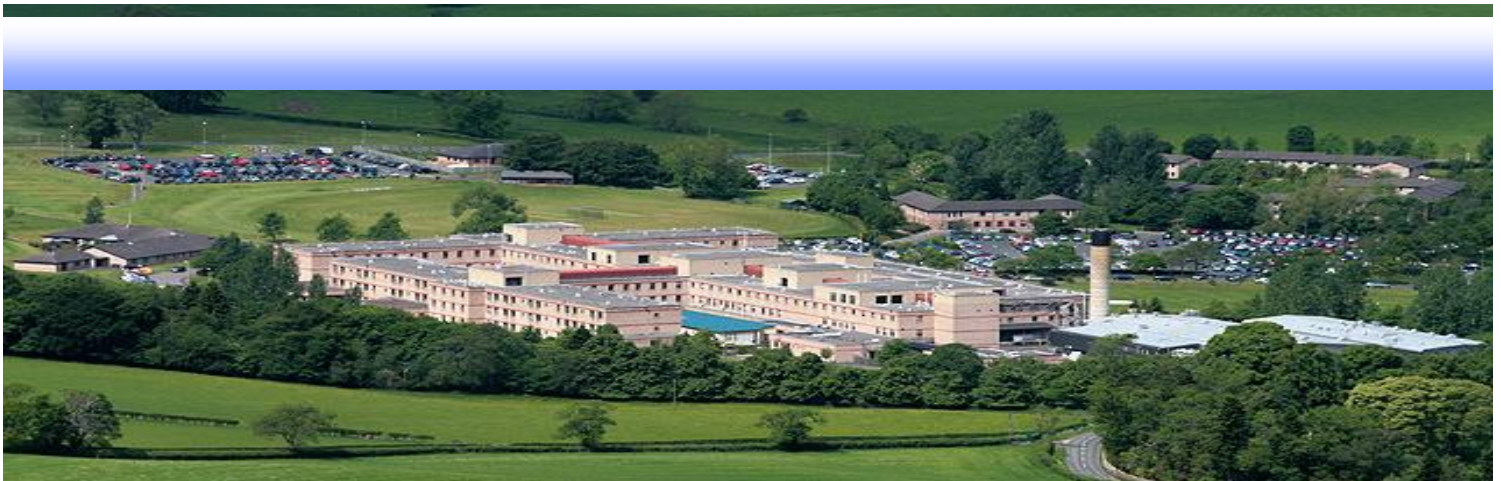




Rapid Cancer Diagnostic Service (RCDS)

JOB DESCRIPTION

SESSIONAL GP / Clinical Lead (Ref: MEDNNN)



Job Description & Person Specification

1 Job Details

Job Title:	Salaried GP / Clinical Lead in RCDS
Location:	Melrose (BGH) and other NHS Borders Sites
Responsible to:	Associate Medical Director, Acute Services
Ultimately accountable to:	Medical Director, NHS Borders
Hours of Work:	4 Sessions per Week

2 Job purpose

The Rapid Cancer Diagnostic Service (RCDS) is a new service in the Borders. It is a service for patients with vague but concerning symptoms which may represent cancer, that do not fit current Scottish Cancer Referral Guidelines criteria for an urgent suspicion of cancer referral. Examples of such symptoms include unexplained weight loss, pain, fatigue and so on. In the first year you will be involved in both the final stages of set up and delivery of this service.

Clinically, you will triage referrals made to the RCDS using Active Clinical Referral Triage (ACRT). You will provide medical assessment and investigation of patients referred to the RCDS both remotely and in-person. You will work in a patient centred manner referring to principles of realistic medicine. Where a cancer diagnosis is made you will deliver the diagnosis and refer onto tumour site specific pathways. For non-cancer diagnoses, you will either provide clinical advice for ongoing management in primary care or refer onto the relevant hospital specialty. You will provide out-patient level advice for clinicians both in primary and secondary care for patients with vague but concerning symptoms which may represent cancer. You will manage your caseload jointly with the support of a Clinical Nurse Specialist colleague.

As RCDS Clinical Lead, you will provide the clinical, operational and strategic leadership for this service within the Borders, working closely with clinical and managerial colleagues, as well as providing leadership within the RCDS team.

Provision of education about this new service to both primary care and wider health service colleagues will be important over the first year. The service is a pilot and will need data collection which be collated by a colleague but will require analysis and interpretation by the Clinical Lead. You will report to the National RCDS Oversight Group and work with the support of the local NHS Borders RCDS Steering Group. Additionally, NHS Fife and NHS Dumfries & Galloway already have well established RCDSs and NHS Lothian are hoping to deliver one soon. Once the Borders RCDS is operational we would anticipate a RCDS Clinical Network forming to share experience across these health boards.

3 Dimensions

As RCDS Clinical Lead, you will provide the clinical, operational and strategic leadership for this service within the Borders, working closely with clinical and managerial colleagues, as well as providing leadership within the RCDS team.

4 Key Duties

1. Provide leadership, direction and vision for the RCDS.
2. Undertake ACRT, patient assessment and investigation to diagnostic conclusion with appropriate onward referral.
3. Lead regular RCDS MDT meetings.
4. Administration of service education and development, including protocol development.
5. Supervise the duties of staff involved in RCDS.
6. Provide advice and support for healthcare and other practitioners regarding diagnosis, treatment and management of patients with non-specific but concerning symptoms. Develop appropriate means for facilitating contact (eg, through clinical e-mail and other forms of formal and informal communication).
7. Develop communication between primary, secondary and tertiary care.
8. Oversee clinical audit programmes and data collection with support from other clinicians and national requirements.
9. Represent NHS Borders at National RCDS Oversight Group and Centre for Sustainable Delivery (CfSD), Network with regional RCDS leads, stakeholder in Local RCDS Steering Group.

5 Assignment and review of work

The post holder will be required to work in a self-directed manner within agreed objectives as set by the Clinical Lead for Cancer and the Associate Medical Director of NHS Borders Acute Services or Deputy. NHS Borders will provide medical indemnity for shifts worked in the NHS primary care out of hours service.

6 Communication and working relationships

Internal	RCDS MDT Cancer Service Clinical Team Cancer Services Management Visiting Oncologists Local GPs Palliative Care Members of Primary Care Teams Secondary Care Clinicians
External	RCDS Oversight Group Scottish Government Contacts Peers in other RCDS Pilots

7 Most challenging aspect of the post

Provision of education about this new service to both primary care and wider health service colleagues will be important over the first year. The service is a pilot and will need data collection which be collated by a colleague but will require analysis and interpretation by the Clinical Lead. You will report to the National RCDS Oversight Group and work with the support of the local NHS Borders RCDS Steering Group.

Additionally, NHS Fife and NHS Dumfries & Galloway already have well established RCDSs and NHS Lothian are hoping to deliver one soon. Once the Borders RCDS is operational we would anticipate a RCDS Clinical Network forming to share experience across these health boards.

8 Qualifications and/or experience needed for the post

- Certificate of Completion of Training (CCT) in General Practice. Alternatively an equivalent evidence of completion of G.P. vocational training e.g. Certificate of Prescribed Experience from JCPTGP
- Candidates should be fully registered in the GMC register for General Practice with a licence to practice by the date of taking up appointment.
- Self motivated, able to work efficiently without supervision, using own initiative to complete tasks in a timely fashion.
- Decisive, confident working style with the ability to deal with competing priorities
- Well-developed influencing skills combined with a facilitative and supportive style of working.
- MRCGP.
- Previous experience of working with cancer services is desirable.
- Previous experience of developing new services is desirable
- Recent evidence of continued academic and professional development.

Terms and conditions

Salary

The role is offered on a sessional basis for four sessions per week.

Pensions:

The appointment is usually pensionable (depending on personal eligibility for the NHS pension scheme), and your payments would be subject to deduction of employees' contributions in accordance with the NHS (Superannuation) Regulations unless you decline to join the NHS Pension scheme. You are free to make your own choice on whether to join or not join the NHS pension scheme. For information on whether you are eligible to join the NHS (Superannuation) scheme please refer to the website http://www.sppa.gov.uk/index.php?option=com_content&view=article&id=43&Itemid=4

Hours of work:

The pattern of work is negotiable to meet the needs of the service and the successful candidate.

Employee Deductions








For HMRC purposes you are treated as an employee. Deductions are made for employee's NI contribution and NHS Borders will pay the employer's contribution. Income tax is deducted at source according to the individual's tax code. If joining the NHS pension scheme a deduction will be made for employee pension contribution and NHS Borders will pay the employer's contribution, you are not obliged to join the pension scheme.

Working Time Regulations

You are expected to co-operate with the Board in protecting your own health and safety and that of patients, colleagues and members of the public by abiding by the principles of the Working Time Regulations (WTR) and NHS Circulars MEL(1999)1 and HDL(2003)3. You are requested to notify the Board if working hours from your other employment exceeds an aggregate of 48 hours on average. Payment for statutory annual leave under the regulations is incorporated in the hourly rates shown above. Further information is available from the Human Resources Department.

Equal Opportunities:

In NHS Borders, we believe that all staff should be treated equally in employment. We will not discriminate against any member of staff, or job applicant, on grounds of:

-  age;
-  gender or choice of sexual lifestyle;
-  being married or not;
-  race, colour or ethnic origin;
-  religion or belief;
-  disability; or
-  Trade Union membership.

Hepatitis B:

We offer Hepatitis B immunisation through our Occupational Health Service (OHS). If you think you may be at risk of contracting Hepatitis B through your job, you should ask for this immunisation at OHS.

Work involving exposure-prone procedures:

You must adhere to the document "Protecting Health Care Workers and Patients from Hepatitis B", and the NHSiS Management Executive Directive on this issue. You must be immune to Hepatitis B, and if you cannot prove that you are immune, OHS will undertake the necessary procedures to find out whether you are Hepatitis B positive or not.

Health and Safety at Work:

You must look after the health and safety of yourself and anyone else who may be affected by what you do at work. You must also co-operate with us to make sure that we keep to legal and organisational safety regulations. You can get more information from the Health & Safety Adviser.

Rehabilitation of offenders / Disclosure Scotland PVG:

The Rehabilitation of Offenders Act does not apply to this post. An enhanced PVG / Disclosure Scotland check will be made.

Person specification – Sessional G.P.

	Essential	Desirable
1 Qualifications	<p>MRCGP (or equivalent primary medical degree)</p> <p>Full registration with GMC in the GP register with a licence to practice.</p>	
2 Experience	<p>At least 3 years post graduate primary care experience.</p> <p>Experience as part of training in general medicine and relevant other specialties such as surgery, oncology, palliative care and care of the elderly.</p>	<p>Previous development of new services.</p> <p>Post graduate training or ongoing CPD in cancer care.</p> <p>Professional interest in early cancer diagnosis.</p>
3 Managerial	<p>Experience in day to day organisation of clinical services.</p> <p>Extensive experience managing a team.</p>	Familiar with structure of NHS and recent initiatives related in to RCDS.
4 Audit	<p>Understanding of principles of clinical audit.</p> <p>Experience in undertaking and completing audit projects.</p>	Able to evidence audit cycle influencing change to service and improvement to patient care.
5 Research and Publications	<p>Knowledge of the principles of medical research.</p> <p>Up to date knowledge of current publications relevant to RCDS.</p>	Research experience with publications.
6 Personal Attributes	<p>Shows evidence of being an excellent generalist clinician.</p> <p>Effective communicator.</p> <p>Experience in working in a multidisciplinary team.</p> <p>Committed to patient safety, learning and continuous professional development, effective and efficient use of resources.</p> <p>Well organised and skilled in good time management.</p> <p>Reliable, flexible and adaptable.</p>	
6 Teaching	Teaching experience across a wide range of settings in post graduate medical and healthcare students and trainees.	

How To Apply

Please submit a full C.V. and a supporting statement **immediately** including the names and addresses of two referees one of which should be current or most recent employer, fax or e-mail:

By post: Medical Staffing Team, Human Resources Department,
Borders General Hospital, Melrose, TD6 9BS.
Tel: 01896 826162

By fax: Fax Number 01896 826159

By e-mail: medical.staffing@borders.scot.nhs.uk

Please quote reference:

Informal enquiries / visits are welcome, please contact:

Lynda Taylor	Nurse Consultant and Lead Clinician in Cancer Lynda.taylor@borders.scot.nhs.uk
--------------	---

Dr Beth Kerr	Clinical Lead Cancer and Palliative Care Beth.kerr@borders.scot.nhs.uk
--------------	--

Closing Date: TBC

This job description is not definitive and may be subject to future amendments following negotiation and consultation.