

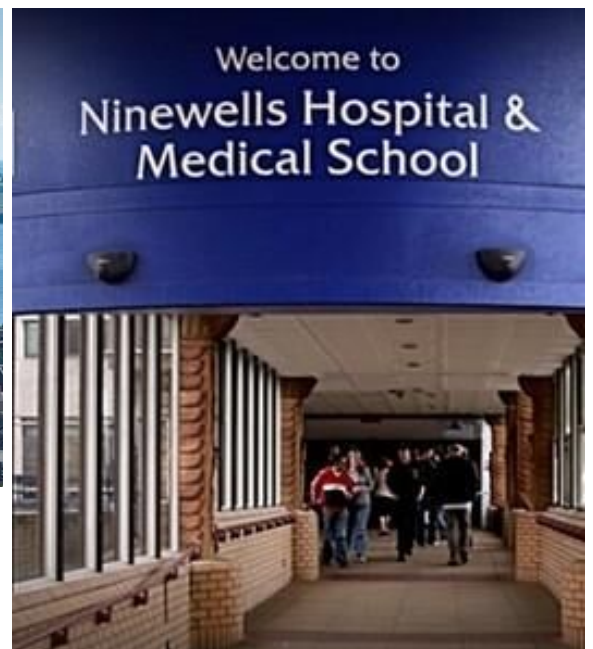


# Consultant in Public Health / Public Health Medicine

## Applicant Information



Tay Rail Bridge seen from The Law: Visit Scotland / Kenny Lam



Interview Date: 2 weeks post closing date

# Welcome from the Recruitment Team



Welcome to NHS Tayside

Thank you for your interest in working for NHS Tayside and we hope you are encouraged to apply for one of the many excellent employment opportunities we currently have on offer.

If you are new to making an application to NHS Tayside we ask you to take the time to read through this information to learn more about us. We have also included links you may wish to read.

NHS Tayside follows a fair and consistent recruitment and selection process to ensure recruitment decisions are based on candidate skills, knowledge, experience and qualifications. To ensure fairness to all applicants, decisions to shortlist you for interview will be based solely on the information you supply within your application. Therefore, it is important that you complete all sections of the application with as much information as possible.

If you have a disability or long-term health condition, the Board is committed to offering reasonable adjustments throughout the recruitment process and employment. If you require further information or support please contact the Recruitment Team.

If this is the first time you have applied for an NHS Tayside vacancy via our eRecruitment system (Jobtrain), you will be asked to create an account. Please make sure the email address submitted is correct as this will be our primary method of contact during each stage of the recruitment process. You will receive emails from our eRecruitment system throughout the process, you can reply to these and they will be received by our Medical Recruitment Team. Please ensure you check the email account, including junk/spam folders regularly.

We look forward to hearing from you and wish you success with your application.



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## NHS Tayside

Directorate of Public Health

King's Cross, Dundee

Consultant in Public Health Medicine / Public Health

With a full-time on-call commitment

Fixed Term 3 months

8 PAs/30 hrs per week for Agenda for Change / less than full time

We have an exciting opportunity available in one of the UK's most up and coming and rapidly developing Cities.

NHS Tayside seeks to appoint a fixed term Consultant in Public Health Medicine / Public Health with an interest Health Protection.

You would be joining a well-established and supportive team within the Public Health Directorate of NHS Tayside.

The Directorate comprises a multi-disciplinary Public Health workforce, spanning all the domains of Health Protection, Health Improvement, Health Intelligence and Healthcare Public Health, led by a close working strategic leadership team of Consultants and senior management support.

The Directorate provides an integral function of NHS Tayside work, promoting and protecting health across Tayside, and works closely and collaboratively with colleagues across NHS Tayside and partner agencies and services, including the three Health and Social Care Partnerships and Local Authorities in Tayside, primary care, Police Scotland and third sector. The Directorate also has very strong links with the University of Dundee.

The on-call rota is a 1 in 8 frequency.

Applications are welcomed from public health doctors who hold full GMC registration and who are included in the GMC Specialist Register (Public Health Medicine) or are eligible for such inclusion within six months of the interview date, and from public health specialists who hold a CCT in public health and are registered specialists with the UKPHR or are eligible for such inclusion within six months of the interview date.

A successful candidate who is appropriately qualified on the GMC register will be offered a post under the terms of the new Consultant Contract, or if an appropriately qualified public health specialist, the post will be offered under the terms of Agenda for Change.

Informal enquiries can be made to Dr Simon Hiton, Associate Director of Public Health ([simon.hilton@nhs.scot](mailto:simon.hilton@nhs.scot)) or Heidi Douglas, Associate Director of Public Health ([heidi.douglas@nhs.scot](mailto:heidi.douglas@nhs.scot)).

Closing Date: 2 weeks post advertisement

Interview Date: 2 weeks post closing date

We are a Skilled Worker visa sponsorship employer and as such, welcome applications from international candidates. Further information can be found at [www.gov.uk/skilled-worker-visa](http://www.gov.uk/skilled-worker-visa)

Short-listed applicants will be contacted by email. Please check your emails regularly, including your junk/spam folder.

NHS Scotland is committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination. The aim is for our workforce to be truly representative and for each employee to feel respected and able to give their best. To this end, NHS Scotland welcomes applications from all sections of society.

## **Section 2: Living in Tayside**

NHS Tayside covers the area of Tayside and North Fife, with an associated population of half a million. Tayside includes the delightful rolling countryside of Angus, Perth and Kinross, bordering the Highlands to the North, the coast to the East, with the two main cities of Perth and Dundee situated along the river Tay to the South. The river setting of Dundee, Scotland's 4th largest city, is impressive. A formerly industrial interior has given way to a waterfront redevelopment, which now includes the striking riverside architecture of the V&A design museum. Praised by the New York Times as "Scotland's coolest city", Dundee now also has an Eden project in development.

Dundee's heritage was previously coined: 'Jute, Jam and Journalism'. Having modernised, the 'city of discovery' includes two large universities (Dundee and Abertay) with a thriving life sciences research hub and associated biomedical enterprises. In recent years the importance of IT has grown, and Dundee has become famous for video game development. There is a vibrant cultural scene focused on venues like Dundee's Caird Hall, the Perth Concert Hall and the riverside Slessor Gardens. Rich musical offerings range from the energetic live band scene, which has given rise to bands like The View and Snow Patrol, to classical concerts. Alternatively, traditional music can be found in warm cosy pubs.

Whether living in town or in the surrounding countryside, Tayside is a fantastic place to live or to bring up a family. Commuting is minimal, and property prices are extremely competitive with a lower cost of living than in many parts of the UK. In Dundee, the riverside scene, with its two bridges, compliments the view of many residential properties. In the countryside, the hills and highlands can often punctuate the horizon. From either, there is easy access to hiking, mountain biking, sea kayaking, and road cycling in some of the best of Scottish countryside. There is a busy Parkrun in the elegant setting of Camperdown park, with many sports clubs, pools and fitness facilities available in the

area. Dundee is well served by the usual larger shops, with high quality independent boutiques particularly in Dundee's West-end, Broughty Ferry, and Perth. Across Perth and Dundee there is also a decent range of state and private schools available, with suitable extracurricular provision. Due to our convenient location, there is ready and easy access to both the Highlands to the north and the central belt, including Edinburgh and Glasgow, to the south.

## Section 3: NHS TAYSIDE

This post offers the opportunity to live and work in the Tayside region of central Scotland, widely regarded as one of the most scenic areas in the UK with a high quality of life.

NHS Tayside is the 4<sup>th</sup> largest board in Scotland led by our Chief Executive, Nicky Connor.

### Our NHS Tayside Vision

"Everyone has the best care experience possible"

### Our NHS Tayside Aim

To be the best at getting better

### Our NHS Tayside Values

Care and Compassion

Dignity and Respect

Openness, Honesty and Responsibility

Quality and Teamwork



Tayside covers a wide area and three local councils (Perth & Kinross, Angus and Dundee City) and patients from North Fife also access services in Tayside. There are joint services between NHS Tayside and NHS Fife including ENT, Vascular Surgery and Interventional Radiology.

The approximate populations are:

- Tayside Population 410,000
  - Angus 116,000
  - Dundee 149,000
  - Perth and Kinross 148,000
- North East Fife 74,000

Ranked 1<sup>st</sup> in the UK for Medicine in the Complete University Guide 2021 and the Guardian University Guide 2021, the University of Dundee Medical School is integrated into the Ninewells Hospital campus and has an international reputation for excellence in teaching and high impact clinical research placing it amongst the best places in the world to study and to

practice medicine.

Each of the three local councils now has a Health and Social Care Partnership (HSCP). Medicine for the Elderly is also hosted by the HSCPs and further development for other health services to be hosted by HSCPs rather than NHS Tayside is ongoing. NHS Tayside has a national reputation for models of service development, health informatics and quality improvement.

More information on the HSCPs can be found at

Angus: [www.angushscp.scot](http://www.angushscp.scot)

Dundee: [www.dundeehscp.com](http://www.dundeehscp.com)

Perth & Kinross: [www.pkc.gov.uk/integration](http://www.pkc.gov.uk/integration)

There are two hospitals which admit acute general medical patients and provide in-patient services; Ninewells Hospital, Dundee and Perth Royal Infirmary. The hospitals are 20 miles apart and there is a direct bus service to facilitate travel. There are a number of intermediate care hospitals in Angus and Perth & Kinross which also provide out-patient services. Ninewells Hospital and Medical School is a large teaching hospital for the University of Dundee, and houses most medical and surgical disciplines with supporting laboratory services. Stracathro Hospital has been developed as an outpatient diagnostic and treatment centre.

Further information about NHS Tayside can be found at [www.nhstayside.scot.nhs.uk](http://www.nhstayside.scot.nhs.uk)

If you are thinking about joining us from overseas, further information can be found at [www.scotland.org/work/career-opportunities/healthcare](http://www.scotland.org/work/career-opportunities/healthcare)

## **Teaching and Training Opportunities**

NHS Tayside has one of the largest and most successful teaching hospitals in Scotland. The University of Dundee Medical School was ranked 1<sup>st</sup> in the UK 2021 Complete University Guide. We have a growing national and international reputation for medical teaching and research and are recognised as a centre of excellence.

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

NHS Education for Scotland (NES) and NHS Tayside 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 East of Scotland rotating through our Tayside Hospitals and Raigmore in Inverness.

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

We enjoy close links with the University of Dundee ([www.dundee.ac.uk](http://www.dundee.ac.uk)) whose Medical School is renowned for preparing its medical students to become world-class doctors. Alongside NHS Tayside, the University of Dundee offers start-of-the-art medical teaching facilities including lecture theatres, seminar rooms, clinical skills training area, simulation rooms, computing suites, as well as library facilities at the main campus and within UDOTS on the Ninewells Site.

## **What we can offer you**

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

- Access to the NHS pension scheme
- Assistance relocating to Tayside
- NHS Tayside 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
- A wide range of affordable housing and some of the best schools in Scotland
- Access to a transport network offering easy travel links to the rest of the UK
- Offers and discounts through [www.nhsstaffbenefits.co.uk](http://www.nhsstaffbenefits.co.uk) and [www.bluelightcard.co.uk](http://www.bluelightcard.co.uk)
- Access to corporate passes and staff lottery through Tayside TREATS
- Supportive staff health and wellbeing services
- Opportunity to work collaboratively across organisations
- Strong established links with University of Dundee



## **Section 4: Directorate of Public Health**

The NHS Tayside Directorate of Public Health takes a leadership role in:

- Delivery of statutory public health responsibilities
- Needs assessment and health impact assessment
- Improving and protecting health
- Delivering public health governance
- Reducing health inequalities and developing health alliances

The Directorate is accredited to provide specialist public health training as part of the National Training Programme and has responsibility for the delivery of local undergraduate medical teaching on public health practice.

The NHS Tayside Health Protection Team is a component of the specialist public health services of the Directorate of Public Health of Tayside NHS Board. Emphasis is put on team work and skills sharing.

The directorate comprises of 110 staff – 90 WTE, (not including the vaccination teams - approx.82 staff, 65 WTE), and is located within Kings Cross, Dundee.

## **SECTION 5: MAIN DUTIES AND RESPONSIBILITIES (Job Description)**

We are recruiting to 8 PAs / 0.8 WTE for this fixed term post.

The post holder will work in conjunction with the Director of Public Health and the Health Protection Team (HPT) to deliver and support in provision of Health Protection across Tayside and engage nationally.

The post holder may take on the lead for key areas of work and will support the wider function of the HPT including immunisations, contributing to day duty and providing additional resilience to other areas of work as required. (The post holder will similarly be supported by other team members during times of high activity for his/her lead areas).

The post holder will also share responsibility for the out-of-hours prevention and control of communicable diseases and the health aspects of environmental hazards for the population of Tayside working in accordance with the provision of the Public Health etc. (Scotland) Act 2008.

To discharge the leadership, on-call and resilience roles, the post holder will provide specialist public health services, working with other NHS services, local authorities and other agencies as appropriate, using locally agreed approaches for the delivery of the public health function.

The post holder will be expected to:

- Pursue a programme of CPD/CME, in accordance with Faculty of Public Health requirements, or other appropriate recognised body, and undertake revalidation, audit or other measures required to remain on the GMC/GDC Specialist Register or other specialist register
- Practice in accordance with all relevant sections of the General Medical Council's Good Medical Practice and Faculty of Public Health's Good Public Health Practice
- Contribute actively to the training programme for Foundation Year Doctors/SHOs/Specialty Registrars in Public Health and to the training of practitioners and primary care professionals within the locality
- Participate in the undergraduate teaching programme
- Participate in the organisation's departmental audit and ensure appraisal and development of any staff they line manage.
- The post may have responsibility for the line management of staff

### **Out of Hours Commitment**

Required to participate in the day duty and out of hours on-call rota for Health Protection as a part time or full time commitment based on contracted hours. Currently 1 in 8 frequency.

### **YOUR ROLES**

The job description will be subject to review in consultation with the post holder and in the light of the needs of the employing organisation and the development of the speciality of public health and any wider developments in the field of public health.

The key result areas relate to the public health/public health medicine contribution for all of Tayside. In each of the key areas listed below, the post holders will be required to provide a consultant level service, in accordance with appropriate professional standards. UK standards for public health/public health medicine practice are currently specified by the Faculty of Public Health, and will be subject to periodic amendment. For some areas of practice, additional standards are specified at a national or local level.

### **Surveillance, assessment of population health (analysing, interpreting information, knowledge and stats)**

- Develop and manage systems for describing and assessing the health and wellbeing and needs of defined populations using a variety of methods. Translate findings about needs into appropriate recommendations for action, policy decisions, service commissioning, delivery and provision
- Influence policy and priority setting and performance by drawing and reporting valid inferences from quantitative and qualitative analysis
- Scan the environment and horizon for, and assess the relevance and usability of, new health data and intelligence methods and systems

### **Assessing the evidence of effectiveness of health and healthcare interventions, programmes and services**

- To provide expert public health advice and leadership to support and inform an evidence-based approach to the population's health and promote the use of public health intelligence in service development

## **CORE SKILL AREAS**

### **Policy and strategy development and implementation**

- Write and/or contribute to national and local policy reports as appropriate on the health of the population of Tayside

### **Leadership and collaborative working for health**

- Engage with colleagues within health, social care and third sector organisations to ensure an integrated approach to service planning and provision that meets population needs
- Engage with key partners and the population of Tayside to ensure a co-production approach is integral to our method of working

## **AREAS OF PRACTICE**

### **Health Improvement**

To participate in NHS Tayside's service transformation programme, the Directorate of Public Health service improvement programme and that the service redesign programmes of our key partner organisations

### **Health Protection**

- To contribute to the provision of an emergency 24 hour consultant in public health medicine rota for health protection covering Tayside. Currently, the rota operates a 1 in 8 on call frequency

### **Population/Public Health Intelligence**

- To analyse and evaluate quantitative and qualitative data and research evidence from a range of sources to make recommendations and inform decision making which has long term impacts
- To lead on, plan and design agreed aspects of the assessment of health needs, health inequalities, and health impact assessment. To identify areas for action within the local population based on the best available evidence, and to be responsible for short and long term planning and for providing advice on the treatment of groups of populations

### **Academic Public Health/ Research and Development**

- To work with others to develop the research evidence base required to support the public health planning
- To undertake and commission literature reviews, evaluative research surveys, audits and other research as required to inform equitable service and reduce health inequalities
- To assist with education, training and competency development and assessment in public health intelligence for the specialist public health workforce within the region
- It is anticipated that the post holder will be offered an honorary clinical teacher contract in the University of Dundee, in order to make a significant contribution to the undergraduate medical teaching and to foster the developing relationship between the University department and NHS Tayside's Directorate of Public Health

### **Leadership and Team Working**

- To demonstrate excellent leadership skills with regard to individual performance, clinical teams and NHS Tayside 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 Tayside and departmental guidelines on leave including reporting absence
- Adhere to NHS Tayside values

## ASSIGNMENT AND REVIEW OF WORK

The post holder will be provided with Personal Assistant support, required IT and an induction programme on starting with the Directorate.

You shall be required to participate in annual appraisal. Job planning is linked closely with, but is separate to, the agreed appraisal scheme for consultants.

An initial job plan will be agreed with the successful candidates prior to taking up post. Annual performance objectives are set through agreement of a job plan with the Director of Public Health, which is subject to formal annual review with the Director of Public Health.

It is anticipated that there may be opportunities for variation in duties by mutual consent amongst the Consultants in Public Health/Consultants in Public Health Medicine. This will be in order to extend the resilience of the consultant team, to increase the experience of individual consultants, or to meet pressing/emerging service requirements.

### Section 6: NHS Tayside – Indicative Job Plan

|                              |   |
|------------------------------|---|
| Post:                        | Consultant  |
| Specialty:                   | Health Protection / Public Health / Public Health Medicine  |
| Principal Place of Work:     | Kings Cross, Dundee<br>You may be required to work at any of NHS Tayside sites as part of your role |
| Contract:                    | Fixed Term  |
| Availability Supplement:     | Sessional fee as per AfC Terms and Conditions   |
| Out-of-Hours                 | 1 in 8 frequency  |
| Managerially responsible to: | Director of Public Health   |

Indicative job plan at 7 PAs and 1 SPA.

The post is for Consultant and the contract will be for 8 programmed activities.

|           | AM  | PM                                     |
|-----------|---|--|
| Monday    | SPA (e.g. audit / clinical governance/ CPD) (1.0) | Health Protection strategic work (1.0) |
| Tuesday   | D/O   | D/O                                    |
| Wednesday | Health Protection Day Duty (1.0)                  | Health Protection Day Duty (1.0)       |
| Thursday  | Health Protection Day Duty (1.0)                  | Health Protection Day Duty (1.0)       |
| Friday    | Health Protection Day Duty (1.0)                  | Health Protection Day Duty (1.0)       |

The job plan is a provisional outline and will be negotiable and agreed between the successful applicants and the Director of Public Health. The described post is a standard part time post of 8 PAs made up of 7 PAs in Direct Clinical Care (DCC) and one core SPAs for appraisal/revalidation and for audit, clinical governance, job planning, internal routine communication and management activity.

As a major teaching and research contributor, NHS Tayside would expect to allocate additional SPA time for activities to do with undergraduate education, educational supervision of trainee medical staff, research, service development and other activities. These are all areas where NHS Tayside has a strong commitment and we recognise the contribution that consultants are both willing and eager to make. Precise allocation of SPA times and associated objectives will be agreed with the successful application and will be reviewed at annual job planning.

Extra programmed activities may be available by negotiation with the Director of Public Health.

## SECTION 7: PERSON SPECIFICATION

| CRITERIA           | ESSENTIAL   | DESIRABLE  |
|--------------------|---|--|
| <b>EXPERIENCE:</b> | <ul style="list-style-type: none"> <li>• Minimum 6 months experience in Health Protection practice</li> <li>• Practical experience in leading and facilitating change</li> <li>• Experience of communicable disease control in a wide variety of settings including out of hours on call</li> </ul> | <ul style="list-style-type: none"> <li>• Experience of budget management and financial processes</li> <li>• Experience and demonstrable competency in dealing with environmental hazards / chemical incidents</li> </ul> |

|  |  |  |
|--|--|--|
|  | <ul style="list-style-type: none"> <li>• Experience of working with other agencies</li> <li>• Experience of emergency planning</li> </ul>  |  |
| <p><b>QUALIFICATIONS:</b><br/>(Training; Research; Publications)</p> | <ul style="list-style-type: none"> <li>• Inclusion in the GMC full and specialist register with a license to practice (or be eligible for registration within six months of interview) OR UK Public Health Register (UKPHR) for Public Health Specialists or be eligible within 6 months</li> <li>• If included in the GMC Specialist Register in a specialty other than public health medicine, infectious diseases medicine or medical microbiology, candidates must have equivalent training and/or appropriate experience of public health medicine, infectious diseases medicine or medical microbiology practice</li> <li>• Those trained in the UK should have evidence of higher specialist training leading to CCT or be within 6 months of confirmed entry from the date of interview. Portfolio Pathway (formerly known as CESR - Certificate of Eligibility for Specialist Registration) route doctors are only eligible to apply for a substantive consultant post once it has been awarded. Non-UK applicants must demonstrate equivalent training.</li> </ul> |  |

|                                       |  |  |
|---------------------------------------|--|--|
|                                       | <ul style="list-style-type: none"> <li>• Applicants must meet minimum CPD requirements in accordance with the requirements of the Faculty of Public Health/Royal College of Pathologists/Royal College of Physicians or other recognised body</li> <li>• MFPH by examination or evidence of equivalent qualification</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>• FRCPATH or evidence of equivalent qualification</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>• MRCP or evidence of equivalent qualification</li> </ul>   |  |
| <p><b>KNOWLEDGE &amp; SKILLS:</b></p> | <ul style="list-style-type: none"> <li>• Understanding of key agencies involved in health protection</li> <li>• Knowledge of methods of developing clinical quality assurance, audit, quality improvement and evidence based clinical and/or public health practice</li> <li>• Understanding of social and political environment including; an understanding of the public sector duty and the inequality duty and their applications to public health practice</li> <li>• Understanding of laboratory microbiology services, clinical infectious diseases services, clinical toxicology services</li> <li>• Understanding of the principles of radiological protection</li> </ul> | <ul style="list-style-type: none"> <li>• Ability to undertake prophylaxis, diagnosis and treatment of infectious diseases of public health importance</li> <li>• Peer reviewed scientific publications, presentation of papers at conferences, seminars, etc</li> <li>• People management and training</li> <li>• Training and mentoring</li> <li>• Have an awareness of and be working towards the key core competencies set out in Civil Service Competency Framework 2010-2017 and KSF for those on AfC terms and conditions</li> </ul> |

- |  |   |  |
|--|---|--|
|  | <ul style="list-style-type: none"><li>• Strategic thinker with proven leadership skills, including management of change</li><li>• Able to prioritise work, and work well against a background of change and uncertainty</li><li>• Adaptable to situations, can communicate with people of all capabilities and attitudes</li><li>• Project management</li><li>• Understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation</li><li>• Excellent oral and written communication skills (including dealing with the public and the media)</li><li>• Effective interpersonal, motivational and influencing skills</li><li>• Ability to respond appropriately in unplanned and unforeseen circumstances</li><li>• Sensible negotiator with practical expectation of what can be achieved</li><li>• Substantially numerate, with highly developed analytical skills using qualitative and quantitative data</li><li>• Computer literate</li><li>• Ability to design, develop, interpret and implement policies</li><li>• Ability to concentrate for long periods (e.g. analyses, media presentations)</li><li>• Resource management skills</li></ul> |  |
|--|---|--|

|                            |  |  |
|----------------------------|--|--|
| <b>PERSONAL QUALITIES:</b> | <ul style="list-style-type: none"> <li>• Strong commitment to public health principles</li> <li>• Commitment to team-working and respect and consideration for the skills of others</li> <li>• Pro-active, and innovative</li> <li>• High standards of professional probity</li> </ul> |  |
| <b>OTHER:</b>              | <ul style="list-style-type: none"> <li>• Ability to travel across Tayside</li> <li>• An understanding of and commitment to equality of opportunity and good working relationships, both in terms of day-to-day working practices, and in relation to management systems</li> </ul>     |  |

**SECTION 8: FURTHER INFORMATION / CONTACT DETAILS**

Informal enquiries and visits are strongly encouraged and should initially be made to:

If you are interested and would like an informal discussion or to request any further details, please contact: [Simon.hilton@nhs.scot](mailto:Simon.hilton@nhs.scot) or [heidi.douglas@nhs.scot](mailto:heidi.douglas@nhs.scot) (Associate Directors of Public Health)

**Application Process:**

To apply for this post please complete the application via <https://apply.jobs.scot.nhs.uk/>. NHS Scotland does not accept CV's in addition to/instead of a completed application form. Your CV will not be provided to the interview panel for shortlisting. NHS Tayside is unable to accept written applications; all applications must be submitted via eRecruitment system, JobTrain.

All adverts will close at midnight on the advertised closing date.

**Regulatory Body: General Medical Council & General Dental Council:**

In the UK, the General Medical Council (GMC) and the General Dental Council (GDC) are the public bodies that maintain the official register of medical and dental practitioners within the United Kingdom. Their chief responsibility is to “protect, promote and maintain the health and safety of the public” by controlling entry to the register, and suspending or removing members when necessary. It also sets the standards for medical schools in the UK. To practice medicine and dentistry in Scotland, you must have a valid GMC/GDC Registration with a Licence to Practice – this is known as Full Registration. To find out more visit the [GMC website](#).

Appointment to a substantive medical consultant post in the UK National Health Service requires the applicant to be listed on the [General Medical Council \(GMC\) Specialist Register](#). Doctors with a Certificate of Completion of Training (CCT) or a Certificate of Eligibility for Specialist Registration via the Combine Programme (CESR)(CP) who have completed an approved training programme in the UK and are eligible for entry onto the Specialist Register. Applicants can be short-listed if they are within six months of obtaining a CCT, CESR (CP) and must have written evidence of the confirmed date.

You may be eligible for direct entry onto the Specialist Register if you are a national of an EEA country (or Switzerland) and you have a specialist medical qualification that is acceptable for mutual recognition. Alternatively, the applicant should possess a Certificate of Eligibility for Specialist Registration (CESR). A CESR enables doctors who have not completed an approved UK training programme to demonstrate their knowledge, skills and experience are equivalent to the relevant CCT curriculum to join the Specialist Register. Further information is available for those interested in the [CESR route](#)

We are a Skilled Worker visa sponsorship employer and as such, welcome applications from international candidates. Further information can be found at [www.gov.uk/skilled-worker-visa](http://www.gov.uk/skilled-worker-visa)

NHS Tayside is proud to be a Disability Confident Employer and is committed to the employment and career development of people with disabilities and will interview applicants who consider themselves to have a disability and who meet the ‘minimum criteria’ for a job vacancy. A request under the ‘Job Interview Guarantee’ does not guarantee a job. It allows the opportunity to apply for a vacancy and be interviewed.

## **SECTION 9: TERMS AND CONDITIONS OF EMPLOYMENT**

This appointment is offered on the terms and conditions of service of the Consultant Contract in accordance with the Hospital Medical & Dental Staff (Scotland) and current

General Whitley Council. Further information can be found here

[www.msg.scot.nhs.uk/pay/medical](http://www.msg.scot.nhs.uk/pay/medical)

|                                  |  |
|----------------------------------|--|
| <b>JOB TITLE</b>                 | Consultant in Public Health Medicine / Public Health   |
| <b>TYPE OF CONTRACT</b>          | Fixed Term   |
| <b>HOURS OF WORK</b>             | 8 PAs / 30 hours per week Agenda for Change  |
| <b>LOCATION</b>                  | Kings Cross, Dundee.<br>You may be required to work at any of NHS Tayside sites as part of your role   |
| <b>SALARY</b>                    | <b>£107,144 to £142,369</b> per annum pro rata<br>Agenda for Change Band 8d - £103,764 - £108,206 per annum (pro rata if applicable).<br>Placing on the salary scale will be on the minimum point unless the successful applicant has previous experience in a NHS Consultant post or previous non-NHS experience equivalent to that gained in a NHS Consultant post.<br>Salary is paid monthly by Bank Credit Transfer into a UK bank account   |
| <b>ARRANGEMENT OF DUTIES</b>     | To be organised through Job Planning after appointment   |
| <b>LEAVE</b>                     | For Medical - 33 days annual leave and 8 public holidays (pro rata)<br>For Agenda for Change -<br>On Appointment - 27 days and 8 public holidays<br>After 5 years service 29 days and 8 public holidays<br>After 10 years service 33 days and 8 public holidays  |
| <b>REFERENCES</b>                | Jobs are offered following receipt of two satisfactory written references. At least one reference must be from your current/most recent employer   |
| <b>OCCUPATIONAL HEALTH CHECK</b> | All appointments will be made subject to the receipt of a satisfactory Pre-Employment Occupational Health Check  |
| <b>SUPERANNUATION</b>            | New entrants to NHS Tayside who are aged over 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 <a href="https://pensions.gov.scot/nhs">https://pensions.gov.scot/nhs</a>  |
| <b>GENERAL PROVISIONS</b>        | 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 Tayside, in particular, where you manage employees of the organisation, you will be expected to follow the |

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|  | 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   |
| <b>REMOVAL EXPENSES</b>                              | Assistance with removal and associated expenses may be awarded  |
| <b>TOBACCO POLICY</b>                                | NHS Tayside operates a No Smoking Policy in all premises and grounds  |
| <b>DISCLOSURE SCOTLAND</b>                           | 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  |
| <b>CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK</b> | NHS Tayside 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 with NHS Tayside 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  |
| <b>REHABILITATION OF OFFENDERS ACT 1974</b>          | 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 Tayside. Any information given will be completely confidential |
| <b>MEDICAL NEGLIGENCE</b>                            | 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 the 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  |
| <b>HEALTH AND SAFETY</b>                             | All employees have a responsibility for their own health & safety and the health & safety of others who may be affected by what they do. Employees also have a duty to co-operate with their employer by following NHS Tayside policies and procedures and safe systems of work; by using equipment safely and by bringing any shortcomings in health and safety arrangements to the attention of their employer. Where something is provided in the interests of health & safety employees must not interfere or misuse it. All employees have a legal responsibility to report any shortcomings in  |

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|  | terms of this in their area. Managers and supervisors have a responsibility for monitoring health & safety arrangements and ensuring staff are following policies and procedures and safe systems of work  |
| <b>NOTICE</b>                                | Employment is subject to three months' notice on either side, subject to appeal against dismissal  |
| <b>SOCIAL MEDIA POLICY</b>                   | You are required to adhere to NHS Tayside's Social Media policy, which highlights the importance of confidentiality, professionalism and the acceptable behaviours when using social media. It sets out the organisation's expectation to safeguard staff in their use of social media   |
| <b>RESPONSIBILITY FOR RECORDS MANAGEMENT</b> | All records created in the course of the business of NHS Tayside are corporate records and are public records under the terms of the Public Records (Scotland) Act 2011. This includes email messages and other electronic records. It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with the NHS Tayside Records Management Policy and with any guidance produced by NHS Tayside specific to your employment |



Ninewells Hospital, Dundee