



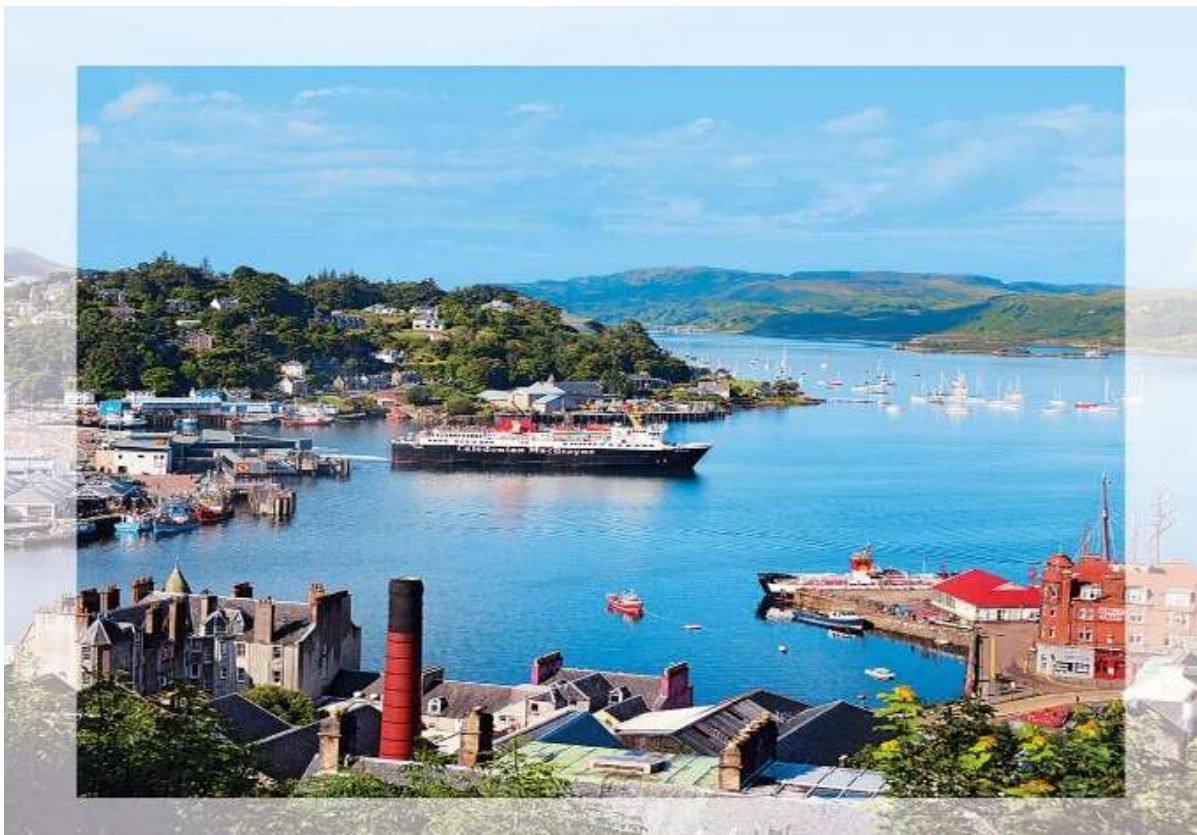
NHS HIGHLAND JOB PACK

**SPECIALIST DOCTOR IN MEDICINE
LORN & ISLANDS HOSPITAL, OBAN**

APPOINTMENT OF SPECIALIST DOCTOR IN GENERAL MEDICINE LORN & ISLANDS HOSPITAL

INFORMATION PACK

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Section 1 – Welcome

Introduction

Thank you for your interest in joining NHS Highland. This information package contains details relating to the local area, this post and the Terms and Conditions of Service.

NHS Highland is committed to becoming a learning organisation, recognising that staff require access to opportunities to learn, maintain and develop skills and knowledge, and we recognise the importance of valuing and supporting our staff throughout their time here.

We offer:

- Policies to help balance commitments at work and home and flexible family friendly working arrangements
- Excellent training and development opportunities.
- On-site library services at the Centre for Health Sciences
- Access to NHS staff benefits/staff discounts
- Cycle to Work Scheme
- Excellent student support
- Access to NHS Pension scheme

Recruitment Process

We would **strongly** encourage those that are shortlisted to ensure they have spoken to contacts, and to visit the hospital if possible.

Contacts:

Dr Elaine Spalding, Consultant Physician and Nephrologist elaine.spalding2@nhs.scot

Dr Emma Beveridge, Consultant Radiologist and Clinical Lead for Lorn & Islands Hospital
emma.beveridge@nhs.scot

How to Apply

- Applicants should complete an Application Form on the NHS Scotland National Recruitment portal. <https://apply.jobs.scot.nhs.uk/>. Please note we do not accept CVs.
- All candidates and employees are afforded equal opportunities in the recruitment and selection process and in employment irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
- 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.
- NHS Scotland is exempt from the 1974 Rehabilitation of Offenders Act (Exclusions & Exceptions) (Scotland) Order 2003. As part of any offer of employment in regulated work candidates will be subject to Protection of Vulnerable Groups Scheme membership.

Job reference: 247504

Closing date: Midnight Sunday 28th June 2026

For further information on NHS Highland, please visit our website on www.nhshighland.scot.nhs.uk

PLEASE NOTE - You should apply for this post by completing the application process on Job Train. We suggest you use Internet Browser "Google Chrome" or "Microsoft Edge"

DO NOT upload a CV as this will not be used for short listing purposes.

Once you have submitted your application form you will be unable to make any amendments.

For help to complete an application on Job Train please click [here](#).

Please contact Nhsh.resourcing@nhs.scot for any queries regarding submitting your application to the NHS Scotland National Recruitment website.

Section 2 – Advert

**NHS HIGHLAND
LORN & ISLANDS HOSPITAL, OBAN**

**1 WTE Specialist Doctor in Medicine
10 PAs per week
Part time applications will also be considered.**

£100,870 - £111,441 (Per Annum Pro Rata)

Applications are invited from an enthusiastic dynamic individual to join our senior Medical team at Lorn & Islands Hospital, Oban, on the beautiful west coast of Scotland. We have a full time opportunity, which is a replacement post due to retiral, and would welcome application from candidates seeking both full and part time opportunities.

The successful candidate will have a broad experience in General Medicine, some of which will have been at a senior level and ideally some will have been obtained in UK training posts. You will enjoy a hands-on approach to medicine, be able to work flexibly as part of an integrated team, and with excellent communication and problem solving skills. We are keen to accommodate a specialist interest to complement the existing Consultants' specialisms (Care of the elderly, renal, cardiology, acute medicine) which would involve some out patient activity . An active interest in and experience of teaching undergraduate students and resident doctors will also be essential, as will supporting our team of advanced practice/specialist nurses.

You will be joining a complement of Consultant Physicians (4 WTE), resident doctors, ANPs and Clinical Nurse Specialists in the medical unit. The medical service is based in Lorn & Islands Hospital, with medical out patient clinics also held in Lochgilphead, Campbeltown and Mull. There are well established links with specialist services, predominantly in Glasgow, who provide a wide range of visiting out patient clinics in the hospital. The wider hospital staffing is detailed in the Job Pack.

The post allows living and working in an area of outstanding natural beauty - gateway to the Western Isles and a hub for outdoor pursuits of all kinds, with good schools, a thriving music and arts scene, and only 2 hours from Glasgow International Airport.

This vacancy is offered on the basis of 10 Programmed Activities per week. Flexible working including less than full time can be negotiated.

Applicants are welcome to visit and we would strongly encourage those that are shortlisted to speak with the contacts and visit the hospital if possible.

Dr Elaine Spalding, Consultant Physician and Nephrologist elaine.spalding2@nhs.scot

Dr Emma Beveridge, Consultant Radiologist and Clinical Lead emma.beveridge@nhs.scot

Job reference: 247504

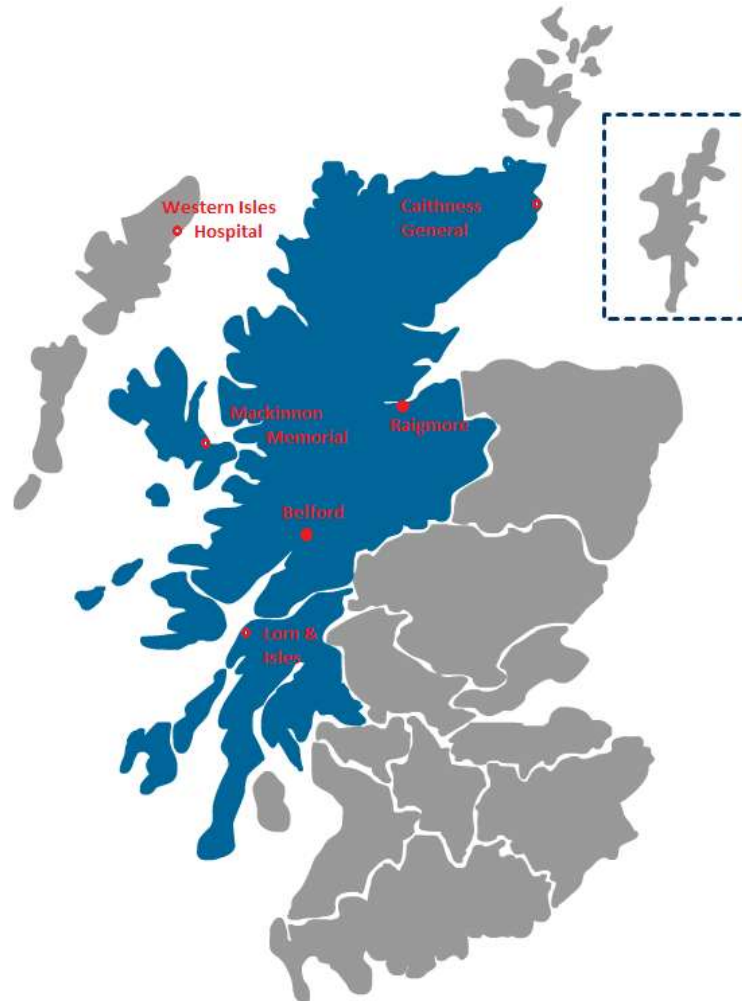
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Section 3 – Job Information

MEDICAL DEPARTMENT and SPECIALIST DOCTOR ROLE

The Medical Unit has a complement of four Consultant Physicians, one Specialist Doctor and seven resident doctors; we have a strong commitment to postgraduate and undergraduate teaching and an interest and previous experience in this area would be welcomed. This is an excellent opportunity for an enthusiastic dynamic individual to help further develop our medical services. You will be an integral member of the team, with independent practice in areas within your scope of practice, but with Consultant support.

The post holder will be expected to provide senior medical in-patient cover to the wards and support to junior colleagues. Some involvement at the “Front door”, where acute medical admissions are assessed, is also likely. As such you will be expected to have broad medical experience – experience of working in a rural setting in the UK would be helpful but not essential. Ideally you will have substantial post graduate experience in the UK including training grade posts. There is the opportunity to pursue a special interest, to include out patient clinics, ideally to complement those already available in the hospital (Care of the elderly, renal, cardiology, acute medicine) and to support local services. Further support/training could possibly be arranged if required.

An interest in organising Post graduate activities in the Hospital and providing mentorship for the more junior doctors and the medical students would also be very welcome. A minimum of one SPA will be available, with a second available by negotiation.

It is expected the majority of the sessions would be worked in Lorn & Island Hospital, but there may be a requirement to work in other sites in Argyll & Bute. Whilst there is currently no on call requirement with this post, a willingness to undertake occasional ad hoc out of hours work would be welcome.

The post holder is expected to live within reasonable travelling distance of the hospital (this is generally recognised as approximately 30 minutes travel time). The post holder must have a current driving licence.

You will have an office and secretarial support.

THE HOSPITAL & THE AREA

Lorn & Islands Hospital (LIH) has a total of 46 beds and is the largest of Scotland’s Rural General Hospitals. It is located on the southern outskirts of Oban and forms a hub for both acute and community services within the area. Purpose built in 1995 to provide facilities previously delivered from a number of small hospitals throughout the district, the acute services provided comprise Accident and Emergency, General Surgery, General Medicine, Medical and Surgical High Dependency beds, 24/7 Anaesthetic cover and Care of the Elderly Services. There is an excellent clinical pharmacy service. Radiology services include CT, non-vascular interventional radiology and ultrasound with consultant Radiologists based at the hospital, a full upper and lower GI endoscopy, and a wide range of laboratory services. A flourishing Hospital at Home service operates out of LIH supported by Consultant Physicians – there is an opportunity to be involved in this.

Other services include the MacMillan unit, which delivers day case chemotherapy and other infusions, and integrates with community palliative care, and an expanding successful Hospital at Home service.

Medical Staff complement:

Medicine: 4 Consultant Physicians and 1 Specialist Doctor

Anaesthetics: 3 Consultant Anaesthetists

Radiology: 2 Consultant Radiologists

Surgical: 3 Consultant Surgeons and 1 Associate Specialist

Rural Emergency Practitioners: 3.2 WTE

Resident Doctors: 2 F1s, 4 F2s, 3 GPSTs, 4 Clinical Fellows.

Clinical Nurse Specialists: 4

ANPs: 7

Medical Students: 4th Year medical students in Medicine, SCOTGEM medical students, elective students

The bed complement of the hospital is:

18 Medical (including 4 beds in the High Dependency Unit)

14 Surgical inpatients beds and a Day Bed Unit with 6 beds.

14 Mixed Medical/Surgical, including the Stroke Unit and Rehab beds

6 MacMillan day unit chairs

1 community maternity unit.

OVERVIEW OF FACILITIES

Medicine & Medical Diagnostics

The medical department is fully supported by diagnostics and specialist nurse services. Cardiac diagnostics include echocardiography, stress testing, CT coronary angiography. There is a well-established upper and lower diagnostic endoscopy service (Oban is a participant in the national bowel screening service). We have a respiratory lab with a respiratory specialist nurse, a diabetic clinic again with excellent specialist nurse support, and many visiting specialists from Glasgow including Respiratory and Gastroenterology with whom we have close links. The hospital also has a 24 hour a day Advanced Nurse Practitioner service. This service supports the medical staff within the inpatient setting and the acutely unwell in the A&E department.

Out-patients

The busy Out-patient Department is efficiently organised with a variety of consultant and nurse-led clinics and provides an extensive range of services (some on a visiting basis, primarily from Glasgow) including orthopaedic, orthodontics, ophthalmology, ENT, clinical psychology, dermatology, general medicine, psychiatry, general surgery, gynaecology, obstetrics, oral surgery, orthodontics and paediatrics.

Accident & Emergency Department

The full range of surgical conditions is treated from minor injuries to major trauma requiring stabilisation, resuscitation and transfer. The Accident and Emergency Department is staffed by Emergency Nurse Practitioners (ENPs) and Rural Emergency Physicians (REPs) supported by GPSTs/F2s and Clinical Fellows. Our anaesthetists provide excellent support for very unwell patients (both in A&E and HDU) and the Scottish Emergency Medical Retrieval Service provide an excellent retrieval service for transfer of patients – by road or air - who require specialist care in Glasgow

Theatre

The Theatre Department comprises one large well equipped operating theatre with adjoining anaesthetic room, a 3 bay recovery area and a busy Endoscopy Unit. The service is supported by a team of highly qualified anaesthetic nurses and assistants. Theatre is used for general and emergency surgical work as well as regular dental lists and pain management procedures.

Radiology

There is a modern well equipped Imaging Department providing, plain films (24 hour) diagnostic ultrasound, CT scanning (24 hours) and some non-vascular interventional procedures. The department is fully integrated into National PACS.

Laboratory

There are excellent on-site laboratory facilities including microbiology, biochemistry and haematology analysis. There is visiting support from Consultants in each of these Specialties.

Facilities

IT: Major systems upgrades are underway in NHS Highland, which will bring an EPR and Ordercomms online in 2026, along with a new National PACS.

Library: well stocked and supported by a full-time librarian.

Video-conferencing facilities for meeting/teaching.

Staff canteen.

Health at Work group that focus on promoting good health for all staff groups. Chaplaincy service available to staff and patients.

COMMUNITY HOSPITALS IN ARGYLL

Lorn & Islands Hospital provides an extensive outreach service to community hospitals in Argyll to provide out-patient clinics and advice on treatment plans for patients in acute GP beds.

- Mid-Argyll Hospital – a 15 bed PFI hospital was opened in Lochgilphead in 2007
- Campbeltown Hospital – a 10 bed hospital
- Islay Hospital – a 5 bed hospital
- Craignure Hospital, Isle of Mull – a 3 bed hospital run jointly with the adjacent progressive care centre which opened in 2011.

DEMOGRAPHICS & SERVICES

The area covered by NHS Highland comprises the largest and most sparsely populated part of the UK. The area covers 32,512 km² (12,507 square miles) which represents approximately 41% of the land mass of Scotland. The Scottish Highlands are known worldwide as containing some of the nation's most outstanding landscapes and natural features. These wonderful geographical features also present a number of major

challenges to the delivery of health services – a difficult terrain, rugged coastlines, populated islands, limited internal transport, and limited communications infrastructure.

NHS Highland serves a population of 398,000 residents. In addition, a proportion of our patients are from the many tourists who visit our area all year round, but particularly in the summer months when some local populations double or even triple.

The proportion of older people is slightly above the Scottish average, and the proportion of children under 15 years is lower than the Scottish average. Overall, the indicators of deprivation show that Highland residents fare better than the average Scot, although there is significant variation in the detail between Highland communities. In April 2006 Argyll & Bute joined NHS Highland creating a Health Board with a focus on remote and rural issues and with a lead role in working with the Scottish Executive to implement the rural aspects of the Kerr Report. Within Highland there are four integrated partnerships including Argyll & Bute. The Argyll and Bute HSCP has a population of 90,000 and devolved budget of £240 million. The partnership provides all primary care, acute and mental health services for its population and has a key commissioning role in working with NHS Greater Glasgow and Clyde to contract for secondary and tertiary care.

SURROUNDING AREA

The area is one of outstanding natural beauty. The town of Oban is the gateway to the isles. The port town has ferry links to the islands of Mull, Iona, Coll, Tiree, Colonsay and Lismore. There is plenty of opportunity for enjoying leisure pursuits including yachting, canoeing, walking, climbing, cycling and fishing. Oban provides the advantage of a high quality of life in a rural setting with access to the main centres of Inverness, Glasgow, Stirling and Perth all within 2 ½ hours travel time. There are also good train connections

Section 4 – Job Plan

As an example only – to be agreed with successful applicant

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Board Round	Ward round	Ward Round	Ward Round	OP Clinic
PM	OP Clinic	Admin Teaching	OP clinic	SPA	Admin

Section 5 – Person Specification

Essential Criteria - these are attributes without which a candidate would not be able to undertake the full remit of the role. Applicants who do not clearly demonstrate in their application that they possess the essential requirements will normally be eliminated at the short listing stage.

Desirable Criteria - these are attributes which would be useful for the candidate to hold. When short listing, these criteria will be considered when more than one applicant meets the essential criteria.

Requirement	Essential	Desirable
1. Qualifications	<ul style="list-style-type: none"> • MBBS/MB ChB or equivalent • Completion of MRCP or equivalent 	<p>Other post graduate diploma/qualification</p> <p>Research or Educational qualification e.g. postgraduate certificate in medical education</p>
2. GMC/Specialist Registrations	<ul style="list-style-type: none"> • Full GMC registration with a licence to practice at time of appointment. • Eligibility to work in the UK 	Specialist Registration
3. Clinical Experience	<ul style="list-style-type: none"> • Minimum of 12 years' medical work (either continuous period or in aggregate) since obtaining a primary medical qualification. • Minimum of six years of experience at Registrar/Specialty Doctor level in the UK. • General experience sufficient to provide senior level care to general internal medicine patients. 	Previous experience of working in a rural environment in the UK
4. Aptitudes/Interpersonal skills	<ul style="list-style-type: none"> • Ability to act as an independent practitioner and work efficiently and timeously • Excellent written and verbal communication skills in English • Excellent interpersonal skills and ability to communicate effectively with all levels of staff and patients • Effective team player 	Leadership skills

	<ul style="list-style-type: none"> • Comfortable in a multi-disciplinary setting, likely to function well within the Department of Medicine, willing to work flexibly and to work flexibly when required • IT literacy • Demonstrates awareness of good decision making and aware of own limitations. Ability to work under pressure. • Willingness to work to agreed guidelines with local management. • Professional integrity and respect for others 	
5. Teaching	<ul style="list-style-type: none"> • An enthusiasm for and experience of teaching undergraduates, postgraduates and non-medical staff • Ability to work with a diverse patient population 	
6. Research & Audit Experience	<ul style="list-style-type: none"> • Evidence of participation in Quality improvement 	

Section 6 – Terms and Conditions

TERMS AND CONDITIONS OF SERVICE

This appointment is offered on the terms and conditions of service of the Specialist Doctor Contract in accordance with the Hospital Medical & Dental Staff (Scotland) and current General Whitley Council.

Further information can be found here: <http://www.msg.scot.nhs.uk/pay/medical>

Job Title	Specialist Doctor in Medicine
Type of Contract	Full time or Part Time Permanent
Location	Lorn and Islands Hospital
Salary	£100,870 - £111,441 Placing on the salary scale will be on the minimum point unless the successful applicant has previous experience in a NHS Specialty Doctor post or previous non-NHS experience equivalent to that gained in an NHS Specialty Doctor post.
Arrangement of Duties	See separate Job Plan.
Medical Negligence	NHS Highland takes responsibility for expenses and damages arising from medical negligence where they, as the employer, are vicariously liable for the acts and omissions of their medical and dental staff. However, the appointee is strongly advised to maintain separate medical defence or insurance cover for all work which does not fall within the scope of the Board's indemnity scheme, details of which are given in NHS Circular 1989(PCS) 32.
Registration with General Medical Council	Prior to commencement in post, successful candidates must have full registration with the General Medical Council, a licence to practice.
Disclosure of Criminal Convictions	Appointment to this post will be made subject to satisfactory screening by Disclosure Scotland. This post is considered to require Registration with the Protecting Vulnerable Groups (PVG) Scheme as it involves substantial access to children and / or vulnerable adults. A PVG Scheme Record will contain details of all convictions on record, whether spent or unspent. This means that even minor convictions, no matter when they occurred will be included in the Scheme Record. It may also contain non conviction information held locally by the police, where this is considered relevant to the post.

	<p>Following the selection interview only the "successful" candidate will be subject to registration with the PVG Scheme. Offers of appointment will be made subject to satisfactory PVG Scheme screening and medical fitness. Please note that a commencement date will only be issued once this clearance has been received.</p>
<p>Rehabilitation of Offenders Act 1974</p>	<p>The Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences the opportunity to have no need to refer to these convictions or the circumstances relating to them in the course of their daily lives. Certain convictions can, therefore, be regarded as “spent” after the lapse of a period of years under the terms of the Act. The National Health Service employment for which you are applying is excluded in the provisions of the Act unless otherwise stated in the job description. If the post is excluded you are required not to withhold information about convictions which for other purposes are “spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by your employer. Any information given, however, will be completely confidential and will be considered only in relation to the post for which this application form refers.</p>
<p>Medical Fitness</p>	<p>All prospective members of staff are asked to submit a confidential health questionnaire to the Occupational Health Service. On the basis of this, they may be passed fit, or an appointment for further information or screening may be required. All entrants must be certified medically fit and employment is conditional on such certification. All appointees are expected to comply with NHS Highland’s Immunisation Policy.</p> <p>Those posts classified as Exposure Prone Procedures appointments are dependent on satisfactory proof of immunity or freedom from Hep B infection prior to appointment.</p>
<p>Right to Work</p>	<p>NHS Highland 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 Highland 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 the right to work in the</p>

	UK has been verified. You will be required provide appropriate documentation prior to any appointment being made.
Annual Leave & Public Holidays	The leave year shall run from date of taking up appointment and in a full year the postholder will be entitled to 33 days annual leave (pro rata per annum) plus eight statutory and public holidays as agreed by NHS Highland (pro rata per annum).
Superannuation	New entrants to NHS Highland who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme.
Notice	The postholder will be required to give and is entitled to receive a minimum of one months notice of termination of employment.
Removal Expenses	Assistance with Removal expenses will be given in accordance with the NHS Highland Relocation Policy. It is compulsory that you discuss any arrangements relating to your relocation with us before arranging anything. Failure to do so may result in limited or no assistance being given.
Private Residence	Your private residence shall be maintained in contact with the public telephone service and shall be not more than 10 miles or 30 minutes by road from your hospital base, unless the Board gives specific approval to you residing at a greater distance.
Identity Badge Policy	NHS Highland has a policy that all staff will be issued with and required to wear an Identity Badge at all times when on duty. If your badge needs replacing for any reason you are required to contact the Fire/Security Office, Estates Department to arrange for a replacement. All identity badges are the property of NHS Highland and must be returned when you terminate your employment.
Smoke Free Policy	NHS Highland operates a No Smoking Policy of tobacco products or e-cigarettes in any of our properties, vehicles or grounds. When selecting new staff NHS Highland does not discriminate against applicants who smoke but applicants who accept an offer of employment will in doing so agree to observe and familiarise themselves with NHS Highland's Smokefree policy.
Confidentiality	In the course of your duties you may have access to confidential material about patients, members of staff or other health service business. On no account must information relating to patients be divulged to anyone other than authorised persons - for example medical, nursing or other professional staff, as appropriate who are concerned directly with the care, diagnosis and/or treatment of the patient. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature you must seek advice from your superior officer.

	<p>Similarly no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe this rule will be regarded by your employers as serious misconduct, which could result in serious disciplinary action being taken against you including dismissal. The unauthorised disclosure of official business under consideration by the Board Management Team or one of its Committees by an employee is also regarded as a breach of confidence and may lead to disciplinary action.</p>
<p>Scottish Workforce Information Standard System (SWISS)</p>	<p>The information that staff provide will be used for employment purposes and where necessary to comply with legal obligations. The purpose of holding this information is for administration i.e. employment and pay amendments, superannuation, workforce management/planning and other personnel matters in relation to employment. Any requests for information outwith the above will only be processed with individual consent (e.g. building society mortgage applications etc.)</p> <p>Staff information will be held securely, and will be accessed at a local, regional and national level to meet the requirements outlined above. Managers may also hold information within your department. There will be no unauthorised access.</p>