



Scott's View, St Boswells, Scottish Borders



**Borders General Hospital, Melrose, Scottish Borders**

Job Description and particulars for the posts:

**Locum Specialty Registrar (LAS) in Orthopaedics & Trauma  
February 2026 – August 2026**





Grade	Locum Specialty Registrar (higher level) - Orthopaedics & Trauma
Location	Borders General Hospital
Hours / PA's	Full time – 8 week rota cycle average hours will not exceed 48 per week on average. Candidates interested in part-time working will also be considered
Salary Scale	£1793.03 per week inclusive of out of hours allowance.
Closing Date	23 December 2025

<b>Contact Details</b>	Telephone	01896 826167
	Email	Medical.staffing@borders.scot.nhs.uk

<b>Application Process</b>	<p>To apply: If you are an existing NHS Scotland employee please log <a href="https://apply.jobs.scot.nhs.uk/internal/vacancies.aspx">https://apply.jobs.scot.nhs.uk/internal/vacancies.aspx</a></p> <p>or</p> <p>if you are external to NHS Scotland please log <a href="#">NHS Scotland   Jobs   Search here for your perfect career - Jobs Page</a></p>
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<b>Visits and Enquiries</b>	Informal visits can be arranged and informal enquiries regarding this post will be welcomed by:-		
	Mr Roshan Raghavan	Consultant Orthopaedic Surgeon	01896 826877

<b>Date post is vacant</b>	This post is vacant from February 2026 – earlier or later start dates can also be accommodated - exact start date will be agreed with the successful candidate(s).
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<b>NHS Borders Website</b>	For further information regarding NHS Borders, please visit our website:- <a href="http://www.nhsborders.org.uk">www.nhsborders.org.uk</a>
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<b>The Department</b>	There is an operating suite with five theatres, one of which is designated for orthopaedic surgery, with anaesthetic rooms, recovery area and adjacent ITU. In addition there is access to a further theatre for orthopaedic day case surgery and emergency lists. Inpatient facilities are provided on the surgical corridor.
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Preadmission clinics are undertaken in the main outpatient department on a daily basis and are run by an experienced orthopaedic nurse practitioner. Orthopaedic outpatient facilities with adjacent plaster room and X-ray facilities where clinics are held for new, review and fracture patients.

Specialist Physiotherapy Practitioners undertake musculoskeletal clinics.

Our department manages a broad range of specialised orthopaedic problems and has facilities for computer navigated surgery.

Within the department there are also special interests including arthroscopy of the knee and knee ligament reconstruction, foot & ankle, shoulder and hand surgery. At present, revision joint replacement and spinal surgery, are referred to the specialist unit in Edinburgh. In addition all consultants undertake the care of orthopaedic trauma cases with referral of complex trauma cases or multiple injured patients to specialist units in Edinburgh.

Each consultant is supported in their clinical activities by a middle grade doctor.

### **Facilities**

There is an operating suite with five theatres of which one is fitted with a laminar air flow system, with anaesthetic rooms, recovery area and adjacent ITU. In addition there is a Day Procedure Unit with operating theatre with access for orthopaedic patients.

Inpatient facilities are provided on the surgical corridor with a designated orthopaedic ward and adjacent 5-day ward and children's ward for emergency admissions.

Preadmission clinics are undertaken in a dedicated department on a daily basis and are run by an experienced orthopaedic nurse practitioner.

Orthopaedic outpatient facilities are located within a dedicated area with adjacent plaster room where clinics are held for new, review and fracture patients.

Specialist physiotherapy, podiatry and arthroplasty practitioners, undertake musculoskeletal clinics.

Additional clinics are undertaken by consultants in peripheral clinics on a weekly basis.



	<p><b>Education and Audit</b></p> <p>Each consultant undertakes a weekly teaching ward round and the on call consultant facilitates a weekly teaching session. There is a monthly educational half-day and senior staff are expected to undertake and maintain a record of continuing medical education and are encouraged to take study leave for this purpose. The unit participates actively in local and national clinical audit including a unit death and complication audit, the Scottish Audit of Surgical Mortality and Scottish Arthroplasty Register.</p>
<p><b>POST INFORMATION</b></p>	
<p><b>The Post</b></p>	<p>This is a fixed term for a duration of 6 months. The successful applicant will provide clinical input to the middle grade rota of this department along with one orthopaedic surgical trainees (ST1) and five specialty doctors. For this post, applicants will have obtained foundation competencies and some further experience at ST1/ST2 level (or equivalent), and hold full GMC registration and a licence to practice.</p> <p>This post is a Locum Appointment for Service (LAS) for 6 months. This post does not possess educational and training approval but the experience is equivalent to a placement in a specialty training programme.</p> <p>You will be able to access protected development time / study leave in 6 months and a pro rata study leave grant i.e. funding equivalent to training grade doctor. There is an excellent Postgraduate educational programme, good library facilities on site and protected formal teaching within the unit</p> <p>If applicable for your career aspirations there will be a commitment to attend the regional postgraduate teaching programme for orthopaedics and trauma held in Edinburgh.</p> <p>LAS posts are generally not suitable for counting towards GP training, though the experience may sometimes count towards a PMETB article 11 (equivalent experience) application.</p> <p>The post will provide experience in Orthopaedic Surgery and Trauma and Emergency Medicine. A team of six Consultant Orthopaedic Surgeons, one Associate Specialist and four Specialty Doctors provide general elective and emergency trauma and orthopaedic service and contribute to the supervision and training of the specialty trainees (ST1-ST2), basic trainees (FY2, GPST) and from time to time one Higher Surgical trainee (StR3) within the department.</p>



<b>Reporting Arrangements</b>	You will report to the Head of Service for Orthopaedics & Trauma, who will agree your job plan.
<b>Health and Safety</b>	You are required to comply with NHS Borders Health and Safety Policies.
<b>Duties of the post</b>	<p><b><u>Duties of Specialty Registrar in Orthopaedics and Trauma</u></b></p> <ul style="list-style-type: none"> <li>• Attachment to one of the Consultants, with responsibility to attend all ward rounds, clinics and theatre sessions with that Consultant, as specified below.</li> <li>• Clinical responsibility for the care and treatment of the consultants' patients in the adult male and female ward and shared responsibility in the children's ward; this includes daily ward rounds, admission of list cases and emergency admissions when the Consultant is on-call, and assisting in theatre and out-patient clinics.</li> <li>• The out of hours rota for this post will cover weekday evenings (5pm – 9pm) and weekends (8.30am-9pm) on a one in six rota. During out of hours the Specialty doctor will provide an intermediate call, supporting the Consultant Orthopaedic Surgeon.</li> <li>• Administrative duties, including preparation of theatre lists, arranging transfer of patients to other hospitals and discharge letters to general practitioners.</li> <li>• Supervision of FY doctors and GPSTs when appropriate.</li> <li>• Obtaining medical opinions on patients from other Consultants in other specialties.</li> <li>• Take part in formal teaching of various undergraduates, training grade doctors and other clinical staff.</li> <li>• Participation in Clinical Audit and Research will be expected.</li> <li>• Contributing to preparation and ongoing administration of middle-grade and junior rota.</li> </ul>



<b>Medical Staffing within Unit</b>	<p><b><u>Senior Staff</u></b></p> <p>Mr R Raghavan - Consultant Orthopaedic Surgeon  Miss Sara Jane Livingston - Consultant Orthopaedic Surgeon  Mr P Middleton - Consultant Orthopaedic Surgeon  Mr S Hakeem - Consultant Orthopaedic Surgeon  Mr R Siddiqi - Locum Consultant Orthopaedic Surgeon  Mr F Wong - Locum Consultant Orthopaedic Surgeon  Mr O Abouazza - Locum Consultant Orthopaedic Surgeon  Mr Chourasia - Locum Consultant Orthopaedic Surgeon</p> <p><b><u>Middle Grade Rota</u></b></p> <p>Specialty Doctors - 5 &amp; 2 Specialty Registrars (on rotation, this post is a replacement for one of the StRs)</p> <p><b><u>Junior Rota (on rotation)</u></b>  FY2 - 2, GPST - 4 CDF/LAS - 2</p>
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<p><b>Borders General Hospital</b></p> <p>The 284 bed Borders General Hospital is the district general hospital serving the Scottish Borders Region. The hospital offers services in General Medicine, Haematology, Palliative Care, Medicine for the Elderly, Stroke Medicine, Paediatrics, Dermatology, Neurology, Rheumatology, General Surgery, Orthopaedic Surgery, Ophthalmology, ENT, Obstetrics and Gynaecology. There is a 6 bedded ITU and an active outreach programme for critically ill patients. The Margaret Kerr Unit opened in January 2013 provides palliative care services in the Scottish Borders with a purpose-built environment.</p> <p>The Emergency Department provides facilities for the reception, resuscitation, examination and treatment of patients in the Scottish Borders who require emergency admission, or immediate care and discharge. The ED service is well integrated with the Borders Emergency Care Service (BECS), which is the Primary Care out-of-hours service for Borders. Orthopaedic Outpatient and Fracture Clinic facilities are also provided within the Department.</p> <p>There is a 6 bedded ITU run by the Anaesthetic Department who also run an acute haemodynamic support service with outreach staff from ITU liaising with ward staff.</p> <p>There is an up to date laboratory service covering Haematology, Microbiology and Clinical Chemistry with ready access to more specialised investigations in Lothian laboratories and other laboratories in Scotland. The Radiology Department is well equipped for routine radiology, CT scanning, ultrasound, Doppler studies, nuclear medicine and MRI. CT coronary angiography</p>
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and cardiac MRI are well established in the department.

### **Educational / Development Facilities**

This post is not recognised for training purposes however we feel would offer an excellent grounding for future application for training. You will be able to access protected development study leave and a study leave grant i.e. funding equivalent to training grade doctor. There is an excellent Postgraduate educational programme, good library facilities on site and protected formal teaching within the unit

Every Monday, 08.00 – 08.30 hours is reserved for Orthopaedic Teaching. In addition there is usually a weekly teaching. There is a monthly X-ray meeting.

There is a well-equipped postgraduate library within the hospital grounds available for study and reference purposes. As well as book and journals there is access to e-Library, CD Rom, Databases and other e-Sources e.g. Medline, Embase. For literature searches and inter library loans, the Board librarian and staff will assist.

Opening hours for the library are available on intranet and advised at induction, there is security pass access at times outwith the staffed opening hours. At time of publication the staffed opening hours are as follows:

Monday–Thursday: 9.00 am – 9.00 pm  
Friday: 9.00 am – 5.00 pm

There is a weekly Clinical Meeting. Each consultant has a formal weekly Teaching Ward Round. Each month there is a PG educational half day when clinics and other sessions are cancelled to allow ALL to attend except when involved with emergencies.

### **Personal Development Plan**

An educational supervisor (a senior clinician within the unit) will be appointed to support you. You may formulate a Personal Development Plan after discussion with your supervisor. The content will be agreed with you and is flexible according to your needs and interests.

**Quality Improvement:** There are multiple opportunities to develop clinical audit projects/QI projects as well as leadership responsibility in service improvement.

### **Assessment, Appraisal and Revalidation:**

Assessment will be mapped against an appropriate level of curricula, work based assessments will take place and reflective practice will be encouraged. If required you will have access to an annual appraisal as required for revalidation purposes. NHS Borders would be your



designated body and the Medical Director will be your Responsible Officer (post in excess of 3 months)

<p><b>NHS Borders Description</b></p>	<p><b>Why work for us?</b></p> <p>Our Values are at the heart of all that we do:</p> <ul style="list-style-type: none"> <li>●Care and Compassion</li> <li>●Quality and Teamwork</li> <li>●Dignity and Respect</li> <li>●Openness, honesty and responsibility</li> </ul> <p>We apply Values Based Recruitment, and seek to test competence, clinical skills and knowledge in the interview/assessment process but also assess that the values and behaviours of individual candidates align to the Values of the NHS in Scotland.</p> <p>Patients are at the centre of everything we do in our daily working lives at NHS Borders ensuring they are safe, cared for efficiently, effectively by suitably experienced and qualified staff driving quality at the heart of patient care. We are a dynamic and forward thinking team with a wealth of clinical and leadership experience. We aim for an open and honest culture and believe in nurturing future stars in NHS.</p> <p>NHS Borders has an entirely integrated structure for management of health services. Decision-making is firmly embedded within an integrated Clinical Executive, part of a natural evolution towards more integrated care, which has seen health and social services within the Borders develop nationally recognised joint initiatives.</p> <p>The NHS Borders Board covers an area co-terminus with the local authority and has developed close and effective links with Scottish Borders Council, including the creation of a Joint Health and Care Partnership Board.</p> <p>Key statistics:</p> <p>(a) Size of Area – 1804 square miles (5.9% of the area of Scotland)</p> <p>(b) Population – 113,000 (2.2% of the Scottish population)</p> <p>(c) The area has 12 main towns i.e. with over 1,500 population, the largest being Hawick (14,573), Galashiels (14,361) and Peebles (8,065). However, some 30% of the population live outwith towns</p>
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	<p>of 1,000 population or more (compared to Scottish average of 12%).</p> <p>(d) The proportion of the population over 65 is the highest in Scotland</p> <table style="margin-left: 40px;"> <tr> <td>45 – 59 years</td> <td>20.84% (19.29% Scottish average)</td> </tr> <tr> <td>60 – 74 years</td> <td>15.83% (13.98%)</td> </tr> <tr> <td>75+ years</td> <td>8.86% ( 7.09%)</td> </tr> </table> <p>(e) There are 4 Community Hospitals providing GP acute, intermediate care, palliative care, slow stream rehabilitation and NHS continuing care beds – primarily for frail elderly patients.</p> <table border="1" style="margin-left: 40px;"> <thead> <tr> <th>Hospital</th> <th>No. of beds</th> </tr> </thead> <tbody> <tr> <td>Peebles (<b>Haylodge Hospital</b>)</td> <td>23</td> </tr> <tr> <td>Duns (<b>The Knoll Hospital</b>)</td> <td>18</td> </tr> <tr> <td><b>Kelso Hospital</b></td> <td>23</td> </tr> <tr> <td><b>Hawick Community Hospital:</b></td> <td>23</td> </tr> </tbody> </table> <p>There are also community-based Day Hospitals within Duns Hospital, Kelso, Hawick and Peebles and the purpose built day hospital in Eyemouth each with 15 places.</p>	45 – 59 years	20.84% (19.29% Scottish average)	60 – 74 years	15.83% (13.98%)	75+ years	8.86% ( 7.09%)	Hospital	No. of beds	Peebles ( <b>Haylodge Hospital</b> )	23	Duns ( <b>The Knoll Hospital</b> )	18	<b>Kelso Hospital</b>	23	<b>Hawick Community Hospital:</b>	23
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### **The Scottish Borders**

The Hospital is situated on the outskirts of Melrose in the Scottish Borders. The Borders covers a large and scenically beautiful area of the Southern Uplands of Scotland. Predominately rural, it is historically a unique part of the country, the home of the Border Reivers, where annually each town in the Borders maintain its links with the past during the season of Common Ridings. Seven-a-side rugby originated in Melrose, and the Melrose event in particular draws large crowds each year. The Borders has tremendous facilities for sport and leisure. Glentress and Innerleithen mountain bike parks are world renowned for both cross country and down hill biking. The beautiful Berwickshire coast provides options for sea kayaking, surfing, diving and sea fishing. In addition there are facilities for fishing, golf, swimming, horse riding, cricket, football, hiking and many other activities. The Borders has excellent cultural opportunities in terms of music and art societies, drama, and small theatres in Melrose and Selkirk as well as amateur opera. There are excellent restaurants, cinemas and shops. The Hospital also has corporate membership of an excellent Fitness Centre in Galashiels. There is a purpose built nursery in the grounds of the hospital for hospital employees' children.

The Scottish Borders offers all the benefits of rural life with very easy access to major cities such as Edinburgh (37 miles) Glasgow (75 miles) Newcastle (75 miles). Edinburgh is renowned for its cultural activities in music, including opera and ballet, theatre, cinemas (including a film theatre) and visual arts, and of course every year there is the world famous Edinburgh International Festival and Fringe Festival. Local transport links have improved greatly in the last few years.

The Borders Railway operates train services to central Edinburgh running every thirty minutes (journey time 50 minutes approx). Tweedbank Station is a few minutes walk from the Borders General Hospital.

Please see Websites:

Visit Scotland: <https://www.visitscotland.com/places-to-go/scottish-borders>

Scottish Borders Information: [Where to live in Scotland: Scottish Borders](#)

Tripadvisor: [Tripadvisor: Scottish Borders 2024](#)

NHS Borders: [NHS Borders Website](#)

Borders Properties: [www.rightmove.co.uk](http://www.rightmove.co.uk)



**NHS Borders, Person Specification Form  
Specialty Registrar in Trauma and Orthopaedic Surgery**

	<b>Essential Criteria</b>	<b>Desirable Criteria</b>
<b>Qualification</b>	<p>Primary Medical Degree – MBBS/MB ChB or equivalent.</p> <p>Full GMC registration with a licence to practice.</p>	<p>ATLS</p> <p>MRCS or FRCS</p>
<b>Training and Experience</b>	<p>Attained Foundation competencies</p> <p>Recent experience at ST1/ST2 level or equivalent in Orthopaedics &amp; Trauma</p> <p>Continuing medical education record.</p>	<p>Teaching experience of medical students.</p> <p>Experience in Emergency Medicine</p> <p>Attained ST2 competencies or equivalent.</p>
<b>Management Skills</b>	<p>Ability to work in a team with all grades of staff and primary care colleagues.</p>	<p>Computer / IT literate</p>
<b>Personal Attributes</b>	<p>Motivation to learn and develop skills and contribute to improvements in the service.</p> <p>Good communicator both verbally and in writing.</p> <p>Sound communication skills with patients, relatives and colleagues throughout primary and secondary care.</p>	
<b>Other</b>	<p>Be able to satisfy EU Immigration / Work Permit Regulations.</p> <p>Ability to travel independently.</p> <p>Satisfactory pre-employment health screening including Hepatitis B immune status.</p>	<p>Full driving licence</p>



Specification of NHS Values		Method of Assessment
NHS Values	<p><b>Care and Compassion</b></p> <p>Expectations</p> <ul style="list-style-type: none"> <li>• Treat people as though they matter</li> <li>• Involve people</li> <li>• Consider people as individuals and acknowledge diversity</li> <li>• Puts the patient first</li> <li>• Shows they care</li> </ul>	<p>Structured Competency Based Interview.</p> <p>Multi Disciplinary Team Discussion</p> <p>Response to Scenarios (Desk Top)</p>
NHS Values	<p><b>Dignity and Respect</b></p> <p>Expectations</p> <ul style="list-style-type: none"> <li>• Team player</li> <li>• Manages own attitudes and behaviour</li> <li>• Addresses concerns with colleague as they arise</li> <li>• Communicates respectfully, openly and professionally</li> <li>• Listens and turns that into action</li> <li>• Sees things from another person's perspective</li> </ul>	<p>Structured Competency Based Interview.</p> <p>Multi Disciplinary Team Discussion</p> <p>Response to Scenarios (Desk Top)</p>
NHS Values	<p><b>Openness, Honesty and Responsibility</b></p> <p>Expectations</p> <ul style="list-style-type: none"> <li>• Takes person responsibility for actions</li> <li>• Sharing of ideas for improvement</li> <li>• Observes processes</li> <li>• Ability to work across boundaries</li> <li>• Commitment to work to best of their ability</li> </ul>	<p>Structured Competency Based Interview.</p> <p>Multi Disciplinary Team Discussion</p> <p>Response to Scenarios (Desk Top)</p>
NHS Values	<p><b>Quality and Teamwork</b></p> <p>Expectations</p> <ul style="list-style-type: none"> <li>• Works as part of a team to support others and improve service provision</li> <li>• Acknowledges mistakes</li> <li>• Takes responsibility</li> <li>• Inspires the team</li> </ul>	<p>Structured Competency Based Interview.</p> <p>Multi Disciplinary Team Discussion</p> <p>Response to Scenarios (Desk Top)</p>



## CONDITIONS OF SERVICE

With the exception of terms specifically reserved for doctors in the training grades, the Terms and Conditions of Service for the post are drawn from the Hospital Medical and Dental Staff and Doctors and Dentists in Public Health Medicine and the Community Health Service Terms and Conditions of Service (TCS) - **PCS(DD)2007/10**. For the avoidance of doubt, paragraphs 18 – 24 inclusive (New Deal and banding supplements) and paragraph 251 (study leave) do not apply to this post as you would not be appointed to a post in the training grades.

The appointment will be made by NHS Borders. As an StR LAS appointment, it is offered for a fixed term duration of a period of 6 months commencing February 2024 - earlier or later commencement / longer and short duration can be negotiated if desired.

A copy of **PCS(DD)2007/10** is available from Medical Staffing, Human Resources Department, Borders General Hospital. In addition, they can be found on the NHS Scotland website (SHOW) on the following link: <http://www.show.scot.nhs.uk/publicationsindex.htm>

**Current salary scale for LAS Specialty Registrar (higher level):** £1793.03 per week inclusive of out of hours allowance.

**Contracted hours of duty:** Basic working week and an out of hours commitment 1 in 6 weekends and evenings which includes prospective cover. There is no commitment to night duty. The banding supplement is 40% equivalent. Working hours will not exceed 48 per week on average.

**Duration:** The appointment is 6 months duration, but other arrangements may be agreed on request.

**Superannuation** The post is superannuable unless the postholder opts out of the scheme or is ineligible to join and remuneration will be subject to deduction of Superannuation contributions in accordance with the NHS (Superannuation) (Scotland) Regulations.

**Leave Entitlement** There would be 15 combined annual leave / public holidays for a 6 month duration of appointment. The entitlement to study leave is a local arrangement and protected study leave would apply in accordance with service needs and as agreed with your clinical supervisor. A study leave grant (equivalent to a trainee) can be accessed.

**General Medical Council** All medical and dental staff must be registered with the General Medical Council and hold a licence to practice. Lapse of registration or conditions/restrictions that cannot be implemented may lead to summary dismissal.

**Occupational Health and Exposure Prone Procedures (EPP):** All entrants to NHS Borders must be certified medically fit, and the appointment is conditional on such certification; therefore the applicant will require to be assessed by an Occupational Health Service (normally by questionnaire but occasionally an appointment will be required.) The holder of this post may be required to undertake on a regular basis or occasional basis exposure prone procedures (EPPs). As this could potentially place patients at risk, candidates must show evidence of appropriate immune status, or agree to undergo the necessary procedures. This is checked by the Occupational Health Service.



**Medical Indemnity:** You are normally covered by the NHS Hospital and Community Health Services indemnity against claims of medical negligence. Health Departments advise that employees maintain membership of a defence organisation, as in certain circumstances (especially in services for which a fee is paid) the doctor may not be covered by the indemnity).

**No Smoking Policy for Staff** NHS Borders operates a No Smoking Policy. It is a condition of your employment that you must not smoke whilst you are on duty. Failure to observe this rule could result in disciplinary action. When selecting new staff, NHS Borders does not discriminate against applicants who smoke but applicants who accept an offer of employment will, in doing so, agree to observe NHS Borders' policy on smoking.

**Equal Opportunities in Employment** NHS Borders Equal Opportunities Policy affirms that all applicants should be afforded equal opportunities in employment, irrespective of their age, gender, marital status, race, religion, creed, sexual orientation, colour or disability.

***Intranet clinical guidelines / ward & department based guidelines***

The Junior Doctors' Handbook can be found on the Hospital Intranet: <http://Intranet> – Clinical Area - Junior Doctors Handbook. This contains a great deal of useful information about the hospital and it is recommended that you access this soon after your arrival. There intranet is an useful resource including clinical guidelines and the information governance intranet site includes NHS Borders Policies on Data Protection and Freedom Of Information and related issues e.g. Caldicot Guardian

***Ionising Radiation (Medical Exposures) Certificate of Entitlement***

In accordance with the IR(ME)R, we will ask you to complete a declaration regarding your previous training in interpretation of x-rays. You will be issued with an entitlement certificate, a referrer code and radiology system password. You may already have a PACS password from a previous placement.

**Full details of all Human Resources policies can be found on the Hospital intranet: <http://Intranet> - HR – HR Policies**

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