

Working for NHS Lothian

JOB TITLE: LAT in Rehabilitation Medicine

JOBTRAIN REFERENCE: 250082

CLOSING DATE: 08/06/2026



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We cannot accept CV's as a form of application and only application forms completed via the Jobtrain system will be accepted. Please visit <https://apply.jobs.scot.nhs.uk> for further details on how to apply.

You will receive a response acknowledging receipt of your application.

This post requires the post holder to have a PVG Scheme membership/record. If the successful applicant is not a current PVG member for the required regulatory group i.e. child and/or adult, then an application will need to be made to Disclosure Scotland and deemed satisfactory before the successful post holder can commence work.

Please visit our Careers website for further information on what NHS Lothian has to offer
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Section 2: Person Specification, including Development, Quality Improvement,

National requirement [Rehabilitation Medicine ST3 2026 | Medical Hub](#)

Section 3: Introduction to Appointment

Job Title: LAT Rehabilitation Medicine

Department: Rehabilitation Medicine

Base: Astley Ainslie Hospital, Edinburgh/ East Lothian Community Hospital, Haddington

Post Summary:

Rehabilitation medicine provides an opportunity to work in a holistic and community focused setting with patients who are adjusting to and compensating for complex neurological, musculoskeletal, amputation or cancer related impairment; or severe deconditioning following intensive care admission.

Experience

Training in a specialty that focuses on continuing, comprehensive, coordinated and person-centered health care in inpatient and outpatient settings provides access to a wealth of clinical training opportunities including opportunity to develop.

- **Clinical skills** particularly in neurological examination; diabetic management; wound management; pain management; palliation; continence management etc.
- **Consultation & communication skills** including dealing with loss and adjustment; managing expectations; goal setting; working with patients who have communication and cognitive impairment; motivational interviewing; managing emotional consequences of incontinence and sexual dysfunction of neurological origin.
- **Holistic & community based focus** with emphasis on areas such as complex discharge planning; family or carer roles in managing impairment; carer stress; multidisciplinary working; vocational rehabilitation; and enabling access, including driving assessment and wheeled mobility.

Career Progression

As a department we have a strong track record in our commitment to training. For our ST3+ grade trainees we have been proactive in valuing their training needs ahead of service provision needs wherever possible and appropriate, which has led to radical restructuring of their programme. We have developed a programme for curriculum delivery not just for our own trainees, but one that has extended to include all trainees in Scotland, Ireland (NI and RoI) and North East of England. This approach has been associated with recent recognition of being identified as a highly ranked ST3+ training program in UK based on trainee feedback, in addition to consistently high ranked training surveys from our GPST trainees.



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Successful applicants are encouraged and supported to identify an audit/ QI project or research project that can enhance their experience and CV, and service provision.

Appointees will work alongside 3 current higher specialty trainees in Rehabilitation Medicine based in South East Scotland, and potentially with trainees from other regions within the national training programme.

Section 4: Departmental and Directorate Information

- Please visit <https://apply.jobs.scot.nhs.uk> for further details on how to apply.

The Rehabilitation Medicine Directorate

This post is currently based within outpatients based at the Astley Ainslie Hospital (AAH), Edinburgh which opened in 1923, and with inpatient beds in ward 5, East Lothian Community Hospital, Haddington. The Neuropsychiatry inpatient beds are based in the Robert Ferguson Unit, Royal Edinburgh Hospital, and form the National (Scottish) Service for patients with acquired brain injury and associated behavioural disturbance.

The directorate is within the management structure of NHS Lothian's East Lothian Health and Social Care Partnership (ELHSCP). Currently as part of process of integrating health and social care services throughout Scotland, NHS Lothian and local councils are working closely through Integration Joint Boards.

Rehabilitation Medicine Services are provided to a regional catchment population of 850,000 in Edinburgh and Lothian Region and is also the secondary provider for the Borders Region (pop.150,000) in many specialist areas and is a tertiary provider in clinical areas referred to below.

A close working relationship with the acute hospitals in the region is an essential element of the service and includes scheduled commitments by neurorehabilitation, amputee and orthopaedic rehabilitation services to Royal Infirmary of Edinburgh and Western General Hospital and on an ad hoc basis to St. John's Hospital, Livingston and Borders General Hospital. This commitment (Inreach) has been associated with recognising the complex rehabilitation needs following acute illness, surgery, or trauma, including those that do not specifically fall under the remit of neurological, amputee or orthopaedic rehabilitation, but for whom early discharge to community services is not possible, and an extended hospital stay is anticipated. In response to recognising those needs we promote the concept of "General Rehabilitation" services to address the needs of this patient group.

While the successful applicant will work within the areas described above, this post is part of an integrated Rehabilitation Medicine Directorate, and skills and interests which complement the whole service are encouraged and accommodated within service and individual job-planning. The successful applicant will be expected to provide cross-cover to wider rehabilitation services as part of their commitment, which includes an on call commitment weekend days only, with appropriate rest days. No night shifts are required.

The senior medical team currently includes



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- Alasdair FitzGerald (Consultant, Neurorehabilitation & Clinical Lead for Rehabilitation Services)
- Lynne Hutton (Consultant, Amputee Rehabilitation & Medical lead for SMART services)
- Ed Jesudason (Consultant, Community Rehabilitation and Cardiac Rehabilitation)
- Alyson Nelson (Consultant, Neurorehabilitation)
- Philip Milburn- McNulty (Consultant, Neurorehabilitation and Neurology)
- Alison Hunter (Consultant, Community Neurorehabilitation)
- Tashfeen Chaudhry (Specialty Doctor, Orthopaedic Rehab & Mobility Services)
- Killian Welch (Consultant, Neuropsychiatry)
- Ally Rooney (Consultant, Neuropsychiatrist)

Additional Medical Staffing within the department

- Up to 4 Specialist Trainees in Rehabilitation Medicine
- 3 ST1/2 equivalent trainees, either General Practice Specialist Trainees (GPST) or Clinical Fellow posts
- 4 Foundation Year 2 Trainees, who provide weekend (Friday/Saturday/Sunday on-call cover only)

In-Patient Services

Rehabilitation Medicine inpatient care for patients of NHS Lothian and beyond is provided in the 24 bedded ward 5, East Lothian Community Hospital, Haddington. In addition, the rehabilitation directorate also incorporates the Scottish Neurobehavioural Rehabilitation Unit (20 beds) in the Robert Fergusson Unit (RFU), at the Royal Edinburgh Campus.

In-patient services (excluding RFU) are currently limited to 24 inpatients, configured as follows:

Post-acute Neurorehabilitation - Consultants: Dr. Alasdair FitzGerald; Dr. Alyson Nelson; Dr Philip Milburn-McNulty.

- This service includes stroke and brain injury rehabilitation services. There has also been an expansion in role of the service in relation to rehabilitation of other neurological disorders, including progressive/degenerative neurological disorders; functional disorders; and cancers with neurological manifestation, and also for selected general rehabilitation conditions (e.g. deconditioning in association with prolonged ITU stay, severe Covid-19 infection or bariatric status).
- The department has a pro-active approach to acute hospital in-reach and provides weekly sessional input to acute neuroscience; stroke medicine; oncology and general medical departments in Royal Infirmary of Edinburgh and Western General Hospital. In the case of neurosciences and oncology, these are supported by scheduled multidisciplinary meetings involving medicine for elderly and host departments.
- There is an existing spasticity service, which is growing and developing, which may provide opportunity to use specialist skills in this area.
- Current improvement targets within the department relate to patient centred goal setting; and coordination of electronic documentation / communication.
- Though primarily directed at people of working age, the service admits older people whose rehabilitation goals would be best met by our service.

Orthopaedic Rehabilitation Service – Specialty Doctor: Dr Tashfeen Chaudhry (also with responsibility for Outpatient Mobility Services – Wheelchairs & Seating)



- Inpatient rehabilitation of patients under 65 years with complex Orthopaedic injuries either as part of planned surgery or as a result of trauma.

Amputee Rehabilitation - Consultant: Dr Lynne Hutton, (also with special responsibility for Outpatient Mobility Services – Driving Assessment)

- The service is closely linked to prosthetics and bioengineering departments and provides outpatient and inpatient rehabilitation.
- Close links exist between this service and vascular/orthopaedic surgery services with weekly in-reach sessions to acute wards providing therapeutic as well as assessment roles.

Scottish Neurobehavioural Rehabilitation Unit - Consultants: Dr Killian Welch & Dr. Ally Rooney.

- Located in the Royal Edinburgh Campus, this is a tertiary referral unit providing rehabilitation and behavioural management for brain injured people with complex behavioural and cognitive issues.
- In addition to their inpatient roles, the department provides consultant neuropsychiatrist support to the AAH neurorehabilitation services, and to Department of Neurosciences in RIE.
- Sub specialist expertise within the department includes management of functional neurological disorders and substance misuse.

Progressive Neurological Conditions (outpatients only) – Consultants: Mr Ed Jesudason, Dr Alison Hunter

- This service has been extensively redesigned to redirect emphasis to offer outreach interdisciplinary rehabilitation, resolving issues where people live. This has allowed an increase in caseload from 150 service users, to almost 450, without increase in staff numbers.
- Currently the service is accessed by people with multiple sclerosis and other progressive neurological conditions e.g., Huntington’s Disease, Parkinson’s Disease, and inherited ataxias. It is anticipated that expansion of the team, including consultant input, will allow the service to increase its emphasis on rehabilitation of neurogenetic disorders, and include transition from paediatric neurodisability services..

Trauma Services

- The Scottish Trauma Network (STN) is an active collaboration involving ambulance service and hospitals across Scotland, planning the delivery of high quality integrated, multi-specialty care to people severely injured as a result of major trauma. This approach can save more lives and improve patient outcomes throughout the trauma pathway – from point of injury to rehabilitation, including injury prevention. (<https://www.scottishtraumanetwork.com/regions/>)
- The recognition of the role of rehabilitation services is well recognised in the STN motto: “saving lives and giving life back”. There are well developed pathways in hyperacute brain injury and for major trauma wards with rehabilitation team staffing in ward 220 RIE, and access to community based trauma rehabilitation services.
- All current rehabilitation services may be involved in management of patients via this pathway and work with teams in RIE to ensure ongoing rehabilitation for patients managed by this service.



Out-Patient Services & Community Services

Outpatient care is delivered on the AAH site and includes clinics in the Cunningham Unit and the South East Mobility and Rehabilitation Technology (SMART) Centre.

The **South East Mobility & Rehabilitation Technology (SMART) Centre** within the AAH contains the following departments

- Regional wheelchair and seating service
- National Driving Assessment Service
- Disabled Living Centre
- Bioengineering Services
- Orthotics
- Prosthetics

All consultants have close links with the centre. Close working with the SMART Centre affords a range of opportunities to utilise the available technologies and skills within the department to jointly assess and treat people postural and mobility problems.

Consultant led out-patient or community led services include:

- Neurorehabilitation (Drs. A FitzGerald, Dr A Nelson, Dr P. Milburn-McNulty)
- Multidisciplinary Spasticity Management Clinic (Dr A Nelson)
- Community Rehabilitation Service / Lanfine Service provides clinic based and domiciliary assessments as described above (Mr E Jesudason, Dr A Hunter)
- Liaison with Edinburgh Community Stroke Service, through the local authority provided Rehabilitation Day Service at Longstone.
- Neuropsychiatry - Western General Hospital (Drs. A Rooney & K Welch)
- Amputee - non-prosthetic clinic; multidisciplinary prosthetic clinics (Drs. L Hutton & T Chaudhry)
- Multidisciplinary cardiac rehabilitation (Mr E Jesudason)
- Scottish Driving Assessment Service (Drs. L Hutton & T Chaudhry)
- Specialist wheelchair & seating (Dr T Chaudhry)

Other outpatient clinic services based on-site include

- Health Psychology including chronic pain management and chronic fatigue management services
- Vocational rehabilitation
- Neurorehabilitation outpatient therapy services
- Weight management

Research and Development/Teaching

There are excellent facilities for postgraduate education. There is an excellent university library, within easy reach. NHS Lothian "Grand Rounds" are held weekly via Teams in University term time. After a comprehensive introduction to rehabilitation medicine programme local postgraduate teaching is held weekly at ELCH, and hospital wide multidisciplinary clinical governance and teaching sessions occur 8 times a year.

The service is keen to promote research roles, and a research support network is in place within the department.

The Centre for Clinical Brain Sciences (<http://www.ed.ac.uk/clinical-brain-sciences>) which



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supports and develops research in neurology, psychiatry, neurosurgery, stroke medicine, neuroanaesthesia and related neurosciences, including a renowned and expanding interest in the field of regenerative neurology with an established centre on the Royal Infirmary site (The Anne Rowling Centre). Opportunities exist and are encouraged for the successful candidate to develop collaborative research interests in the field of neurorehabilitation.

The department plays a leading role in the National Managed Clinical Network for Brain Injury, which exists to promote and support best practise in Brain Injury Rehabilitation across Scotland.

Main Duties and Responsibilities

The successful applicant will work within multidisciplinary teams, working closely with one of 5 consultants in rehabilitation medicine. There will be opportunities to be based within

Amputee rehabilitation and mobility services

Post-acute neurorehabilitation

Orthopaedic Rehabilitation

Progressive neurological Conditions/Home ventilation services

The postholder will be expected to work with the ward based staff to maintain the medical well-being of the inpatients and ensure that all patients have their medical stability optimised. This may involve liaising with other specialist teams within Rehabilitation Medicine and other NHS Lothian services. The postholder will have access to senior medical staff at all time for supervision and support.

The holder of this post will be expected to provide mutual cover for annual and study leave of colleagues, provided always that the resulting increase in duties does not cause a practitioner's average weekly hours to exceed the limits set out in paragraph 20 of the Terms and Conditions of Service.

In addition, there would be an additional out of hours component, appropriately pay-banded at 1b, which is likely to be 1 in 5 weekend days on call within the hospital 8am-8pm only(pro rata), with night time hospital cover being provided by Hospital at Night teams based in the Royal Infirmary of Edinburgh. The weekend work is based at ELCH, with 6 hours onsite each day, and 6 hours being available when required. There is an associated zero hours rest day with each weekend worked.

Communication and Working Relationships

The post holders will be expected to establish and maintain extremely good communications and working relationships with a wide range of staff, including:

- Clinical Lead (Dr Alasdair FitzGerald)
- Educational Supervisor (TBA)
- Supervising staff members from medical, clinical and AHP backgrounds
- Colleagues in training grades at foundation, core and specialty level
- Nursing, AHP and administration / clerical colleagues

Base

The post holder will be based in Astley Ainslie Hospital/East Lothian Community Hospital, Haddington and will spend much of their time with other clinicians, staff and medical students.



Annual leave

Annual leave is in accordance with the nationally agreed level for the grade of applicant

Qualifications and Experience

The post holder must (at the time of commencement of employment) have full registration with the GMC and meet the national requirements for entry in to training in Rehabilitation Medicine as [Rehabilitation Medicine ST3 2025 | Medical Hub](#)

Job Revision

This job description should be regarded only as a guide to the duties required and not definitive or restrictive in any way. It may be reviewed in the light of changing circumstances following consultation with the post holders. This job description does not form part of the contract of employment.

Appointment

The appointment will be on a fulltime basis to for 12 months until 03/08/27 subject to satisfactory on going appraisal within role.

Section 5: Contact Information

Programme / Post Queries

Prospective applicants are encouraged to make contact with:

Drs. Alasdair FitzGerald/ Dr Lynne Hutton
Consultant in Rehabilitation Medicine
Astley Ainslie Hospital
Edinburgh, EH9 2HL
Tel: 0131 537-9039

Email: Yvonne.jones@nhslothian.scot.nhs.uk

Section 6: Working for NHS Lothian

Working in Edinburgh and the Lothians

Who are we?

NHS Lothian is an integrated teaching NHS Board in Scotland providing primary, community, mental health and hospital services. Professor Caroline Hiscox is the Chief Executive, Professor John Connaghan CBE is the Chair and Tracey Gillies is the Executive Medical Director.

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

Over the next year across Scotland there will be significant changes in the way health and social



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

Further information about Edinburgh and NHS Lothian can be found at <https://org.nhsllothian.scot/Pages/default.aspx>

Location

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

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

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

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

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

What we can offer you

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

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

Teaching and Training Opportunities

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

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



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

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

We enjoy close links with the University of Edinburgh (<http://www.ed.ac.uk/home>) whose Medical School is renowned for preparing its medical students to become world-class doctors. Alongside NHS Lothian, the University of Edinburgh offers state-of-the-art medical teaching facilities at the Chancellors Building, including lecture theatres, seminar rooms, clinical skills training area, computing suites, as well as library facilities at the main university, Western General Hospital and Royal Hospital for Sick Children.

Our vision, values and strategic aims

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

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

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

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

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

The specific areas of focus and actions needed to achieve each of these aims are detailed in “Our Health, our Future: NHS Lothian Strategic Clinical Framework 2014 – 2024,” consultation document which you will find at: <https://org.nhslothian.scot/Strategies/Pages/default.aspx>



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Section 7: Terms and Conditions of Employment

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

TYPE OF CONTRACT	Fixed Term (12 months)
GRADE AND SALARY	Dependent on experience and career direction, appointment will be as LAT with starting salary in the range (tbc) per annum (pro rata)
HOURS OF WORK	Full Time – up to 40 hours depending on on-call commitment
SUPERANNUATION	New entrants to NHS Lothian who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to "opt out" arrangements can be made to do this via: www.sppa.gov.uk
REMOVAL EXPENSES	Assistance with removal and associated expenses may be awarded
EXPENSES OF CANDIDATES FOR APPOINTMENT	NHS candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Reimbursement shall not normally be made to employees who withdraw their application, refuse an offer of appointment. Non NHS employees are not normally awarded travel expenses.
TOBACCO POLICY	NHS Lothian operates a No Smoking Policy in all premises and grounds.
DISCLOSURE SCOTLAND	This post is considered to be in the category of "Regulated Work" and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership.
CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK	NHS Lothian has a legal obligation to ensure that it's employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS Lothian they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until right to work in the UK has been verified.
REHABILITATION OF OFFENDERS ACT 1974	The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as "spent" after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of



	Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Lothian. Any information given will be completely confidential.
MEDICAL NEGLIGENCE	In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme.
NOTICE	Employment is subject to one month notice on either side, subject to appeal against dismissal.
PRINCIPAL BASE OF WORK	You may be required to work at any of NHS Lothian sites as part of your role. Your base will be clarified for expenses purposes.
SOCIAL MEDIA POLICY	You are required to adhere to NHS Lothian’s Social Media Policy, which highlights the importance of confidentiality, professionalism and acceptable behaviours when using social media. It sets out the organisation’s expectations to safeguard staff in their use of social media.

Section 8: General Information for Candidates

Data Protection Legislation

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

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

Counter Fraud

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

References



All jobs are only offered following receipt of three satisfactory written references. At least one reference must be from your current/most recent employer or your course tutor if you are currently a student. If you have not been employed or have been out of employment for a considerable period of time, you may give the name of someone who knows you well enough to confirm information given and to comment on your ability to do the job.

Disclosure Scotland

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

Work Visa

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

Job Interview Guarantee Scheme

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

Overseas Registration and Qualifications

NHS Lothian will check you have the necessary professional registration and qualifications for this role. You will need to provide an official translation of qualifications notarized by a solicitor of your overseas qualifications to be checked by the recruiting panel. Please ensure that this is available before applying for the post.

Workforce Equality Monitoring

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

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

Equal Opportunities Policy Statement

NHS Lothian considers that it has an important role to play as a major employer and provider of services in Lothian. We are committed to encouraging equality and diversity among our workforce, and seek to eliminate discrimination. The aim is for our workforce to be truly representative and for each employee to feel respected and able to give their best.

The objectives of its policy are that no person or employee receives less favourable treatment on



the grounds of gender identity, gender expression, disability, marital status, age, race (including colour, nationality, ethnic or national origin), religion or belief, sexuality, responsibility for dependants, socio-economic status, political party or trade union membership or activity, HIV/AIDS status or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Our Equal Opportunities in Employment policy can be viewed on our careers website: <https://careers.nhslothian.scot/equal-opportunities/>

NHS Scotland Application Process

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

