

Working for NHS Lothian

JOB TITLE: Locum Consultant Physician in Acute & General Medicine

JOB REFERENCE: CG 1879/1880/1881

JOBTRAIN REFERENCE: 020704

CLOSING DATE: 19th April 2020

INTERVIEW DATE: 28th April 2020



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You will receive a response acknowledging receipt of your application.

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.

All NHS Scotland and NHS Lothian Medical vacancies are advertised on our medical jobs microsite: www.medicaljobs.scot.nhs.uk

Please visit our Careers website for further information on what NHS Lothian has to offer <http://careers.nhslothian.scot.nhs.uk>



<http://careers.nhslothian.scot.nhs.uk>

Section 1: Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Training	<p>GMC registered medical practitioner. MRCP(UK) or equivalent</p> <p>Licence to practice or be eligible for inclusion on the GMC Specialist Register in Acute and / or General Medicine and Diabetes and Endocrinology within 6 months of interview.</p> <p>Appropriate educational training to achieve Recognition of Trainer status to support a formal role in educational supervision.</p>	<p>Additional post-graduate qualifications, e.g. MD/ PhD/MSc</p>
Experience	<p>Wide experience in both Acute and General Medicine and all main areas within the specialties of Diabetes and Endocrinology</p>	<p>An interest in the management of in-patient diabetes or an area of expertise that will add value to the department. Experience in teaching within diabetes and endocrinology</p>
Ability	<p>Ability to take full responsibility for independent management of patients.</p> <p>Ability to communicate effectively and clearly with patients and other team members</p>	<p>Proficient in the use of computers and programs that specialize in data collection.</p>
Academic Achievements	<p>Evidence of research, publications in peer review journals and presentations</p> <p>Evidence of poster or oral presentations at national or international meetings.</p>	<p>Evidence of ability in analyzing, compiling, and validating medical data</p> <p>Evidence of ongoing active participation in clinical research</p>
Teaching and Audit	<p>Evidence of commitment to: - clinical audit and quality improvement</p>	<p>Experience of designing audits</p>



	<p>activity</p> <ul style="list-style-type: none"> - formal and informal teaching and training of trainee doctors, medical students and other clinical staff. - learning and continuing professional development 	<p>Experience of simulation training</p> <p>Evidence of training / qualification in teaching, clinical and / or educational supervision</p>
Motivation	<p>Evidence of commitment to:</p> <ul style="list-style-type: none"> - patient-focused care - continuous professional development and life-long learning - effective and efficient use of resources 	<p>Desire to develop services for patients</p>
Team Working	<p>Ability to work in a team with colleagues in own and other disciplines</p> <p>Ability to organise time efficiently and effectively</p> <p>Reliability</p> <p>Excellent communication skills</p>	<p>Ability to motivate colleagues</p> <p>Evidence of previous managerial training and experience</p>
Circumstances of Job	<p>May be required to work at any of NHS Edinburgh and the Lothian's sites. Specifically, one of the posts at RIE includes clinics at East Lothian Community Hospital. The WGH post includes clinics at Leith Community Treatment Centre.</p>	

Section 2. Introduction to Appointment

Job Title: Consultant Physician in Acute and General Medicine with a Sub-Specialty interest in Diabetes and Endocrinology

Post CG1879

Base: Western General Hospital, Edinburgh



<http://careers.nhslothian.scot.nhs.uk>

Posts CG1880 and CG1881

Base: Royal Infirmary of Edinburgh

Post Summary (for all posts):

These posts incorporate a commitment to both the Acute and General Medicine service and the Diabetes and Endocrinology service. Part time working is welcome. There is one day off per week in lieu of annualised sessions for acute medical receiving. You may be required to work at any of NHS Lothian's sites. Specifically, one of the RIE posts includes the diabetes outreach clinic in East Lothian Community Hospital, and the WGH post has a clinic commitment at Leith Community Treatment Centre.

Section 3. Departmental and Directorate Information

1. Acute and General Medical Unit

Royal Infirmary of Edinburgh

The Acute Medical Unit (AMU) is one of the busiest receiving units in the United Kingdom, with an average medical take of 70 patients within a 24-hour period. There is a strong ethos and drive to provide high quality, safe, person-centered care providing real-time consultant-led assessment, diagnosis and treatment of patients to facilitate early discharge or prompt referral to the appropriate specialty. One of the strengths of the unit is well-integrated multidisciplinary working. The unit has excellent daily input from the main medical specialties from the time of admission ensuring that approximately 70% of patients can be discharged home within 48 hours.

There are two General Medicine wards with 36 beds each. There is a dedicated multidisciplinary team on each ward, providing holistic care to a high standard with a strong focus on continuity, good communication, quality improvement and patient safety. The average length of stay is around 5 days.

Consultants contributing to Acute Medical Receiving

Dr Johanne Simpson - Clinical Director for Acute and General Medicine

Dr Nicola Zammitt – Clinical Director for Diabetes/Endocrinology

Dr Kathy Strachan - Acute and General Medicine

Dr Ross Murphy – Acute and Emergency Medicine

Dr Simon Dummer - Acute and General Medicine

Dr Ann Lockman - Acute and General Medicine

Dr Caroline Bates - Acute Medicine and Gastroenterology

Dr James Dear - Clinical Pharmacology & Toxicology

Dr Arvind Veiraiah - Clinical Pharmacology & Toxicology

Dr Euan Sandilands - Clinical Pharmacology & Toxicology

Dr Hafid Narayan - Acute Medicine and Clinical Pharmacology

Dr Pauline Jones - Acute Medicine and Diabetes/Endocrinology

Dr Marcus Lyall - Acute Medicine and Diabetes/Endocrinology

Dr Scott Mackenzie - Acute Medicine and Diabetes/Endocrinology

Dr Alan Patrick - Acute Medicine and Diabetes/Endocrinology

Dr Alan Jaap - Acute Medicine and Diabetes/Endocrinology

Dr Matthew Young – Acute Medicine and Diabetes/Endocrinology



Dr Fraser Gibb – Acute Medicine and Diabetes/Endocrinology
Dr Anna Dover – Acute Medicine and Diabetes/Endocrinology
Dr Simon Hart – Acute and Stroke Medicine
Dr Andrew Coull – Acute Medicine and Medicine of the Elderly
Dr Jo Renton – Acute Medicine and Medicine of the Elderly
Dr Neil Hunter – Acute Medicine and Medicine of the Elderly
Dr Jennifer Harrison - Acute Medicine and Medicine of the Elderly
Dr James Tiernan – Acute and Respiratory Medicine
Dr Gourab Choudhury – Acute and Respiratory Medicine
Dr Laura Barr – Acute and Respiratory Medicine
Dr Lisa Nicol – Acute and Respiratory Medicine
Dr Michaela Petrie – Acute and Renal Medicine
Dr Iain Macintyre – Acute and Renal Medicine

Western General Hospital

The Medical Assessment Area (MAU) in the Western General Hospital incorporates 2 bedded areas (total 34 beds), and assessment area (trolleys) and an ambulatory care area. The medical take is predominantly GP triaged referrals.

Downstream patients are cared for in wards 25, 26 and 27, where we have approximately 70 medical beds. Approximately 60 – 70 patients are assessed in the MAU trolleys area each day.

The consultant on-call for admissions leads a ward round starting at 08:30 weekdays and 09:00 at weekends. In the afternoon and evening, the consultant is expected to provide ongoing assessments on those patients admitted from the trolley area and facilitate patient flow. MAU beds has 2 consultant-led teams covering admissions with specialty review from respiratory, cardiology, infection disease, and frailty teams.

MAU has registrar level cover over the full 24-hour period, as well as cover at the support of a team of 7 FY1, 3 FY2s, 3 CMT1 and 1 GPST1. The acute medicine team also has a team of specialty doctors who contribute to the delivery of front and back door services.

The current on call rota for weekday acute receiving is approximately 1:16. Weekend on call frequency will be 1:8 (equivalent of 6 weekends per year).

Consultant Team:

Dr Stuart Ritchie	Diabetes and Endocrinology; CD for Acute and General medicine
Professor Mark Strachan	Diabetes and Endocrinology
Professor Simon Maxwell	Clinical Pharmacology and General Medicine
Dr Tim Morse	Acute Medicine
Dr Matthew King	Acute Medicine/Renal
Dr Claire Gordon	Acute Medicine
Dr Emily McMurray	Diabetes and Endocrinology
Dr Ailsa Howie	Acute Medicine
Dr Gareth Stewart	Respiratory
Dr Friederike Boellert	Respiratory
Dr Ganesh Arunagirinathan	Diabetes and Endocrinology
Dr Andrew Leitch	Respiratory
Dr Phil Reid	Respiratory
Dr Jenni Crane	Infectious Diseases



Dr Vicky Tallentire	Acute Medicine
Dr Anne Jones	Respiratory
Dr Ruth Young	Acute Medicine
Dr Frauke Weidanz	Acute Medicine/Critical Care
Dr Heather Kerr	Acute Medicine/Renal
Dr Morgan Evans	Infectious Diseases
Dr John Miles	Acute and General Medicine
Dr Meghan Perry	Infectious Diseases
Dr Rebecca Weerakoon	Acute Medicine
Dr Johanna Hofer	Acute and General Medicine

2. Edinburgh Centre for Endocrinology and Diabetes (ECED)

ECED delivers care in diabetes and endocrinology across NHS Lothian, through outpatient clinics and specialist inpatient teams. ECED is a unified service operating across the Royal Infirmary of Edinburgh (RIE), Western General (WGH) and St John's Hospital (SJH), as well as being affiliated with colleagues in paediatrics (Royal Hospital for Sick Children), endocrine and transplant surgery (RIE), neurosurgery (WGH, but soon to move to RIE), reproductive endocrinology (RIE), oncology (WGH) and ophthalmology (Princess Alexandra Eye Pavilion). ECED is a focus for the provision of high-quality multi-disciplinary care. This unified centre facilitates service development, quality improvement, training and education in endocrinology and diabetes in Edinburgh and the Lothians.

Since ECED was set up in 2010, core general endocrine clinics operate in a similar way at the RIE, WGH and SJH sites, with post-clinic meetings running routinely. Additional sub-specialty clinics, usually multidisciplinary and covering the whole city, include the joint medical/surgical Thyroid Nodule Clinic on the RIE site and the Joint endocrine/ophthalmology Thyroid Eye Disease clinic run by RIE consultants at the Princess Alexandra Eye Pavilion (PAEP). There are plans for PAEP to move to the Bioquarter site, adjacent to the RIE campus.

Weekly postgraduate meetings are held during the academic term, including a monthly MDT with the Endocrine Surgeons, Pathologists, Radiologists and Oncologists.

Consultant physicians based at RIE

<u>Staff member</u>	<u>Specialty</u>
Dr Alan Patrick	Diabetes and Endocrinology
Dr Matthew Young	Diabetes
Dr Alan Jaap	Diabetes and Endocrinology
Dr Nicola Zammitt (Lead)	Diabetes and Endocrinology
Dr Fraser Gibb	Diabetes and Endocrinology
Dr Anna Dover	Diabetes and Endocrinology
Dr Pauline Jones	Diabetes and Endocrinology
Dr Scott Mackenzie	Diabetes and Endocrinology
Dr Marcus Lyall	Diabetes and Endocrinology

Consultant physicians based at SJH

<u>Staff member</u>	<u>Specialty</u>
Dr Karen Adamson	Diabetes and Endocrinology
Dr Rohana Wright (Lead)	Diabetes and Endocrinology
Dr Liesbeth Van Look	Diabetes and Endocrinology
Dr Radzi Mohd Noh	Diabetes and Endocrinology



Vacancy (in recruitment) Diabetes and Endocrinology

Consultant physicians based at WGH

<u>Staff member</u>	<u>Specialty</u>
Professor John McKnight	Diabetes
Professor Mark Strachan	Diabetes and Endocrinology
Dr Stuart Ritchie (Lead)	Diabetes and Endocrinology
Dr Emily McMurray	Diabetes and Endocrinology
Dr Ganesh Arunagirinathan	Diabetes and Endocrinology

University/academic staff: honorary consultants

<u>Staff member</u>	
Prof Jonathan Seckl	Moncrieff-Arnott Chair of Molecular Medicine
Prof Robert Semple	Professor of Translational Molecular Medicine
Prof Rebecca Reynolds	Professor of Metabolic Medicine
Prof Shareen Forbes	Professor of Diabetic Medicine
Dr Roger Brown	Senior Lecturer in Medicine and Endocrinology
Professor Roland Stimson	Chair of Endocrinology
Dr Debbie Wake	Clinical Reader in Medical Informatics and Diabetes Care and Education

Additional staff across the RIE and WGH

Specialty Registrars in Diabetes/Endocrinology	(approx6)
University Lecturers (SpR/StR Grade)	(1 - 2)
Honorary Clinical Staff in Research Posts	(Variable number)
Specialty doctors	(5)

Royal Infirmary Edinburgh

Diabetes

The diabetes unit at RIE is the principal diabetes centre in Lothian and supervises the clinical management of approximately 8,000 patients with diabetes. Around 850 new referrals are seen annually. A specialist service is provided for antenatal care of pregnant diabetic patients plus a peri-operative surgical consultation service for diabetic inpatients. A large adolescent clinic runs every 6 weeks and there is a joint diabetes renal clinic every 2 weeks, in addition to a weekly outreach clinic in East Lothian Community Hospital. There is a close liaison with the dietetic and podiatry services and the specialist foot clinic is the regional referral centre, led by Dr Matthew Young. Dr Pauline Jones also contributes to this service and we require a third consultant to join the team. The department is also one of 7 centres that form the UK Islet Cell Transplant consortium. There are weekly departmental meetings and case conferences and also regular regional specialist meetings during the academic terms. Over the last few years, an in-patient diabetes team comprising 4 consultants has been built up. A specialist in-patient diabetes nurse has been appointed and will shortly join the team. The new post holders will join the in-patient diabetes team.

The clinical department exists largely as a self-contained unit, although consulting rooms are shared with endocrinology and general medicine clinics. There is separate office accommodation for the medical staff, with excellent administrative and academic facilities.



Endocrinology

The Endocrine Unit investigates and treats the full spectrum of endocrine disorders with new patient and review clinics. With the forthcoming move of the Department of Clinical Neurosciences and the Royal Hospital for Sick Children to the RIE campus (2020), there will be increasing opportunities for paediatric/transition and pituitary work at the RIE.

Western General Hospital

The metabolic unit is a purpose built outpatient centre, integrated into the WGH campus, designed to meet the needs of a modern diabetes and endocrinology service. It contains clinical areas for formal outpatient clinics, nurse specialist review, dietetic and podiatry. There is a 4 bedded day test investigation area, where the majority of complex endocrine dynamic testing is carried out for all NHS Lothian sites. There is a strong MDT ethos in the unit and the unit has a strong track record in teamwork and supervision, highlighted by nomination for recent local and national awards. We have twice weekly meetings for continuing professional development and clinical service. The successful candidate will be expected to contribute to the morning teaching program for registrars.

Diabetes

The metabolic unit supervises the clinical care and management of over 4000 patients with diabetes. The clinical service is designed to offer a 'one-stop shop' of review and relevant screening for patients at routine clinical review. The successful applicant will be joining a dynamic team, looking to add to the quality improvement projects that we have led on in recent years (eg C-peptide testing and inpatient diabetes). We are in the process of ensuring that each routine clinic offers CSII review, and we have existing MODY, antenatal, renal, and young person specialty clinics. There are also pharmacist-led cardiovascular risk and ethnic minority review clinics.

Endocrinology

The metabolic unit has a busy endocrine clinic service, with the majority being truly 'general' clinics, seeing all aspects of endocrinology. There are subspecialty clinics for neuroendocrine tumours, and inherited disorders of metabolism. We have a dynamic e-triage process to offer timely advice to primary care colleagues, and we are establishing a nurse led investigation pathway to streamline the number of clinic attendances required for patients to establish a diagnosis and management plan.

Academic Facilities

The University of Edinburgh has a substantial presence in Diabetes and Endocrinology, which complements the strength of the specialty in NHS Lothian. The University activity is now focused on the Little France (RIE) campus, where several active research groups moved into the new Queen's Medical Research Institute (QMRI) in July 2005. This £52 million Institute houses 620 researchers and is adjacent to the Chancellor's Building, which houses an additional 100 researchers, making this one of the largest biomedical research campuses in Europe. Endocrinologists are especially well represented in the Centre for Reproductive Biology and in the Endocrinology Unit within the Centre for Cardiovascular Science: each Centre has one of the three floors in the QMRI. Both pre-clinical and clinical undergraduates are taught on site, as are many MSc, MD and PhD students. There is a wide range of weekly clinical and scientific meetings and seminars.



Clinical research facilities in Edinburgh are provided under the auspices of the Wellcome Trust Clinical Research Facility, which is based in a purpose-built three-storey building (opened in 2001), at the WGH, with a satellite unit at the RIE. Permanent nursing staff and other core resources provide excellent support and training for junior clinical researchers. The Endocrinology Unit is well resourced, with an annual external research income of £2 million.

East Lothian Community Hospital (Haddington)

RIE currently runs a diabetes outreach clinic at East Lothian Community Hospital (ELCH). The new East Lothian Community Hospital is still being built on the site of the old Roodlands Hospital in Haddington, although the out-patient building is now complete. The project brings together services from Roodlands and Herdmanflat onto the same site in a purpose-built hospital building. Herdmanflat hospital provided a focal point for non-acute mental health services covering the population of East Lothian. The plans for ELCH have been developed by NHS Lothian, East Lothian Health and Social Care Partnership and Hub South East Scotland. The aim is to develop a modern and purpose-built hospital, helping to improve the quality of care for people in East Lothian. The new post-holder will join the team at an exciting time when services in East Lothian are being expanded.

Leith Community Treatment Centre

Leith Community Treatment Centre (CTC) is the first service of its kind in Scotland, providing a wide range of outpatient and day services for adults and children living in Leith and north-east Edinburgh, bringing services closer to where patients live. The £8.5 million CTC opened in June 2004 and patients are referred there for treatment by their GP or hospital consultant. The centre brings together services that were previously scattered provided between sites including the Eastern General and Mill Lane Medical Centre.

It also provides a base for a number of community healthcare teams, including psychiatric nurses, paediatric speech and language therapists, school nurses and social workers.

Section 4. Main Duties and Responsibilities

These posts are based on 5 PAs of Acute and General medicine activity, 3.5 PAs for diabetes and endocrinology, one core SPA and 0.5SPA for educational supervision.

Clinical Role within Acute and General Medicine

To provide consultant-supervised, safe, high quality care with rapid real-time assessment, alongside close supervision and education of junior staff. It is expected that the on-take consultant maintains a highly visible presence at the front door with real-time facilitation of management plans, discharge and specialty referrals.

The current design of the Acute Medicine on-call rota attracts 3 PAs per week on an annualised basis. Consultants will work with a team of staff Monday – Wednesday, Wednesday – Friday or Friday through to Monday. The total number of on call episodes is approximately 13 per calendar year.

At RIE, each consultant also provides an additional two weekends per year (09:00 – 13:00) to provide cover on the General Medicine wards to facilitate weekend discharges.



There is also an out of hours availability commitment when on for Acute Medicine (approximately 1:24 RIE or 1:16 WGH), which attracts a 3% availability supplement.

RIE posts

2 PAs will allow the successful applicant to provide ongoing care to any patient admitted to the general medicine directorate within the Royal Infirmary of Edinburgh.

WGH post

1.85 PAs will allow the successful applicant to provide ongoing care to any patient admitted to the general medicine directorate within the Western General Hospital

Clinical Role within Diabetes and Endocrinology

The contract for the post is based on a 10 PA commitment, with 3.5 PA's funded by diabetes and endocrinology. Full involvement in managing inpatient referrals with diabetes and endocrine problems would be expected, including contributing to the out-of-hours emergency service, which cross-covers other sites in NHS Lothian. As part of the role, you may be required to work at any of NHS Edinburgh and the Lothian's sites. The diabetes/endocrinology on call specifically includes cross-cover for all NHS Lothian acute sites (RIE/WGH/SJH).

RIE posts

The new post-holders will be based at the RIE, but will cover outreach diabetes clinics in East Lothian Community Hospital (one day every other week). They will be expected to play a pivotal role in the ongoing developments within the diabetes and endocrinology service, particularly within the in-patient diabetes team. The appointee will take the lead in one endocrine clinic on alternate weeks, working closely with other members of the clinical team. A specific contribution to a subspecialty clinic would be anticipated. The attached job plans are indicative and there can be some flexibility depending on the specific expertise and interests of the appointee, although the commitments to ELCH diabetes clinic, the foot service and in-patient diabetes are core elements of these posts and are unlikely to be changed.

WGH post

The new post-holder will be based at the WGH, but will cover outreach diabetes clinics at Leith Community Treatment Centre (one morning every other week). They will be expected to play a pivotal role in the ongoing developments within the diabetes and endocrinology service. The appointee will take the lead in a weekly endocrine clinic, alternate week review of the nurse led endocrine testing pathway results, twice monthly joint renal clinics, and the young persons' diabetes clinics (8 per year). A specific contribution to the dynamic e-triage service in diabetes and endocrinology is included. The attached job plans are indicative and there can be some flexibility depending on the specific expertise and interests of the appointee. However, the commitment to LCTC is a core element of the WGH post and unlikely to be changed.

Research, Teaching and Training

Where possible to collaborate with academic and clinical colleagues to enhance NHS Edinburgh and the Lothian's research portfolio, at all times meeting the full requirements of Research Governance. There are opportunities to develop an interest in clinical research and a research-active clinician would fit in well with the current direction of travel within ECED.



To provide high quality teaching to medical undergraduates and members of other health care professions as required by the Clinical Director.

To act as educational supervisor and appraiser as delegated by the clinical Director to ensure external accreditation of training posts with an appropriate allocation of SPA time for these roles.

Medical Staff Management

To work with colleagues to ensure junior doctors' hours are compliant in line with EWTD and New Deal.

To ensure that adequate systems and procedures are in place to control and monitor leave for junior medical staff and to ensure that there is appropriate cover within the clinical areas, including on-call commitments.

To participate in the recruitment of junior medical staff as and when required.

To participate in team objective setting as part of the annual job planning process.

Governance

Participate in clinical audit, incident reporting and analysis and to ensure resulting actions are implemented

Ensure clinical guidelines and protocols are adhered to by doctors in training and updated on a regular basis

Keep fully informed about best practice in the specialty areas and ensure implications for practice changes are discussed with the Clinical Director

Role model good practice for infection control to all members of the multidisciplinary team.

Strategy and Business Planning

To participate in the clinical and non-clinical objective setting process for both directorates.

Leadership and Team Working

To demonstrate excellent leadership skills with regard to individual performance, clinical teams and NHS Edinburgh and the Lothians and when participating in national or local initiatives.

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.



Section 5. NHS Edinburgh and Lothians – Indicative Job Plan

Post: Acute and General Medicine with a Sub-Specialty Interest in Diabetes and Endocrinology

WGH post (WGH/GenMed/CONS/030)

Principal Place of Work: Western General Hospital

Contract: Full Time

Availability Supplement: 3%

Managerially responsible to: Dr Stuart Ritchie (CD in Acute and General Medicine) and Dr Nicola Zammitt (CD Diabetes and Endocrinology)

This post is based on a 10 PA commitment, with 3.5 PAs for activity in diabetes and endocrinology, approximately 5 PAs for activity in acute and general medicine, 0.5 SPA for educational supervision and 1 core SPA. The job plan can have some flexibility depending on the specific expertise and interests of the appointee.

The Acute Medicine on call contribution attracts 3 PAs weekly on an annualised basis. This varies according to the on call roster as will the weekly timetable.

Inpatient general medicine is also annualized. 2 PAs of work is approximately 24 weeks of ward cover per year. Whilst working on the ward you will provide three ward rounds per week, support all multi-disciplinary team decision making and review any boarding patients in a designated area of the hospital.

WGH post

Activity carried out at fixed times	Activity	PA allocation
Monday	Afternoon: General Endocrine clinic	0.87
Tuesday	Morning: Alternate week Diabetes Renal clinic	0.5
Thursday	Morning: Alternate week Endocrine Nurse-led investigation pathway result review	0.5
Friday	Morning: Alternate week Diabetes clinic (LCTC)	0.5
	Afternoon: Young Person Diabetes clinic (8 per year)	0.2
Activity not carried out at a fixed time	Clinic admin time	0.75
	Diabetes and Endocrine e-triage (13 weeks per year)	0.23
	MAU	3



	General Medicine ward cover	1.85
	Core SPA	1
	Educational supervision	0.5
TOTAL		10

RIE posts

Principal Place of Work: Royal Infirmary of Edinburgh

Contract: Full Time

Availability Supplement: 3%

Managerially responsible to: Dr Johanne Simpson (CD in Acute and General Medicine) and Dr Nicola Zammit (CD Diabetes and Endocrinology)

There are two consultant posts at RIE. Both are based on a 10 PA commitment, with 3.5 PAs for activity in diabetes and endocrinology, 5 PAs for activity in acute and general medicine, 0.5 SPA for educational supervision and 1 core SPA. The job plan can have some flexibility depending on the specific expertise and interests of the appointee.

The Acute Medicine on call contribution attracts 3 PAs weekly on an annualised basis. This varies according to the on call roster as will the weekly timetable. On a week without Acute Medicine the post holder will provide 8 PA (4 days) of activity.

Inpatient general medicine is also annualised, attracting 2 PAs of work which results in approximately 26 weeks of ward cover per year. Whilst working on the ward you will provide three ward rounds per week, support all multi-disciplinary team decision making and review any boarding patients in a designated area of the hospital. Diabetes and endocrine activity is carried out at times when the post-holder is not on call for acute medicine, but it is possible to carry out clinics and general medicine ward cover concurrently. Indicative job plans for both posts are given below:

RIE post RIE/GenMed/CONS/031:

Activity at fixed times	Activity	PA allocation
Monday	Alternate week afternoon diabetes antenatal clinic	0.5
Tuesday		
Wednesday	Monthly morning endocrine clinic	0.25
Thursday	Weekly diabetes clinic ELCH (either full day of clinic on alternate weeks or an afternoon clinic on a weekly basis)	1
Friday		
Annualised activity	In-patient diabetes: 1 week ward cover on 1:5 rota	1



	Clinic admin time	0.6
	1 week of Endocrine Etriage 10 times a year	0.15
	AMU	3
	General Medicine	2
	Core SPA	1
	Educational supervision	0.5
TOTAL		10

RIE post RIE/GenMed/CONS/032

Activity at fixed times	Activity	PA allocation
Monday	Morning diabetes/renal clinic 3 out of 4 weeks	0.75
Tuesday	Alternate week metabolic antenatal clinic	0.5
Wednesday	Alternate week morning endocrine clinic	0.5
Thursday	Alternate week morning foot clinic	0.5
Friday		
Annualised activity	In-patient diabetes: 1 week ward cover on 1:5 rota	0.5
	Clinic admin time	0.6
	1 week of Endocrine Etriage 10 times a year	0.15
	AMU	3
	General Medicine	2
	Core SPA	1
	Educational supervision	0.5
TOTAL		10

The Job Plan is negotiable and will be agreed between the successful applicant, and the Clinical Directors. NHS Lothians initially allocates all consultants one core SPA for CPD, audit, clinical governance, appraisal, revalidation, job planning, internal routine communication and management meetings. As a major teaching and research contributor, NHS Edinburgh and the Lothians would normally expect to allocate additional SPA time for activities to do with undergraduate education, educational supervision of trainee medical staff, research and other activities. These are all areas where NHS Edinburgh and the Lothians has a strong commitment and we recognise the contribution that consultants are both willing and eager to make. Precise allocation of additional SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning.



Section 6. Contact Information

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

<p>(RIE posts only) Dr Johanne Simpson Clinical Director Directorate of Medicine Royal Infirmary of Edinburgh 51 Little France Crescent Edinburgh EH16 4SA</p> <p>Tel: 0131 242 1294 (secretary)</p> <p>Email: johanne.simpson@nhslothian.scot.nhs.uk</p>	<p>(RIE and WGH posts) Dr Nicola Zammitt Clinical Director ECED Outpatient Directorate Royal Infirmary of Edinburgh 51 Little France Crescent Edinburgh EH16 4SA</p> <p>Tel: 0131 242 1480 (secretary)</p> <p>Email: nicola.zammitt@nhslothian.scot.nhs.uk</p>	<p>(WGH post only) Dr Stuart Ritchie Clinical Director Directorate of Medicine Western General Hospital Crewe Road South Edinburgh EH4 2XU</p> <p>Tel 0131 537 1728 (secretary)</p> <p>Email: stuart.ritchie@nhslothian.scot.nhs.uk</p>
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Section 7: Working for NHS Lothian

Working in Edinburgh and the Lothians

Who are we?

NHS Lothian is an integrated teaching NHS Board in Scotland providing primary, community, mental health and hospital services. Tim Davison is the Chief Executive and Tracey Gillies is the Executive Medical Director.

NHS Lothian provides services for the second largest residential population in Scotland – circa 850,000 people. We employ approximately 26,000 staff and are committed to improving all patient care and services and engaging staff in service planning and modernisation.

Over the next year across Scotland there will be significant changes in the way health and social care services are provided. In April 2015, integration came into effect in local areas led by four Health and Social Care Partnerships in East Lothian, Edinburgh, Midlothian and West Lothian. Working together will help us provide even better services for our communities and, where appropriate, people will receive high quality care closer to home. There is work underway in relation to the operational and governance capacity required, ensuring that planning for unscheduled and scheduled care is done in tandem between the four Integrated Joint Boards and the acute service.

Further information about Edinburgh and NHS Lothian can be found at <http://www.nhslothian.scot.nhs.uk/OurOrganisation/Pages/default.aspx>.

Location



<http://careers.nhslothian.scot.nhs.uk>

Edinburgh and the Lothians are on the eastern side of Scotland's central belt in the heart of the country. Four main areas make up Edinburgh and the Lothians – Edinburgh, East Lothian, Mid Lothian and West Lothian.

Edinburgh and the Lothians are a place of exceptional beauty and contrast, from Edinburgh's historic skyline to the scenic countryside and coastline that surround it. Edinburgh is famous for its castle, military tattoo, fringe and international festival.

Edinburgh and the Lothians are home to top-ranking state and private schools and world class universities and colleges. Edinburgh offers a rich diversity of parks and gardens to spend time relaxing with friends and family. Whether you want to buy or rent Lothian also offers a diversity of accommodation ranging from city centre based flats, waterfront living, Victorian or Georgian villas to more rural farm houses or coastal homes.

Local and wider transport networks are excellent. Glasgow is less than 50 minutes away by train. The Scottish Highlands are accessible in a few hours offering opportunities for skiing and walking. National and international transport links make it easy to keep in touch with friends and family via Edinburgh Airport which offers a variety of international flight opportunities.

If you are thinking about joining us from overseas further information can be found at www.talentscotland.com. For a comprehensive list of services to help moving to the City of Edinburgh, please visit the City of Edinburgh Council Website at: www.edinburgh.gov.uk.

What we can offer you

Working with NHS Lothian offers a variety of opportunities and benefits:

- Access to the NHS pension scheme
- Assistance relocating to Edinburgh
- NHS Lothian is an equal opportunities employer and promotes work-life balance and family-friendly policies
- A beautiful setting to live and work and to take time out after a busy day or week
- Access to a transport network offering easy travel links to the rest of the UK and Europe, as well as international options

Teaching and Training Opportunities

NHS Lothian has one of the largest and some of the most successful teaching hospitals in Scotland. We have a growing national and international reputation for medical teaching and research and are recognised as a centre of excellence.

We successfully train medics, nurses and other healthcare professionals from all over the UK and the world, many of whom choose to remain in employment with NHS Lothian and continue to contribute to the development of the organisation, promoting new techniques and going on to train the doctors, surgeons and nurses of tomorrow.

NHS Education for Scotland (NES) and NHS Lothian recruits junior medical staff both UK and worldwide. We are committed to providing a high standard of medical education and are able to offer training in a variety of specialties at foundation and specialty level, with the majority of training posts in the South East of Scotland rotating through Edinburgh and Lothian hospitals.

Information regarding training with links to the appropriate UK websites can be found at <http://www.scotmt.scot.nhs.uk> and <http://nes.scot.nhs.uk/>

We enjoy close links with the University of Edinburgh (<http://www.ed.ac.uk/home>) whose Medical School is renowned for preparing its medical students to become world-class



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doctors. Alongside NHS Lothian, the University of Edinburgh offers state-of-the-art medical teaching facilities at the Chancellors Building, including lecture theatres, seminar rooms, clinical skills training area, computing suites, as well as library facilities at the main university, Western General Hospital and Royal Hospital for Sick Children.

Our vision, values and strategic aims

We strive to provide high quality, safe, effective and person centred healthcare, continually improving clinical outcomes for patients who use our services and for our population as a whole.

To achieve this, we are committed to ever-closer integrated working with patients and our other partners in healthcare and to embedding a culture of continuous improvement to ensure that:

- Our staff can contribute fully to achieving the best possible health and healthcare, based on evidence and best practice
- Everything we do maximises efficiency and delivers value for patients and the public

We have identified six strategic aims to ensure we can deliver safe, effective and person-centred health and social care:

1. Prioritise prevention, reduce inequalities and promote longer healthier lives for all
2. Put in place robust systems to deliver the best model of integrated care for our population – across primary, secondary and social care
3. Ensure that care is evidence-based, incorporates best practice and fosters innovation, and achieves seamless and sustainable care pathways for patients
4. Design our healthcare systems to reliably and efficiently deliver the right care at the right time in the most appropriate setting
5. Involve patients and carers as equal partners, enabling individuals to manage their own health and wellbeing and that of their families
6. Use the resources we have – skilled people, technology, buildings and equipment – efficiently and effectively.

The specific areas of focus and actions needed to achieve each of these aims are detailed in “Our Health, our Future: NHS Lothian Strategic Clinical Framework 2013 – 2020,” consultation document which you will find at www.nhslothian.scot.nhs.uk/OurOrganisation/KeyDocuments.

Our Health, Our Care, Our Future

NHS Lothian works to help people live healthier, longer lives – no matter who they are or where in the region they live. Much progress has been made, but significant challenges and opportunities lie ahead. NHS Lothian draft strategic plan - Our Health, Our Care, Our Future – sets out what we propose to do over the coming decade to address these challenges and continue to provide a high quality, sustainable healthcare system for the people of Lothian.

In developing the strategic plan we have:

- asked staff and patients what and how things need to change to deliver our aims
- brought together local plans into an integrated whole
- identified opportunities to make better use of existing resources and facilities
- prioritised areas that will make most difference to patients

The plan outlines a range of proposals, which will allow us to:



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- improve the quality of care
- improve the health of the population
- provide better value and financial sustainability

Over the coming months we will discuss the need for change and the proposals set out in the plan with staff, patients, communities and other stakeholders. A summary of the plan can be found at

<http://www.nhslothian.scot.nhs.uk/OurOrganisation/OurHealthOurCareOurFuture/Documents/NHSL%20Strategy%20Summary%20final.pdf>

NHS Lothian's Clinical Quality Approach – Quality Driving Improvement

This is a new way of approaching quality in NHS Lothian. With this approach to service improvement we aim to deliver 'high quality, safe and person-centered care at the most affordable cost'. This acknowledges that every £1million of waste, unnecessary or inappropriate costs in one area of our system, denies us the opportunity to invest that £1million in another area of our system.

In all highly reliable healthcare organisations, it is clear that senior leadership commitment to the importance of the work, the introduction of consistent improvement methodology, the use of good quality data and building improvement capability within the workforce, are key to the successful delivery of improvement strategies.

To allow NHS Lothian to meet the needs of our population today and in the future, we need to build on the good work that is already being done to redesign services and create a whole organisation approach to quality improvement.

Our Values and ways of working

NHS Lothian is determined to improve the way their staff work so they have developed a set of common values and ways of working which they now need to turn into everyday reality - to the benefit of everyone working in the organisation and, most importantly, to the benefit of their patients.

NHS Lothian – Our Values into Action:

Care and Compassion

- We will demonstrate our compassion and caring through our actions and words
- We will take time to ensure each person feels listened to, secure, understood and is treated compassionately
- We will be visible, approachable and contribute to creating a calm and friendly atmosphere
- We will provide a safe and caring setting for patients and staff, and an efficient, effective and seamless care experience
- We will meet people's needs for information and involvement in all care, treatment and support decisions.

Dignity and Respect

- We will be polite and courteous in our communications and actions
- We will demonstrate respect for dignity, choice, privacy and confidentiality
- We will recognise and value uniqueness and diversity
- We will be sincere, honest and constructive in giving, and open to receiving, feedback
- We will maintain a professional attitude and appearance.



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Quality

- We will demonstrate a commitment to doing our best
- We will encourage and explore ideas for improvement and innovation
- We will seek out opportunities to enhance our skills and expertise
- We will work together to achieve high quality services
- We will use our knowledge and enthusiasm to implement positive change and overcome challenges.

Teamwork

- We will understand and value each other's role and contribution
- We will be fair, thoughtful, welcoming and kind to colleagues
- We will offer support, advice and encouragement to others
- We will maximise each other's potential and contribution through shared learning and development
- We will recognise, share and celebrate our successes, big and small.

Openness, Honesty and Responsibility

- We will build trust by displaying transparency and doing what we say we will do
- We will commit to doing what is right – even when challenged
- We will welcome feedback as a means of informing improvements
- We will use our resources and each other's time efficiently and wisely
- We will maintain and enhance public confidence in our service
- We will be a positive role model.

Throughout the recruitment process candidates will need to demonstrate they meet all of Our Values.

Further information on our values into action can be found at <http://www.nhslothian.scot.nhs.uk/OurOrganisation/Pages/OurValues.aspx>

Section 8: Terms and Conditions of Employment

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

TYPE OF CONTRACT	FIXED TERM: 1 Year
GRADE AND SALARY	Locum Consultant £82,669 - £109,849
HOURS OF WORK	40 HOURS PER WEEK
SUPERANNUATION	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: www.sppa.gov.uk



<http://careers.nhslothian.scot.nhs.uk>

GENERAL PROVISIONS	You 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. Subject to the provision of the Terms and Conditions, you are expected to observe the organisation's agreed policies and procedures and to follow the standing orders and financial instruction of NHS Lothian, in particular, where you manage employees of the organisation, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.
REMOVAL EXPENSES	Assistance with removal and associated expenses may be awarded (up to 10% of salary)
EXPENSES OF CANDIDATES FOR APPOINTMENT	Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imburement 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.
TOBACCO POLICY	NHS Lothian operates a No Smoking Policy in all premises and grounds.
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 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.
REHABILITATION OF OFFENDERS ACT 1974	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 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.
MEDICAL NEGLIGENCE	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.
NOTICE	Employment is subject to three months' notice on either side, subject to appeal against dismissal.
PRINCIPAL BASE OF WORK	You may be required to work at any of NHS Lothian's sites as part of your role.
SOCIAL MEDIA POLICY	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.

Section 9: General Information for Candidates

Data Protection Legislation

During the course of our activities we will collect, store and process personal information about our prospective, current and former staff. The law determines how organisations can use personal information. For further information on the type of data that is handled, what the purpose is of processing the data and where and why we share data, please see the NHS Lothian Staff Privacy Notice, found [here on the NHS Lothian website](#).

For the purposes of this privacy notice, 'staff' includes applicants, employees, workers (including agency, casual and contracted staff), volunteers, trainees and those carrying out work experience.

Counter Fraud

NHS Lothian is under a duty to protect the public funds it administers, and to this end will use the information you have provided on your application form for the prevention and detection of fraud. It will also share this information with other bodies responsible for auditing or administering public funds for these purposes. More detail on this responsibility is on NHS Lothian intranet (Counter-Fraud and Theft page) and further information is available via [Audit Scotland](#).



References

All jobs are only offered following receipt of three satisfactory written 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.

Disclosure Scotland

Where a Disclosure or Protection of Vulnerable Groups Check is deemed necessary for a post, the successful candidate will be required to undergo an appropriate check. Further details on the Recruitment of Ex-Offenders are available from the recruitment centre.

Work Visa

If you require a Work Visa, please seek further guidance on current immigration rules, which can be found [here on the Home Office website](#).

Job Interview Guarantee Scheme

As a Disability Symbol user, we recognise the contribution that all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities, all applicants who are disabled and who meet the minimum criteria expressed in the job description will be guaranteed an interview.

Overseas Registration and Qualifications

NHS Lothian 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.

Workforce Equality Monitoring

NHS Lothian is committed to supporting and promoting dignity at work by creating an inclusive working environment. We believe that all staff should be able to fulfill their potential in a workplace free from discrimination and harassment where diverse skills, perspectives and backgrounds are valued.

In order to measure and monitor our performance as an equal opportunities employer, it is important that we collect, store and analyse data about staff. Personal, confidential information will be collected and used to help us to understand the make-up of our workforce that will enable us to make comparisons locally, regionally and nationally.

Equal Opportunities Policy Statement

NHS Lothian considers that it has an important role to play as a major employer and provider of services in Edinburgh and the Lothians and accepts its obligations both legal and moral by stating commitment to the promotion of equal opportunities and elimination of discrimination.



The objectives of its policy are that no person or employee receives less favourable treatment on the grounds of sex, disability, marital status, age, race (including colour, nationality, ethnic or national origin), creed, sexuality, responsibility for dependants, political party or trade union membership or activity, HIV/AIDS status or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Our Equal Opportunities in Employment policy can be viewed at [here on the NHS Lothian website](#).

NHS Scotland Application Process

- The purpose of an application form is to help evidence that the applicant has all the requirements applicable to carry out the job applied for.
- It is essential to read both the job description and the person specification to gain a full understanding of what the job entails and the minimum criteria required.
- Please note for equal opportunity purposes NHS Lothian do not accept CV's as a form of application.
- Your personal information will not be sent with the application for shortlisting. The application form will be identified by the candidate number only to ensure that no applicant will be unfairly discriminated against.
- Please complete all sections of the application form. Those sections that are not relevant please indicate 'not applicable', do not leave blank.
- Please visit <https://apply.jobs.scot.nhs.uk> for further details on how to apply.

