

Working for NHS Lothian

JOB TITLE: Consultant Clinical Oncologist in Cancer Services (Lung & Upper GI)

JOB REFERENCE: CG 1936

JOBTRAIN REFERENCE: 025993

CLOSING DATE: 08 August 2020

INTERVIEW DATE: 16 September 2020



Contents

Section
Section 1: Person Specification
Section 2: Introduction to Appointment
Section 3: Departmental and Directorate Information
Section 4: Main Duties and Responsibilities
Section 5: Job Plan
Section 6: Contact Information
Section 7: Working for NHS Lothian
Section 8: Terms and Conditions of Employment
Section 9: General Information for Candidates

Unfortunately 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.

All NHS Scotland and NHS Lothian Medical vacancies are advertised on our medical jobs microsite: www.medicaljobs.scot.nhs.uk

Please visit our Careers website for further information on what NHS Lothian has to offer <http://careers.nhslothian.scot.nhs.uk>



<http://careers.nhslothian.scot.nhs.uk>

Section 1: Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Training	<p>GMC registered medical practitioner, MRCP or equivalent.</p> <p>Be on, or be eligible for inclusion on within 6 months, the GMC Specialist Register in Clinical Oncology</p> <p>FRCR or equivalent</p>	<p>Additional post-graduate qualifications, e.g. MD/ PhD/MSc</p> <p>Additional sub-specialty training in the delivery of radiotherapy in SABR</p>
Experience	<p>Evidence of experience in the delivery of radiotherapy and chemotherapy in lung cancer and upper GI malignancy.</p>	<p>Evidence of the development of IMRT in lung and upper GI cancer</p> <p>Evidence of engagement in peer review.</p>
Ability	<p>Ability to take full responsibility for independent management of patients</p> <p>Ability to communicate effectively and clearly with patients and other team members</p>	<p>Evidence of role in development of clinical service.</p>
Academic Achievements	<p>Evidence of research activity and presentations</p> <p>Evidence of poster or oral presentations at national or international meetings</p>	<p>Evidence of research and publications in peer reviewed journals</p>
Teaching and Audit	<p>Evidence of commitment to:</p> <p>clinical audit</p> <p>formal and informal teaching and training of trainee doctors, medical students and other clinical staff</p> <p>learning and continuing professional development</p>	<p>Experience of designing audits</p> <p>Evidence of training in clinical and / or educational supervision</p>



Motivation	Evidence of commitment to: patient-focused care continuous professional development and life-long learning effective and efficient use of resources	Desire to develop services for patients
Team Working	Evidence of ability to work in a multi-disciplinary team with colleagues, in own and other disciplines, in own and other hospitals Evidence of ability to organise time efficiently and effectively Evidence of reliability Evidence of excellent communication skills	Evidence of ability to motivate colleagues Evidence of previous managerial training and experience
Circumstances of Job	Confirmation that happy to work at any of NHS Lothian /SCAN sites	

Section 2: Introduction to Appointment

- Job Title:** Consultant in Clinical Oncology
- Department:** Cancer services
- Base:** Western General Hospital (WGH), Edinburgh. Victoria Hospital, Fife
- Post Summary:** Consultant in Clinical Oncology with a specialist interest in lung and upper GI Cancers .This is a WTE post based at the Edinburgh Cancer Centre, Western General Hospital in Edinburgh with input into lung cancer treatment in Fife. There will be an on-call commitment at ECC for adult oncology of around 1 in 32.



Section 3: Departmental and Directorate Information

Edinburgh Cancer Centre

The Edinburgh Cancer Centre (ECC), based at the Western General Hospital offers specialist treatment for all cancers within the framework of site-specific multidisciplinary teams incorporated within the South East Scotland Cancer Network (SCAN). SCAN consists of Lothian (Western General Hospital, New Royal Infirmary of Edinburgh and St Johns in Livingston), Fife (Queen Margaret Hospital Dunfermline and Victoria Hospital Kirkcaldy), Borders (Borders General Hospital) and Dumfries (Dumfries and Galloway Royal Infirmary). There is close collaboration with the CRUK Edinburgh Cancer Research Centre, offering the potential for translational research and cross collaboration with specialist scientists. We actively participate in clinical trials across all cancer types, within specialist clinical trials teams who work within the framework of the South East Scotland Cancer Research Network (SCRN) and the Experimental Cancer Medicine Centre (ECMC). There is also close collaboration with Edinburgh University, the Edinburgh University medical school and the South East Scotland Faculty for Clinical Educators.

The ECC sees about 4500 new patients each year and is in the process of expansion to cater for expected increase in demand over the next 10-15 years. More than 4000 courses of radiotherapy are delivered each year, 75% with radical intent and 24000 attendances /annum for systemic anticancer therapy (SACT). There are 72 oncology beds including a 10 bedded bone-marrow transplant unit and an on-site hostel with facilities for 16 patients. There is a centre for teenage and young adult patients with cancer within the cancer centre.

Radiotherapy and brachytherapy services are based at ECC. The department offers a wide range of radiotherapy techniques such as 3D-CRT, virtual simulation, IMRT (static field and RAPIDARC) for prostate and head and neck cancer, intracranial stereotactic radiosurgery, I¹²⁵ seed prostate brachytherapy using ECLIPSE, HELIOS, IPLAN and BRACHYVISION treatment planning systems. There is a kilovoltage machine for skin treatments, an HDR brachytherapy suite and dedicated onsite facilities for preparation and administration of radionuclides. The department is networked with the Varian ARIA radiotherapy Information system and is fully integrated within the Scottish PACS system. There is access to CT-PET at the CRIC imaging centre at the Royal Infirmary of Edinburgh.

The outpatient systemic anti-cancer therapy (SACT) suite sees approximately 24000 patient attendances per annum with on site SACT preparation. This unit is nurse led with associate specialists providing medical support. All SACT is prescribed on the Chemocare electronic prescribing system, the same used across all of Scotland, which facilitates access to chemotherapy data and linkage to other clinical records. SACT is also delivered in St John's hospital, Fife Victoria Hospital, Borders General Hospital and Dumfries and Galloway Royal Infirmary.

There are currently 23 consultant clinical oncologists including one chair Professor Duncan McLaren , 14 medical oncologists, 2 consultants in palliative medicine and 1 consultant psychologist. In addition there are 5 academic medical oncologists (including two chairs; Professors David Cameron and Charlie Gourley), and one chair of palliative medicine (Professor Marie Fallon)



All Lothian oncologists are based at the Western General Hospital and work within centralised teams, but many do peripheral clinics and manage SACT prescribing and oversight at the other hospitals within SCAN.

Research

The Edinburgh Cancer Centre is research active, both in terms of recruiting to national portfolio trials, and designing and conducting local clinical and translational studies. The South East Scotland Cancer Research Network (SCRN) provides infrastructure and support for national portfolio and EORTC clinical trials recruiting around 850 patients per annum.

There are currently five teams of research nurses and data managers covering i) breast and sarcoma, ii) GU iii) lung, CNS, head and neck, iv) gynaecology, colorectal, upper GI, HPB, melanoma and early phase trials and v) haematology. Commercial trials are integrated into the teams provided they are fully funded. The structure of this research infrastructure is undergoing review, and is likely to change in a way that creates a common early phase trials resource, within the Cancer Research UK Experimental Cancer Medicine Centre (ECMC), whilst still linked into the disease-based teams.

The Edinburgh Cancer Centre has close links with the University's Edinburgh Cancer Research Centre where there is a strong programme in translational research and drug development, funded by, amongst others, Cancer Research UK and Chief Scientist's Office via the Cancer Research Centre and Experimental Cancer Medicines Centre grants. There is also potential access to Next Generation Sequencing via the Scottish Genome Partnership and the joint Edinburgh-Glasgow Illumina X10 sequencer.

Education

Oncology is a busy, ever-changing and multidisciplinary specialty which has a responsibility not only to train our own specialty trainees and ward doctors but also to the undergraduate medical programme, and to educating our non-specialist colleagues about the changes in our practice and in what we do. There are numerous opportunities within the department to both interrogate our own practices by data review, audits and research and to engage students and trainees in this activity via special study modules or integrated research projects. Dr Alison Stillie (consultant clinical oncologist) organises and runs the undergraduate oncology teaching programme and Dr Lesley Dawson (consultant medical oncologist) is the Associate Director for Medical Education for the WGH site.

South East Scotland Cancer Network (SCAN) (www.scan.scot.nhs.uk)

SCAN consists of linked groups of health professionals, patients and voluntary sector representatives, working together to improve cancer services. The aim is to work across geographical, organisational and professional boundaries to promote equitable provision of high-quality, clinically effective cancer services. This model of organisation is known as a 'managed clinical network'. The organisation aims to be patient-focussed, covering a population of over one million people in the four NHS Board areas served by the Edinburgh Cancer Centre. The SCAN network is formally accredited through NHS Quality Improvement Scotland.



The Edinburgh GI and Lung Oncology Teams

The GI and Lung Cancer team consists of medical and clinical oncologists working together to manage all GI and lung cancers, for patients across the SCAN region.

The members of these two dynamic and active multi-disciplinary teams consist of six GI medical oncologists (Dr Ewan Brown, Dr Sally Clive, Dr Alan Christie, Dr Lucy Wall, Dr Kate Connolly and Dr Lesley Dawson), 2 lung medical oncologists (Dr Melanie MacKean and Dr Colin Barrie), four GI clinical oncologists (Dr Sorcha Campbell, Dr Catriona McLean, Dr Hamish Phillips and Dr Mark Zahra) and 6 lung clinical oncologists (Dr Felicity Little, Dr Tamasin Evans, Dr Sorcha Campbell, Dr Iain Phillips, Dr Aisha Tufail and Dr Kirsty MacLennan). The teams have a long history of exceptional patient care and active participation in clinical trials of both radiotherapy and drug treatments. Additionally the teams work closely with clinical nurse specialists and the community and hospital palliative care teams. There are joint weekly oncology consultant-led ward rounds.

Across SCAN, upper GI and lung cancer oncologists currently visit Fife (Drs Christie (upper GI and HPB), Dr Felicity Little (lung)), St John's Hospital Livingston, Dr Colin Barrie (lung) and DGRI (Dr Campbell (upper GI and lung cancers), Dr Connolly (colorectal, HPB, GIST and NETs) with Borders General Hospital Dr Kirsty MacLennan visiting BGH to see lung cancer patients.

There is close multi-disciplinary working within the GI and lung cancer teams in Edinburgh. The upper GI service works closely with the upper GI surgical team at RIE. Systemic therapy for Lothian upper GI patients is given at the WGH and St Johns Hospital. The post holder will join the team of oncologists attending the RIE to provide a radiotherapy and SACT service when appropriate.

The Lung Oncology service in Fife is currently provided by Dr Felicity Little, who is due to retire in September 2020. The service is supported by an associate specialist who provides the majority of pre-SACT assessment, two lung cancer CNSs and the Acute Oncology service. Most in-patient care is provided by the Respiratory Physicians. SACT is delivered in a dedicated unit in the Victoria Hospital, Kirkcaldy whilst radiotherapy services are provided at the Edinburgh Cancer Centre. It is anticipated that this job will in the future be supported by a visiting medical oncologist.

In addition, the GI and lung cancer oncology team has an active clinical trial and research portfolio, of both national and commercial clinical trials, in which all team members are involved.

There is usually at least one Specialist Registrar attached to the team, and all consultants are expected to take an active role in teaching and training registrars as well as the ward doctors, specialist nurses and medical students.



Section 4. Main Duties and Responsibilities

Clinical

The post holder will specialise in the non-surgical in-patient and out-patient oncological management of patients with lung and upper GI cancer. The post holder will also be expected to provide cross-cover for other members of the teams. It is expected that as technological advances in radiotherapy progress, the job plan will evolve with the potential for increasing radiotherapy complexity and stereotactic radiotherapy for oligometastatic disease. There is additional scope for developing radiotherapy in the management of hepatobiliary cancers

Out of Hours Commitments

1 in 20 weekend on-call for general oncology emergencies, with 1 in 32 on-call Monday to Thursday.

Location

It is anticipated the principal base of work will be the WGH and Fife with MDT input at Royal Infirmary Edinburgh. As part of your role, you may be required to work at any of NHS Edinburgh and the Lothian's sites or any site within SCAN.

Provide High Quality Care to patients

Maintain GMC specialist registration and hold a licence to practice.

Develop and maintain the competencies required to carry out the duties of the post.

Ensure patients are involved in decisions about their care and respond to their views.

Research

The post holder would be expected to take part in research and development initiatives relevant to their site specialism and to collaborate with academic and clinical colleagues to enhance NHS Edinburgh and the Lothian's research portfolio, at all times meeting the full requirements of research governance. Participation in clinical trials is expected and participation in translational research is encouraged.

Teaching, training and education

The post holder will help provide high quality teaching to medical undergraduates by taking part in the departmental teaching programme at undergraduate and postgraduate level. All University of Edinburgh medical undergraduates spend time within an Oncology, Haematology and Palliative Care rotation and consultants are actively involved in clinic and bedside teaching and tutorials.

The post holder may have the option to act as named educational supervisor and appraiser as delegated by the Clinical Director to ensure external accreditation of training posts with an appropriate allocation of SPA time for these roles. There are currently nine clinical oncology trainees who rotate every four months between the multi-disciplinary teams. Consultants are expected to contribute to their training.

Teaching of other professions allied to medicine, such as nurses, pharmacists and therapeutic radiographers is seen as an important task for building the multi-disciplinary teams and to which all consultants are expected to contribute.

Additionally teaching and education outwith the cancer directorate, through interaction with medical and surgical teams will be strongly encouraged.



Medical Staff Management

To work with colleagues to ensure junior doctors' hours are compliant in line with EWTD and the New Deal.

To ensure that adequate systems and procedures are in place to control and monitor leave for junior medical staff and to ensure that there is appropriate cover within the clinical areas, including on-call commitments.

To participate in the recruitment of junior medical staff as and when required.

To participate in team objective setting as part of the annual job planning process.

Governance

Participate in clinical audit, incident reporting, M+M reviews, 30 day mortality meetings and to ensure resulting actions are implemented.

Ensure clinical guidelines and protocols are adhered to by doctors in training and updated on a regular basis.

Keep fully informed about best practice in the specialty areas and ensure implications for practice changes are discussed with the Clinical Director.

Role model good practice for infection control to all members of the multidisciplinary team.

Strategy and Business Planning

To participate in the clinical and non-clinical objective setting process for the directorate.

To take a leading role in further developing the technological advances in radiotherapy planning and delivery.

Leadership and Team Working

To demonstrate excellent leadership skills with regard to individual performance, clinical teams, NHS Edinburgh and the Lothians and when participating in local or national initiatives.

To work collaboratively with all members of the teams in which you work.

To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties.

Adhere to NHS Edinburgh and the Lothian's, and departmental, guidelines on leave including reporting absence.

Adhere to NHS Edinburgh and the Lothian values.



Section 5: NHS Lothian – Indicative Job Plan

Post: Consultant Clinical Oncologist
Specialty: Lung and Upper GI cancers
Principal Place of Work: WGH
Contract: WTE
Availability Supplement: 3%
Out-of-hours: 1 in 32 Monday to Thursday, 1 in 20 weekend
Managerially responsible: Dr Catriona McLean, Clinical Director
 Dr Larry Hayward, Associate Medical Director, Cancer Services

Timetable of activities that have a specific location and time:

Indicative Job Plan

DAY / LOCATION	TIME (hrs)	TYPE OF WORK	DCC [PAs]	SPA [PAs]	OOH [PAs]	HRS
Monday WGH	09:00 – 17/18:00	8-9 am Travel 9.00 – 14.00 Fife lung f/u clinic 14.00- 1500 Travel to WGH 15.00 – 1600 – admin 16:00/ 16:30 – 18:00 Departmental meetings	2.5			10
Tuesday WGH/Fife	08.30-16.30	8.30 -9.15 Lung MDM WGH Travel 10.15 – 11.45 Fife lung MDM 11.45 –17.30.– Fife lung clinic and Fife admin	2.25			9.
Wednesday WGH	09.00-17.00	8.30 – 9.30 – weekly lung meetings 9.30 – 12.30 – Upper GI clinic WGH (1 in 2)	2			8



		9.30 – 12.30 – Lung team ward round WGH/Admin (1 in 2) 13.00 – 14.00 – RT planning 14.00 – 15.00 – Lung RT peer review 15.00 – 16.30 – lung/GI RT planning				
Thursday WGH	09:00-17:00	1 in 4: 10.30-12.00 Lung Ward Round 3 in 4 : 9.30-12.00 Admin 12.00-14.00 RT planning 14.00.-17.00 SPA	1.	0.75		7
Friday WGH/RIE	08:00-14:00	8.00 -10.00 RIE Upper GI MDT 10-12.00 – Ward round /Upper GI peer review 12-13.00 – SPA	1	0.25		5
WGH On-call		Mon – Thu on-call (1 in 32) (evening ward round) and weekends (1 in 20) (daytime ward rounds)		0.25		1
TOTALS			8.75	1.0	0.25	40

The Job Plan is negotiable and will be agreed between the successful applicant, and the Clinical Director.

NHS Lothian initially allocates all consultants with WTE posts, 10 PAs made up of 9.0PAs in Direct Clinical Care (DCC) and 1.00 core SPA for CPD, audit, clinical governance, appraisal, revalidation job planning, internal routine communication and management meetings.

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



Section 6: Contact Information

Informal enquiries and visits are welcome and should initially be made to:

Dr Catriona Mclean, Consultant Clinical Oncologist/ Clinical Director Oncology
0131 537 3916

Ms Denise Calder, General Manager
0131 537 1390

Dr Larry Hayward, Associate Medical Director
0131 537 2193

Section 7: 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. Tim Davison is the Chief Executive 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 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 <http://www.nhslothian.scot.nhs.uk/OurOrganisation/Pages/default.aspx>.



<http://careers.nhslothian.scot.nhs.uk>

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/>



<http://careers.nhslothian.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 2013 – 2020,” consultation document which you will find at www.nhslothian.scot.nhs.uk/OurOrganisation/KeyDocuments.

Our Health, Our Care, Our Future

NHS Lothian works to help people live healthier, longer lives – no matter who they are or where in the region they live. Much progress has been made, but significant challenges and opportunities lie ahead. NHS Lothian draft strategic plan - Our Health, Our Care, Our Future – sets out what we propose to do over the coming decade to address these challenges and continue to provide a high quality, sustainable healthcare system for the people of Lothian.

In developing the strategic plan we have:

- asked staff and patients what and how things need to change to deliver our aims
- brought together local plans into an integrated whole
- identified opportunities to make better use of existing resources and facilities
- prioritised areas that will make most difference to patients



The plan outlines a range of proposals, which will allow us to:

- improve the quality of care
- improve the health of the population
- provide better value and financial sustainability

Over the coming months we will discuss the need for change and the proposals set out in the plan with staff, patients, communities and other stakeholders. A summary of the plan can be found at

<http://www.nhslothian.scot.nhs.uk/OurOrganisation/OurHealthOurCareOurFuture/Documents/NHSL%20Strategy%20Summary%20final.pdf>

NHS Lothian's Clinical Quality Approach – Quality Driving Improvement

This is a new way of approaching quality in NHS Lothian. With this approach to service improvement we aim to deliver 'high quality, safe and person-centered care at the most affordable cost'. This acknowledges that every £1million of waste, unnecessary or inappropriate costs in one area of our system, denies us the opportunity to invest that £1million in another area of our system.

In all highly reliable healthcare organisations, it is clear that senior leadership commitment to the importance of the work, the introduction of consistent improvement methodology, the use of good quality data and building improvement capability within the workforce, are key to the successful delivery of improvement strategies.

To allow NHS Lothian to meet the needs of our population today and in the future, we need to build on the good work that is already being done to redesign services and create a whole organisation approach to quality improvement.

Our Values and ways of working

NHS Lothian is determined to improve the way their staff work so they have developed a set of common values and ways of working which they now need to turn into everyday reality - to the benefit of everyone working in the organisation and, most importantly, to the benefit of their patients.

NHS Lothian – Our Values into Action:

Care and Compassion

- We will demonstrate our compassion and caring through our actions and words
- We will take time to ensure each person feels listened to, secure, understood and is treated compassionately
- We will be visible, approachable and contribute to creating a calm and friendly atmosphere
- We will provide a safe and caring setting for patients and staff, and an efficient, effective and seamless care experience
- We will meet people's needs for information and involvement in all care, treatment and support decisions.



<http://careers.nhslothian.scot.nhs.uk>

Dignity and Respect

- We will be polite and courteous in our communications and actions
- We will demonstrate respect for dignity, choice, privacy and confidentiality
- We will recognise and value uniqueness and diversity
- We will be sincere, honest and constructive in giving, and open to receiving, feedback
- We will maintain a professional attitude and appearance.

Quality

- We will demonstrate a commitment to doing our best
- We will encourage and explore ideas for improvement and innovation
- We will seek out opportunities to enhance our skills and expertise
- We will work together to achieve high quality services
- We will use our knowledge and enthusiasm to implement positive change and overcome challenges.

Teamwork

- We will understand and value each other's role and contribution
- We will be fair, thoughtful, welcoming and kind to colleagues
- We will offer support, advice and encouragement to others
- We will maximise each other's potential and contribution through shared learning and development
- We will recognise, share and celebrate our successes, big and small.

Openness, Honesty and Responsibility

- We will build trust by displaying transparency and doing what we say we will do
- We will commit to doing what is right – even when challenged
- We will welcome feedback as a means of informing improvements
- We will use our resources and each other's time efficiently and wisely
- We will maintain and enhance public confidence in our service
- We will be a positive role model.

Throughout the recruitment process candidates will need to demonstrate they meet all of Our Values.

Further information on our values into action can be found at <http://www.nhslothian.scot.nhs.uk/OurOrganisation/Pages/OurValues.aspx>



<http://careers.nhslothian.scot.nhs.uk>

Section 8: 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	PERMANENT
GRADE AND SALARY	Consultant £82,669 - £109,849 per annum (pro-rata if applicable)
HOURS OF WORK	40 HOURS PER WEEK
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
GENERAL PROVISIONS	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 Lothian, in particular, where you manage employees of the organisation, you will be expected to follow the 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.
REMOVAL EXPENSES	Assistance with removal and associated expenses may be awarded (up to 10% of salary)
EXPENSES OF CANDIDATES FOR APPOINTMENT	Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursment 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.



<http://careers.nhslothian.scot.nhs.uk>

CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK	<p>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.</p>
REHABILITATION OF OFFENDERS ACT 1974	<p>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.</p>
MEDICAL NEGLIGENCE	<p>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 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.</p>
NOTICE	<p>Employment is subject to three months' notice on either side, subject to appeal against dismissal.</p>
PRINCIPAL BASE OF WORK	<p>You may be required to work at any of NHS Lothian's sites as part of your role.</p>
SOCIAL MEDIA POLICY	<p>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.</p>



Section 9: 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 [here on the NHS Lothian website](#).

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 [here on the 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 fulfill 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 Edinburgh and the Lothians and accepts its obligations both legal and moral by stating commitment to the promotion of equal opportunities and elimination of discrimination.

The objectives of its policy are that no person or employee receives less favourable treatment on the grounds of sex, disability, marital status, age, race (including colour, nationality, ethnic or national origin), creed, sexuality, responsibility for dependants, 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 at [here on the NHS Lothian website](#).

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.

