

**Working for NHS Lanarkshire**

**Clinical Development Fellows**

**NHS Lanarkshire**

**Recruitment Pack**

**Application Closing Date: Tuesday 2nd April 2024**

  

HR Medical & Dental

Law House

Airdrie Road

Carluke

 ML8 5EP



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| **This post requires the post holder to have a PVG Scheme membership/record. If the successful applicant is not a current PVG member for the required regulatory group i.e. child and/or adult, then an application will need to be made to Disclosure Scotland and deemed satisfactory before the successful post holder can commence work.**  |

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| **Section 1: HOW TO APPLY** |

**In order to apply:**

Applicants are required to complete an Application Form via the following link: https://apply.jobs.scot.nhs.uk/vacancies.aspx.

**Please complete applications by MIDNIGHT ON THE CLOSING DATE.**

**You will receive an email acknowledging receipt of your application once submitted.**

Please follow the link below should you wish any further information on NHS Lanarkshire

Recruitment | NHS Lanarkshire (scot.nhs.uk)

**Application Process:**

The first part of the process is to complete the gateway questions applicable to the role you are applying for. Should you meet the requirements of the gateway questions you will then have the opportunity to complete the full application form, which asks you to complete your top three preferences of location and specialty.

**It is important that you demonstrate you meet the eligibility criteria detailed in the person specification on your application.**

**Shortlisting Process:**

**Stage 1**

Applications will be longlisted in line with the person specification for the job. If you are successful, you will receive an email from Jobtrain advising you have been successful. Successful candidates from longlisting will be emailed a Clinical Situation and asked to provide feedback on this in the form of a one page document or a short video (the required format will be confirmed to you). If you are successful after this stage you will receive an invite to interview email.

**Stage 2**

Interview and Competency Assessment.

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| **Section 2: Contact Information** |

**Programme / Post Queries**

Prospective applicants are encouraged to make contact with:

Dr Scott Oliver

Lead Clinical Trainer

Consultant in Renal Medicine

(Email: scott.oliver@lanarkshire.scot.nhs.uk)

**Application Queries**

If you have any queries regarding the application process please email Gill Swinburne at medical.dentalrecruitment@lanarkshire.scot.nhs.uk

**Please note interviews will be conducted over Microsoft Teams on Wednesday 1st & Thursday 2nd May 2024.**

**NHS Lanarkshire is committed to working towards equal opportunities for all.**

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| **Section 3: Person Specification - Clinical Development Fellow** |

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| **REQUIREMENTS** | **ESSENTIAL** | **DESIRABLE** | **SOURCE OF EVALUATION** |
| **Qualifications and Training** | Successful completion of UK Foundation Programme (or equivalent by August 2024) **OR CREST FORM** Face to Face Basic Life Support (or better) course in last 4 years. | Distinction, prizes or honours during Postgraduate trainingCurrent ALS/ATLS/CRISP Instructor StatusFace to Face Advanced Life Support course in last 4 years | Application FormCertificate of Achievement of Foundation Competencies or written evidence supporting all equivalent skills.UKFPO Team - UKFP Curriculum 2021\_Oct22 update.pdf - All Documents (sharepoint.com) |
| **Experience** | Minimum of 2 yearsclinical experience (since August 2021 in the recent past, allowing for maternity / sick etc) in areas of acute care specialty e.g. Emergency Medicine, Orthopaedics, Acute Medicine, Psychiatry, Paediatrics etc. Equivalent to the qualifications & training outlined in the above category.Appropriate experience relevant to requirement of role applied for which includes assessing patients in a variety of clinical settings. Out of hours working with distant supervision in acute clinical settings | . | Application Form Interview |
| **Eligibility** | Eligible for full registration with the GMC at time of application and hold a current licence to practice \* (\***Overseas Registration and Qualifications -**NHS Lanarkshire will check you have the necessary professional registration and qualifications for this role. You will need to provide an official translation of qualifications notarized by a solicitor of your overseas qualifications to be checked by the recruiting panel. Please ensure that this is available before applying for the post. Portfolio demonstrating evidence of achievement of postgraduate medical training in line with GMC standards/Good Medical PracticeEligibility to work in the UK No restrictions on practice in place  | Evidence of research and publications in peer reviewed journalsHealthcare Leadership & Management Experience | Application Form InterviewCandidate ePortfolio |
| **Teaching** | Evidence of enthusiastic contribution towards teaching & learning of othersEvidence of formal teaching comprising leading a teaching session & gathering feedback afterwards. | Experience of simulation based teachingHas successfully completed a ‘training the trainers’ or ‘teaching skills’ course | Application Form Interview |
| **Academic/ Research Skills** | **Research Skills**:* Demonstrates understanding of the basic principles of audit, clinical risk management & evidence-based practice
* Understanding of basic research principles, methodology & ethics, with a potential to contribute to research

**Audit**: * Evidence of active participation in audit, comprising a role in data collection, analysis and/or implementation of findings and closing audit loop
 | Evidence of relevant academic & research achievementse.g. degrees, prizes, awards, distinctions, publications, presentations, other achievementsEvidence of participation in risk management and/or clinical/laboratory researchFormal research with ethical approval & associated peer-reviewed publication | Application FormInterview |
| **Personal Skills** | **Judgement Under Pressure:*** Capacity to operate effectively under pressure & remain objective in highly emotive/pressurised situations
* Awareness of own limitations & when to ask for help

**Communication Skills:*** Capacity to communicate effectively & sensitively with colleagues across the multidisciplinary team
* Able to discuss treatment options with patients in a way they can understand
* Excellent written and verbal communication skills

**Problem Solving:*** Capacity to think beyond the obvious, with analytical and flexible mind
* Capacity to bring a range of approaches to problem solving

**Situation Awareness:*** Capacity to monitor and anticipate situations that may change rapidly

**Decision Making:*** Demonstrates effective judgement and decision- making skills

**Organisation & Planning:*** Capacity to manage time and prioritise workload, balance urgent & important demands, follow instructions
* Understands importance & impact of information systems

Excellent interpersonal skillsEvidence of ability to present oneself in an organised, professional mannerEvidence of understanding of the importance of team workExperienced with common office software applications including Microsoft Word PowerPoint, Excel or equivalent  | Motivated and able to work unsupervised as well as within a small team under appropriate guidanceFamiliarity with communication tools including SBAR and equivalents | Application FormInterviewReferences |
| **Probity** | **Professional Integrity:*** Takes responsibility for own actions
* Demonstrates respect for the rights of all
* Demonstrates awareness of ethical principles, safety, confidentiality & consent
 |  | Application FormInterviewReferences |
| **Circumstances of Job** | Hospital posts may be required to work at any of NHS Lanarkshire’s sites, according to the placement of the post.General Practice placements will be placed in any of the Practices supporting the Development Fellows. Demonstrates a clear plan for personal development in this post. |  |  |

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| **Section 4: Introduction to Appointment** |

**Job Title:** Clinical Development Fellow

**Department:** Acute Services

**Base:** Various Specialties & Departments throughout multiple bases in NHS Lanarkshire which does include 3 District General Hospitals.

You may also be required to work at any of NHS Lanarkshire’s sites, according to the placement of the post.

**Post Summary:**

Working with the Director of Medical Education (DME) for NHS Lanarkshire, the Deputy DMEs (DDMEs) for the Lanarkshire Hospitals, Clinical Directors, Clinical service leads and the Directorate Management team, these posts will give successful applicants the opportunity to experience acute care clinical specialties of professional interest to them before committing to a programme of training through a Core or Specialty application.The posts are intended for training-grade doctors who have, as a minimum, completed Foundation training (or equivalent) but who have not yet completed training in their chosen specialty.

NHS Lanarkshire are committed to Educational governance and opportunity equivalent to a training post. Successful applicants will have a named educational supervisor and will have an annual appraisal during the post.

These posts will be for a minimum period of 12 months with a view to extend and will offer successful applicants 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 the opportunity to spend time either in the Emergency Department at Hairmyres, Monklands or Wishaw Hospitals, in Acute Medicine, University Hospital Hairmyres and Monklands, General Surgery within Hairmyres, Monklands or Wishaw, ENT, Urology at University Hospital Monklands, Paediatrics at University Hospital Wishaw and Psychiatry. Consideration will also be given to any applicants who wish to make rotation posts from the specialties on offer, usually on the basis of 2 x 6 month rotations.

Successful applicants are invited to participate in NHS Lanarkshire’s CDF Development Programme which includes training in elements of medical education, clinical leadership, quality improvement and other associated skills. We anticipate this will include opportunities to work in clinical simulation, teaching medical students, and developing service improvement projects. CDFs are encouraged to submit their work for presentation or publication as appropriate.

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| **Section 5: Departmental and Directorate Information** |

**Departments where Fellows may be placed:**

**Emergency Medicine, University Hospital Hairmyres (UHH)**

We have a range of exciting posts available within the Emergency Department of UHH. You will work as part of a multi-disciplinary team supported by a large Consultant body and will be expected to assess and manage the full range of emergency presentations. In addition to the clinical commitments, there are a variety of development opportunities in Quality Improvement, Simulation or Undergraduate teaching that interested candidates will be supported to pursue. This post is ideal for candidates who wish to pursue a career in Emergency Medicine or wish to have more general experience in managing acutely unwell patients, including trauma, prior to entering specialty training.

**For more information, please contact**:

Dr M Chekroud, Consultant, UHH at mohamed.chekroud@lanarkshire.scot.nhs.uk

**Emergency Medicine, University Hospital Monklands (UHM)**

Our fellowship posts are designed with substantial non-clinical time to allow for personal and professional development. Our Consultant team have a wide range of interests, and we are happy to support trainees seeking experience in:

       Simulation

       Undergraduate Medical Education

       Postgraduate Medical Education

       Ultrasound

       Paediatric Emergency Medicine

       Acute Medicine

       Digital health

       Wellbeing

       Geriatric Emergency Medicine

We welcome the development of fellowships in additional areas and would be happy to discuss options with you on application

**For more information, please contact**:

Dr N Hughes, Consultant / Clinical Lead UHM at neil.hughes@lanarkshire.scot.nhs.uk and Dr Laura Gillan, Consultant UHM at laura.gillan@lanarkshire.scot.nhs.uk

**Emergency Medicine, University Hospital Wishaw (UHW)**

We have a range of exciting posts available within the Emergency Department of UHW. You will work as part of a multi-disciplinary team supported by a large Consultant body and will have the opportunity to assess and manage the full range of emergency presentations in both adult and paediatric patients. There are a variety of posts available that would suit candidates interested in Quality Improvement, Simulation or Undergraduate teaching. This post is ideal for candidates who wish to pursue a career in Emergency Medicine or wish to have more general experience in managing unwell patients, including trauma, prior to entering specialty training.

The Emergency Medicine service at University Hospital Wishaw is the Trauma Unit for Lanarkshire and emergency care for the Paediatric and Obstetrics & Gynaecology centres for the county.

**For more information, please contact**:

Dr H MacColl, Consultant, UHW at heather.maccoll@lanarkshire.scot.nhs.uk

**General Medicine, University Hospital Hairmyres (UHH)**

The department of general medicine in University Hospital Hairmyres has a number of opportunities for development and attachment for successful candidates. The General Medicine department consists of the following specialties: Acute Internal Medicine, Cardiology, Diabetes & Endocrinology, Gastroenterology and Respiratory Medicine. Previous candidates have been able to pursue interests during their development time such as in achieving echocardiogram competencies, attendance for endoscopic procedures, management of medical high dependency patients, and development of a pleural service within Hairmyres. Previous Development fellows have enjoyed success in attaining further research posts or specialty training. The department has a high satisfaction rate with good support from consultant colleagues. As a Clinical Development Fellow, you will be attached to a base ward of your interest and contribute to the specialty. Fellows also contribute to the on-call medical rota out of hours.

**For further information, please contact**: Dr Claire McDougall, Consultant at claire.mcdougall@lanarkshire.scot.nhs.uk

**Medicine for Older Adults, University Hospital Hairmyres (UHH)**

The department of Medicine for the Elderly in University Hospital Hairmyres has a number of opportunities for development and attachment for successful candidates. The Medicine for the Elderly department has specialty areas including: Falls, Movement Disorder, Stroke, Surgical liaison, Hospital at Home service and a Frailty Unit. There would be opportunities to develop skills and experience in these areas. There would be excellent support in any QI project and other areas to assist with CV building/career progression. The department has a high satisfaction rate with good support from consultant colleagues. As a Clinical Development Fellow, you will be attached to a base ward and contribute to the specialty. Fellows also contribute to the on-call medical rota out of hours

**For further information, please contact**: Dr Anne Duffty, Consultant at anne.duffty@lanarkshire.scot.nhs.uk

**General Medicine, University Hospital Monklands (UHM)**

The department of medicine is very busy, but has good processes in place which ensure patient safety and compliance with Government targets. All CDFs contribute to the out of hours on call rota, and time in acute medical receiving. Junior doctors are well supported by consultant colleagues both during the normal working day and out of hours.

The department of Medicine consists of the following specialties: Acute Medicine, Care of the Elderly, Respiratory, Cardiology, Gastroenterology, Diabetes and Endocrinology, Infectious Diseases, Haematology and Renal Medicine. As a clinical development fellow in the department of medicine you would be attached to a base ward and be a member of that ward’s team. Preference of base ward allocation can usually be accommodated, particularly where it is relevant to the applicant’s development plans. This can include relevant time to learn clinical procedures, multidisciplinary education opportunities or carrying out related audit or research activities.

**For more information please contact:** Dr Catie Sykes, Consultant atcatriona.sykes@lanarkshire.scot.nhs.uk or Dr Isabel Howat, Consultant at Isabel.howat@lanarkshire.scot.nhs.uk

**General Surgery Department, University Hospital Hairmyres (UHH)**

Clinical Development Fellow (CDF) posts within the Department of General Surgery aim to provide the candidate with an opportunity to develop their CV and portfolio to be competitive for entry into core or specialty training.

The department of General Surgery at Hairmyres is among the highest rated units for general surgical training in the West of Scotland (GMC Survey 2018). It has outstanding educational feedback at an undergraduate and postgraduate level. UHH has also demonstrated success in supporting junior staff towards application for surgical training programs at both Core and Specialty Training Level.

Within the department, fellows will work as part of the junior middle grade rota with support from the departments F1 doctors (10), senior middle grades (10), and consultants (13). Fellows will gain considerable emergency and elective general surgery experience in a very busy department.

Successful candidates will participate on a 1:10 rota.

The department presently has 13 consultants performing a wide range of laparoscopic and open procedures. It performs a large volume of endoscopy including advanced therapeutic procedures and emergency gastroscopy for upper GI bleeds. There are 6 upper GI consultants and 6 colorectal consultants as well as a Consultant General & Transplant Surgeon. The successful candidate would also cover vascular surgery, with senior vascular specific support, when on call. Opportunities exist for further emergency and elective Vascular experience.

The fellows will have dedicated development time (20%) and ample opportunity to undertake quality improvement projects, research projects and will deliver teaching to medical undergraduates from the University of Glasgow. If a fellow presents with a specific interest or project, then the department will endeavour to support this if appropriate.

**For more information please contact**: Mr Scott Murray, Consultant General Surgeon: scott.murray@lanarkshire.scot.nhs.uk or Mr Brian Stewart, Deputy Clinical Director, University Hospital Hairmyres: brian.stewart@lanarkshire.scot.nhs.ukk

**General Surgery, University Hospital Monklands (UHM)**

The General Surgical Department at University Hospital Monklands offers clinical experience in general, open and laparoscopic colorectal and day case surgery. The position has offered previous successful candidates the opportunity to take part in original audit projects/research which have led to prize winning presentations at local regional and national meetings as well as the peer review publications. The department also offers individuals the opportunity to prepare for exams and CT/ST interviews and boasts a high success rate in career progress. Successful candidates are also well supported clinically at all levels while working within the department. There is a shared on-call rota with the Urology department whose practice is centred in University Hospital Monklands.

This is a friendly unit where trainees of various backgrounds can develop an interest in general surgery or use the time to get relevant surgical experience in preparation for a career choice in other specialities.

**For more information please contact:** Mr Alisdair Macdonald, Consultant at alisdair.macdonald@lanarkshire.scot.nhs.uk

**General Surgery, University Hospital Wishaw (UHW)**

The posts are ideally suited to someone at FHO2 level or above who is looking to develop their portfolio before applying for core training, although candidates of any level and ambition would be considered for the post.

The successful candidate will join an enthusiastic General Surgical Team, comprising 14 Consultant General Surgeons, Breast Surgeons and Specialty Grade Doctors to provide General Surgical Services to University Hospital Wishaw. The Hospital provides an excellent opportunity to gain experience in Emergency General Surgery, with a separate receiving and theatre “CEPOD” consultant during core working hours, offering unrivalled supervision and training. Elective activities are allocated through a weekly rota, and include potential for endoscopy training as well as theatre for core surgical procedures. Within Lanarkshire there is an opportunity through regional education centres to develop regional or national teaching programmes, undertake audit and research projects, or attend courses relevant to surgical training.

***For further information please contact****: Mr Gavin Bryce, Consultant, Surgeon,* *Gavin.Bryce@lanarkshire.scot.nhs.uk*

**ENT, University Hospital Monklands (UHM)**

The Clinical Development Fellow will work on the junior rota, with dedicated time in outpatients and in theatre as well as dealing with emergency admissions on the ENT ward. The ENT department at UHM provides ENT services across Lanarkshire for adults and children. There will be exposure to a wide variety of clinical conditions, including Head and Neck Cancer, complex Rhinology and endoscopic middle ear surgery.

Audit, Research and teaching will be encouraged. Previous Fellows have successfully published and presented at International meetings and have participated in the undergraduate teaching programme.

The ENT department has excellent feedback on the training offered.

Previous post holders have been successful in obtaining training posts in ENT, General Practice and Emergency Medicine.

**For further information please contact**: Mr A Iyer, Consultant ENT Surgeon, Arunachalam.Iyer@lanarkshire.scot.nhs.uk

**Urology, University Hospital Monklands (UHM)**

The Urology department in NHSL is based at Monklands hospital, where there is a 30 bed in-patient ward. Outpatient clinics and day-surgical services are provided at Wishaw and Hairmyres hospital. A wide range of in-patient surgery takes place at Monklands under the care of nine (9) full-time consultants.

 The unit has a strong pedigree in training, teaching, national/international presentations and publications. We provide wide range of Urological treatments in Core Urology, Endo Urology, Uro-Oncology and Minimally invasive surgery including Robotic Surgery in the unit. Excellent training opportunities exist in emergency urology, peno-scrotal surgeries, and basic endourology for successful candidates. We are highly ranked for training by West of Scotland Urology Specialist Registrars and currently have 3 trainee registrars in the unit. This provides an opportunity to be involved in various projects, gain valuable experience regarding national selection and enhance CV during the stay. We are confident that motivated candidates will be in a strong position and enhance their competitiveness at National Selection for higher training.

Successful applicants with be part of Urology team during normal working hours and participate in a combined rota covering general surgery and urology out of hours. This rota gets senior support from Registrars and Consultants in urology and General Surgery both in and out of hours.

**For more information contact:** Mr Rehan Khan at rehan.khan@lanarkshire.scot.nhs.uk orMr Sarath Nalagatla at sarath.nalagatla@lanarkshire.scot.nhs.uk

**Mental Health, Learning Disability, and Addictions Department, University Hospital Hairmyres (UHH) and University Hospital Wishaw (UHW**

NHS Lanarkshire Mental Health, Learning Disability, and Addiction services are excited to offer two Clinical Development Fellow posts (CDFs).  CDF posts are non-training posts and would suit post-Foundation doctors interested in developing their CV.  The posts have a mix of clinical work and development time in an 80% clinical / 20% development time split.   In a one year post, we would aim to give you experience of acute psychiatry in a range of subspecialties.  You will have an allocated Consultant Psychiatrist supervisor and weekly supervision.   Clinical duties would include taking part in the emergency on-call rota for trainee medical staff input (supported by experienced Advanced Nurse Practitioners in Psychiatry and the Psychiatric Liaison Nursing Service, as well as ward staff), within 24 hour consultant availability whilst on-call.  9-5 duties will be dependent on the placement allocated to you and could include a mix of inpatient and outpatient work.

The developmental aspect of the post would involve working on identified projects to benefit the service and for training, as identified by Dr Brodie, the Interim Associate Medical Director, and Drs Cross and Sheridan, Educational Supervisors.  Recent examples include an out of hours activity tracking exercise to look at the type of tasks completed by the duty doctor when on-call.  An interest in quality improvement is important, and an understanding of audit and the ability to use IT and spreadsheets would be ideal.  You will be linked to the other CDFs in NHSL and be able to access e-portfolios and support.   CDFs are actively supported in their career goals with Quality improvement activity, teaching opportunities as well experience in sub-specialties of psychiatry according to your interests and career aims.  There is also the opportunity to attend the internal postgraduate teaching programme, to present locally, submit work nationally and to feel part of a service with the health and wellbeing of its staff as integral.

It is essential that candidates have completed foundation training or have equivalent overseas service.

For further information please contact: Dr Sowmya Munishankar, Clinical Director in Mental Health, Learning Disability, and Addiction Services (sowmya.munishankar@lanarkshire.scot.nhs.uk)

**Acute and General Paediatrics, University Hospital Wishaw (UHW)**

The department of Acute and General Paediatrics in University Hospital Wishaw has an opportunity for development and attachment for successful candidates.  The Paediatric department consists of general paediatrics and specialties including: cardiology, respiratory, rheumatology, gastroenterology, diabetes, endocrine, allergy and neurology to name a few.  There is the opportunity to pursue interests during their development time such as quality improving projects on sepsis, developing pathways and being involved in any subspecialty in audit, research and quality improvement projects aswell as teaching.  You would participate on the junior rota (tier 1) providing first on call responsibilities for paediatrics.  You would be working alongside other junior trainees and supported by senior trainees, SAS doctors and consultants. You would be involved in assessment of patients referred to acute paediatrics and involved in care of those patients admitted to the ward.  You would gain experience in paediatric procedures and gain experience in how to manage common paediatric presentations.  The department has supported trainees developing their skills in teaching in particular and has had positive feedback.  As a Clinical Development Fellow, you will be attached to a base ward of your interest and contribute to the specialty.

**For further information please contact:** Dr Adrienne Sullivan, Clinical Director in Acute & Community Paediatrics – adrienne.sullivan@lanarkshire.scot.nhs.uk Please note: Dr Sullivan does not work Wednesday.

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| **Section 6: Main Duties and Responsibilities** |

The exact format of each post will be agreed with the successful applicant, the Clinical Director of the base Specialty and the Director or Associate Director of Medical Education. However, the following general principles will apply. It is envisaged that the posts will have an 80% Direct Clinical Care and approximately 20% Development split, averaged across the twelve month post.

**For Clinical Development Fellow Posts:**

Within a 40 hour per week base contract, each fellow will contribute approximately on average across the frequency of the junior rota:

* Supervised Clinical activity linked to a specialty of choice under the mentorship of a permanent staff member.
* OOHs [out of hours] For candidates who have trained out with the UK, joining the out of hours rota will be following a successful completion of the extended Soft Landing induction. (The Soft Landing induction is a period of shadowing and integration for those at the start of their post so that they have efficient time to acclimitise to the working environment.
* NHS Lanarkshire is constantly reviewing its rotas to maintain New Deal compliance together with the new arrangements as set down by the Scottish Government and Scottish Medical Training (SMT). Rotas therefore, may be subject to change.
* Self-directed Personal and Professional Development (PPD), which we be approximately 20% of time at work.

PPD will include some or all of these components:

* Clinical teaching skills development within the hospital and simulation center at Kirklands Hospital.
* Management and Leadership skills development
* Research and Quality Improvement skills development and activity linked to Safety and Quality improvement in Lanarkshire.
* Medical Informatics development linked to current e-health strategies (i.e. development of Lanarkshire Arthroplasty database etc)

Development time is arranged by local negotiation with the host clinical department. It is expected that it will be split evenly throughout the year, and will represent a total of 20% work time. There is no study budget allocated specifically to these posts, but it is possible that host clinical departments will have limited funds to support study leave on a case by case basis. Again this is by local negotiation with the host clinical department.

**Communication and Working Relationships**

The post holders will be expected to establish and maintain extremely good communications and working relationships with a wide range of staff, including:

* Clinical Director of the parent acute care specialty who will act as immediate Line Manager.
* Supervising Staff members from Medical, Clinical and AHPs backgrounds
* Named Clinical Supervisor
* Associate Director of Medical Education responsible for the overall organisation of the post.
* Colleagues in training grades at Foundation, Core and Specialty level

**Job Revision**

This job description should be regarded only as a guide to the duties required and not definitive or restrictive in any way. It may be reviewed in the light of changing circumstances following consultation with the post holders.  This job description does not form part of the contract of employment.

**Training Approval**

These posts are **not** recognised for training but have been designed in consultation with the Postgraduate Dean in relation to future employment status and eligibility for Core or Specialty training and are built on sound educational governance principles.

**Appointment**

The appointment will be on a fulltime basis for 1 year only with an option to extend to a second year and subject to satisfactory on going appraisal within role.

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| **Section 7: Working for NHS Lanarkshire** |

For more information on the role please visit Recruitment | NHS Lanarkshire (scot.nhs.uk)

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| **Section 8: Terms and Conditions of Employment** |

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| **TYPE OF CONTRACT**  | Fixed Term (12 months) |
| **GRADE AND SALARY** | Clinical Development Fellow£40,995 to £64,461 per annum (pro rata)  |
| **HOURS OF WORK** | Full Time – 40 hours plus out of hours work  |
| **SUPERANNUATION** | New entrants to NHS Lanarkshire 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: www.sppa.gov.uk  |
| **REMOVAL EXPENSES** | Assistance with removal and associated expenses may be awarded |
| **EXPENSES OF CANDIDATES FOR APPOINTMENT** | NHS candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement 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.  |
| **DISCLOSURE SCOTLAND** | 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. |
| **CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK** | NHS Lanarkshire are required to check the entitlement to work in the UK of all prospective employees, regardless of nationality or job category. UK Visas & Immigration rules are available at www.bia.homeoffice.gov.uk. Prospective applicants are encouraged to check eligibility in advance of applying for vacancies in NHS Lanarkshire. |
| **MEDICAL NEGLIGENCE** | In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme. |
| **NOTICE** | Employment is subject to one month notice on either side. |
| **PRINCIPAL BASE OF WORK** | You may be required to work at any of NHS Lanarkshire sites as part of your role. Your base will be clarified for expenses purposes.  |
| **REFERENCES** | All jobs are only offered subject to receiving two satisfactory references. At least one reference must be from your current/most recent employer or your course tutor if you are currently a student. If you have not been employed or have been out of employment for a considerable period of time, you may give the name of someone who knows you well enough to confirm information given and to comment on your ability to do the job. |