

Working for NHS Lothian

JOB TITLE: Consultant Hand Surgeon in Plastic Surgery

JOB REFERENCE: CG 2082

JOBTRAIN REFERENCE: 47761

CLOSING DATE: 18th April 2021.

INTERVIEW DATE: 13th May 2021.



Image courtesy of Edinburgh Inspiring Capital (www.edinburgh-inspiringcapital.com)



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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	<ul style="list-style-type: none"> Specialist registration in Plastics or orthopaedic surgery on the GMC or equivalent or be eligible within 6 months of interview FRCS (Plas) or FRCS (Ortho) 	<ul style="list-style-type: none"> Diploma of Hand Surgery Additional post-graduate qualification MD/PhD/MSc Hand Surgery fellowship training
Experience	<ul style="list-style-type: none"> Proven ability to manage the spectrum of general hand surgery elective and emergency work load. Evidence of clinical competence in the surgical and medical management of elective and emergency hand surgery Evidence of the ability to take responsibility for independent management of patients 	<ul style="list-style-type: none"> Experience of working in a Hand surgery Hand unit Evidence of knowledge of wrist surgery and experience in wrist arthroscopy. Experience in microsurgical reconstruction, particularly of the upper limb
Ability	<ul style="list-style-type: none"> Evidence of the ability to plan and evaluate specialist service provision, including the effective and efficient use of resources Evidence of the ability to function within a multi-disciplinary team Evidence of the ability to manage all minor hand surgery patients Evidence of an understanding and commitment to improving clinical governance 	<ul style="list-style-type: none"> Evidence of the ability to lead multidisciplinary teams
Academic Achievements	<ul style="list-style-type: none"> Evidence of commitment to Research and publication 	<ul style="list-style-type: none"> MD/PhD/MSc
Teaching and Audit	<ul style="list-style-type: none"> Evidence of commitment to formal and informal teaching and training of all grades of trainees and others in the multidisciplinary team Evidence of experience in designing and effecting closed loop audit projects 	<ul style="list-style-type: none"> Evidence of experience in managing trainees Attendance of teaching courses / certificates
Motivation	<ul style="list-style-type: none"> Evidence of Commitment to patient focused care, Evidence of recent learning and continuous professional development Evidence of desire to develop and improve services for patients, carers and professional teams 	<ul style="list-style-type: none"> Experience clinical management or committee work Experience of staff appraisal



Personal Attributes	<ul style="list-style-type: none"> • Excellent communication and interpersonal skills • Proven ability to work in a supportive, collegiate and motivational manner with own team members, other teams and disciplines • Recognises and values the contribution of the multi-professional team working to patient care • Able to organise time efficiently and effectively • Able to fulfil on call requirement • Flexibility within work remit/job plan 	<ul style="list-style-type: none"> • Able to motivate colleagues
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Section 2: Introduction to Appointment

Job Title: Consultant Hand Surgeon

Department: Head & Neck Directorate, Plastic Surgery Department

Base: St John's Hospital, Livingston

You may also be required to work at any of NHS Lothian sites.

Post Summary: A full-time post covering the spectrum of hand surgery, elective and trauma

Section 3: Departmental and Directorate Information

1. The Department of Plastic Surgery and Burns is a supra-regional referral unit, serving the Lothians, Fife, Borders and Inverness, for adult and paediatric plastic, hand and burns surgery. Based in St John's, the consultants also cover in-patients and emergencies at RHSC, and support trauma at the Royal Infirmary of Edinburgh (trauma and reconstruction). Some services provided by consultants with sub-specialist interests are provided on a National basis.

The population served is 1.12 million, (Lothians, Borders, and Highland Health Boards).



The 14 Consultants are based in the Plastic Surgery dept in St John's Hospital, with 8 plastic surgery consultants, 6 hand surgery consultants (including 2 orthopaedic trained hand surgeons), one SAS and 2 advanced clinical fellows. There are also 9 ST registrars, 6 Core trainees/ FY2 and 7 FY1 (the latter shared with ENT and OMFS).

The on-call for the region is shared. The consultants' special interests include:

- 2 consultants share adult burns work,
- 4 consultants share the paediatric burns work.
- All plastics consultants share lower limb trauma (from the region) and reconstruction
- The unit provides input into the Edinburgh Breast Unit, for highly complex breast reconstruction work.
- The unit provides input to the multi-disciplinary head and neck cancer clinics in Lothian, with operating on-site at St John's.
- 6 consultants share the elective adult hand work.
- Hand trauma surgery is shared by all surgeons at the adult centre.
- Congenital hand surgery is performed at the RHSC by one of the consultants
- Highly complex genito-urinary reconstruction is performed by one consultant at RHSC.
- 1 consultant has specialist training for ear reconstructions, (for congenital and acquired abnormalities). This is also a national service.
- 2 plastic surgeons share the malignant melanoma and sentinel node surgical work for the region.
- 2 consultants share soft tissue sarcoma work, linking with the cancer group at the WGH.
- Other specialist work includes facial paralysis and surgery for lipoatrophy.

The Hand Service

The regional adult Hand Surgery Unit is based in the plastic surgery department at St John's, where it benefits from input by both Plastic and Orthopaedic consultants. Hand trauma surgery is also undertaken by the Orthopaedic Department based at the ERI.

Currently the Hand Surgery team at St John's is led by four full-time hand surgeons and two consultants with significant input into the hand service:

Dominique Davidson is a plastic surgery hand surgeon, whose special interests include Dupuytren's disease (with academic research into the condition), rheumatoid arthritis and osteoarthritis. Philippa Rust is a full-time orthopaedic hand surgeon, whose special interests include wrist surgery, tendon reconstruction and an academic interest in wrist motion and tissue engineering. Claire Simpson is a full-time orthopaedic hand surgeon, whose special interests include wrist surgery and hand trauma. Wee Lam is a plastic surgeon who leads the congenital hand service at RHSC and whose expertise in the adult service at St John's includes micro-vascular procedures. Neil Cahoon is a plastic surgeon with a hand surgery subspecialist interest, along with microsurgery. Luca Lancerotto is a plastic surgery hand surgeon, with a subspecialist interests in lower limb reconstruction and he is likely to be involved in the Major Trauma Centre at the RIE when it opens.



All the consultants play an active role in the management of hand trauma, for which there are dedicated trauma lists. In addition there is a dedicated local anaesthetic trauma theatre 5 mornings a week. The department receives c.4750 new hand trauma referrals/annum and ~75% of the total number of emergency operations in the plastic surgery department.

All the consultants are involved in the provision of elective hand surgery. The department receives c.7000 new elective hand surgery out-patients referrals/annum, which represents ~60% of the total number of referrals to the plastic surgery department. There are currently four Extended Scope Practitioner clinics/ week (trigger finger, Dupuytren's, hand trauma), run under consultant supervision. An x-ray guided joint injection clinic, using a mini C-arm, is conducted within the department. This is run by the department's current plastic surgery speciality doctor. There are pathways in place to manage common elective hand surgery diagnoses.

The hand consultants work extremely closely with the hand therapy team. The hand service is supported by excellent musculoskeletal radiologists, with whom there are weekly on-site radiology meetings.

The hand consultants are actively involved in teaching across all disciplines and grades within NHS Lothian. They supervise Edinburgh University medical undergraduates and Anatomy MSc projects. They deliver a national hand course annually at the Royal College of Surgeons directed at senior orthopaedic and plastics trainees.

There is a strong commitment to research and audit, with a wide range of consultant interests. There are research links to various departments within the University of Edinburgh, including the Veterinary School, the Orthopaedic Department, Basic Sciences Departments and the Anatomy Department.

The paediatric hand service is principally based in the plastic surgery department at the RHSC, but is supported by orthopaedic colleagues with a subspecialist interest. Wee Lam, consultant plastic surgeon, supervises the daily management of paediatric hand trauma with the three other plastic surgery consultants at the RHSC. On-call paediatric trauma is shared by all the plastic surgery consultants.

2. **Details of the Post**

The appointee will be appointed to a 10-session contract and will include an on-call commitment under the organisational framework provided by the new Consultant Contract.

The candidate should be fully trained in plastic surgery or orthopaedic surgery and either be on the specialist register or be within 6 months of eligibility. The successful candidate must be fully registered with the GMC.

It is envisaged that the successful applicant will have sessional commitments, which are reviewed annually as part of the appraisal and job planning process and will be adjusted according to the needs of the service and training.



One PA for supporting professional activity will allow preparation for appraisal, job planning, personal audit and continuing professional development. Participation in the departmental postgraduate academic programme includes weekly trainee-led specialty specific topic presentations, monthly hand audit meetings, monthly hand consultant clinic review of difficult cases, quarterly plastic surgery audit meetings, bi-annual Head and Neck Directorate audit meetings, quarterly journal club. There will be opportunities to engage in research. Any undergraduate teaching requirements will be supported with additional SPA time as appropriate.

The appointee will be part of the Head and Neck directorate of NHS Lothian and be responsible to the Clinical Director, Mr Patrick Addison.

The appointee will be expected to participate fully in all activities related to Clinical Governance.

The appointee will share the services of the appropriate secretarial team and a specific secretary will be allocated as main contact for this post.

Section 4: Main Duties and Responsibilities

Clinical:

- You will undertake two weekly elective hand clinic and one weekly hand trauma clinic.
- You will undertake two weekly elective hand theatre sessions and one weekly hand trauma theatre session.

Out of Hours Commitments:

- You will be on-call for hand trauma as per the on-call rota (1 in 8 with prospective cover). It is envisaged that this will be one weekday per fortnight with additional commitment to prospective cover of colleagues' leave.
- You will be on-call for hand trauma one weekend in eight.

Location:

- It is anticipated the principal base of work will be **St John's Hospital**
- As part of your role, you may be required to work at any of NHS Lothian's sites

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, Teaching and Training:

- Where possible to collaborate with academic and clinical colleagues to enhance NHS Lothian's research portfolio, at all times meeting the full requirements of Research Governance
- To provide high quality teaching to medical undergraduates and members of other health care professions as required by the Clinical Director



- To act as 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

Medical Staff Management:

- To work with colleagues to ensure junior doctors' hours are compliant in line with EWTD and 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 and analysis 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 participate in the continued development of the Hand Service

Leadership and Team Working:

- To demonstrate excellent leadership skills with regard to individual performance, clinical teams and NHS Lothian and when participating in national or local initiatives
- To work collaboratively with all members of the team
- To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties
- Adhere to NHS Lothian and departmental guidelines on leave including reporting absence
- Adhere to NHS Lothian values



Section 5: NHS Lothian – Indicative Job Plan

Name: Consultant Hand Surgeon (Plastic or Orthopaedic Surgery)

Specialty: Hand Surgery

Principal Place of Work: St John's Hospital at Howden (under Head & Neck Directorate)

Contract: Full Time

Programmed Activities: 10

EPAs: None

Availability Supplement: 5 %

Managerially Accountable to: Clinical Director Patrick Addison

DAY	HOSPITAL/ LOCATION	TYPE OF WORK	Category	
			DCC	SPA
Monday From / To 0800-1800	SJH (W20 theatre) SJH (HHU)	am elective theatre pm elective clinic (*on call day alt weeks)	1.25 1.25	
Tuesday From / To 08.00-14.00	SJH (HHU)	am hand trauma clinic lunchtime radiology meeting pm SPA	1.25 0.25	1
Wednesday From / To	SJH (HHU)	pm elective clinic alt weeks	0.625	
Thursday From / To 0800 – 18.00	SJH (CEPOD) SJH (HHU)	am supervise trauma list alt weeks in theatre 4 pm elective clinic alt weeks (to match trauma theatre weeks)	0.25 0.625	
Friday From / To 0800 – 13.00	SJH ward 20 theatre - all day	am hand elective theatre pm hand trauma theatre	1.25 1.25	
Saturday/Sunday	SJH/RHSC	on call rota (1 in 8)	*1	
Total			8	2



On call for hands every other week with prospective cover, and 1 in 8 weekends. This may be subject to departmental reorganisation. Equivalent to 1 PA. 5% availability allowance.

The job plan may be flexible and include some annualised activities.

The Job Plan is negotiable and will be agreed between the successful applicant and the Clinical Director. NHS Lothian initially allocates all consultants 10 PAs made up of 9 PAs in Direct Clinical Care (DCC) and one 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: Mark Butterworth, Associate Medical Director, St Johns' Hospital, Livingston on 01506 523118 or to Philippa Rust, Consultant Hand Surgeon on 01506 523118 or philippa.rust@nhslothian.scot.nhs.uk

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. Calum Campbell is the Chief Executive, Esther Robertson is the Interim 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 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/](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.nhsllothian.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.

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



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

- 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>

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 £84,984 - £112,925
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



<http://careers.nhslothian.scot.nhs.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-imburement 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 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.
NOTICE	Employment is subject to three months' notice on either side, subject to appeal against dismissal.
PRINCIPAL BASE OF WORK	You may be required to work at any of NHS Lothian's sites as part of your role.
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 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.

