

**Working for NHS Lanarkshire**

**Clinical Fellow in General Surgery**

**NHS Lanarkshire**

**Recruitment Pack**

**Application Closing Date: 1st July 2025**



HR Medical & Dental

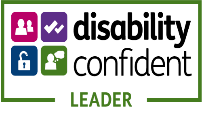
Law House

Airdrie Road

Carluke

ML8 5EP





|  |
| --- |
| **Contents** |

|  |  |  |
| --- | --- | --- |
| **Section** |  | **Page** |
| Section 1: | How to Apply | 3 |
| Section 2: | Contact Information | 4 |
| Section 3: | Person Specification | 5 |
| Section 4: | Induction to Appointment | 8 |
| Section 5: | Departmental and Directorate Information | 9 |
| Section 6: | Main Duties and Responsibilities | 14 |
| Section 7: | Working for NHS Lanarkshire | 16 |
| Section 8: | Terms and Conditions of Employment | 16 |

|  |
| --- |
| **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.** |

|  |
| --- |
| **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 1ST July 2025**

**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.

|  |
| --- |
| **Section 2: Contact Information** |

**Programme / Post Queries**

Prospective applicants are encouraged to make contact with:

Mr Gavin Bryce

Clinical Director – Surgery & Associated Specialties

(Email: gavin.bryce@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 date to be confirmed**

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

|  |
| --- |
| **Section 3: Person Specification - Clinical Fellow in General Surgery** |

|  |  |  |  |
| --- | --- | --- | --- |
| **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.  MRCS Diploma | Distinction, prizes or honours during Postgraduate training  Current ALS/ATLS/CRISP Instructor Status  Face to Face Advanced Life Support course in last 4 years | Application Form  Certificate 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** | Two years’ experience within a recognised Surgical training post or equivalent and 12 Months in General Surgery  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 Practice  Eligibility to work in the UK    No restrictions on practice in place | ATLS  APLS/EPLS provider status  Child protection course | Application Form  Interview  Candidate ePortfolio |
| **Teaching** | Attendance at relevant teaching events. | Interest in and commitment to teaching and training.  Experience of providing problem-based teaching.  Experience of organising teaching programmes.  Formal training in educational/clinical supervision.  Experience of providing supervision and or mentorship | 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 achievements  e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements  Evidence of participation in risk management and/or clinical/laboratory research  Formal research with ethical approval & associated peer-reviewed publication | Application Form  Interview |
| **Knowledge & Skills** | Broad based knowledge and skills in diagnosis and clinical management within the Specialty and encompassing most sub-disciplines. | Further educational certificates, diploma’s, etc  Good IT skills | Application Form  Interview  References |
| **Probity** | **Professional Integrity:**   * Takes responsibility for own actions * Demonstrates respect for the rights of all * Demonstrates awareness of ethical principles, safety, confidentiality & consent |  | Application Form  Interview  References |
| **Disposition** | Committed to Quality Patient Care.  Able to be understanding of and sensitive to the needs of patients.  Excellent communication skills (verbal and written)  Ability to work under pressure.  Ability to work effectively in a multidisciplinary team.  Responsive to change and innovation, promoting a culture for organisational development.  A flexible approach to duties, which satisfies the needs of the Service in a changing environment.  Ability to demonstrate reflective practice with evidence of regular appraisal with clear Personal Development Plan relating to Continuing Professional and Personal Development.  Good time management and organisation.  Demonstrates commitment and enthusiasm to service delivery. | Current UK Driving Licence |  |
| **Other** | Satisfactory medical clearance by NHS Lanarkshire Occupational Health Service.  Satisfactory PVG Check.  Fluent in medical English and evidence of ability to communicate in stressful situations. |  |  |

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

**Job Title:** Clinical Fellow

**Department:** Acute Services

**Base:** University Hospital Wishaw

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

University Hospital Wishaw is the Surgical Trauma Unit for NHS Lanarkshire and collocates with Trauma and Orthopaedics on the site with 5 dedicated emergency theatres. UHW is the Regional Centre for Specialist Upper Gastrointestinal Surgical Services including oesophago-gastric cancer resections, bariatric surgery and complex hiatal/biliary surgery. The Upper GI Team actively manage the endoscopic palliation of advanced Upper GI malignancy through an outpatient fast track pathway. Both Upper GI and colorectal services are supported by an excellent endoscopy department

University Hospital Wishaw also has a large colorectal unit carrying out laparoscopic malignant and benign resections. Benign Interests include Sacral Nerve stimulation, complex inflammatory Bowel Disease, laparoscopic ventral rectopexy and ESD.

All 3 NHS Lanarkshire sites join for weekly Lanarkshire wide Upper and Lower GI Multi-Disciplinary Team meetings and recently a complex polyp MDT has been set up with wide input form the multidisciplinary team.

Whilst the post is not recognized for training there will be ample opportunity to gain experience and develop skills including endoscopy.

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

The successful candidates should have completed foundation years. Previous experience of General Surgery at a grade senior to FY2 would be advantageous but not essential.

The job is offered as a full-time post (48 hours) but applications will be considered from those wishing to work less than full-time.

NHS Lanarkshire is supportive of applications from individuals with well-developed ideas for improving services who are able to demonstrate a commitment to quality improvement, patient safety (including human factors training), Medical Education and Research & Development.

The Board has a well-established, bespoke Medical Education and Training Centre with simulation facilities and is developing a faculty for Human Factors training. We have a strong commitment to Patient Safety and Quality Improvement with an increasing number of consultants who are trained Patient Safety Fellows.

The successful candidate will take part in the junior registrar on call rota (full shift new deal compliant). 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.

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

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

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

|  |  |
| --- | --- |
| **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. |