

Working for NHS Lothian

JOB TITLE: Consultant in Medicine of the Elderly -Royal Infirmary of Edinburgh

JOB REFERENCE: CG 2085

JOBTRAIN REFERENCE: 49868

CLOSING DATE: 04/05/2021

INTERVIEW DATE: 26/05/2021



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	GMC registered medical practitioner MRCP(UK) or equivalent Licence to practice Evidence of completion of specialty training in geriatric medicine---CCT in Geriatrics (or equivalent), or within 6 months completion	Additional post-graduate qualifications, e.g. MD/ PhD/MSc Additional sub-specialty training
Experience	Wide experience in the management of acute geriatric medicine inpatients and frailty at the front door assessment.	Experience in other geriatric medicine subspecialties. Experience in geriatric medicine liaison.
Ability	Ability to take full responsibility for independent management of patients. Ability to communicate effectively and clearly with patients, their families and other team members.	
Academic Achievements	Evidence of research activity Evidence of poster or oral presentations at national or international meetings	Evidence of research publications in peer reviewed journals Clinical trials experience
Teaching and Audit	Evidence of commitment to: <ul style="list-style-type: none"> clinical audit and governance formal and informal teaching learning and continuing professional development 	Experience of designing audits/ quality improvement work. Evidence of training in clinical and / or educational supervision
Motivation	Evidence of commitment to: <ul style="list-style-type: none"> patient-focused care continuous professional development and life-long learning 	Desire to develop services for patients



	<ul style="list-style-type: none"> • effective and efficient use of resources 	
Team Working	<p>Ability to work in a team with colleagues in own and other disciplines</p> <p>Ability to organise time efficiently and effectively</p> <p>Reliability</p> <p>Excellent communication skills</p>	<p>Ability to motivate colleagues</p> <p>Evidence of previous managerial training and experience</p>
Circumstances of Job	<p>May be required to deliver clinical sessions at any of NHS Lothian's sites</p>	



Section 2: Introduction to Appointment

Job Title: Consultant Physician in Medicine of the Elderly (MOE)
Department: Medicine of the Elderly and Stroke
Base: Royal Infirmary of Edinburgh (RIE)
Consultant in Medicine of the Elderly. Permanent post based at RIE.

Post Summary:

This is a replacement post following retirement. The successful candidate will join the MOE team at RIE. This post will contribute to the daily MOE input into the Acute Medical Unit to provide leadership, assessment and management of the frail elderly presenting at the front door including facilitating discharge for suitable patients to community services. Additionally they will join the team of MOE Consultants providing ward based acute medical care and treatment to the frail elderly in the RIE, and contribute to MOE medical liaison. There is a regular commitment to MOE on call based at RIE. The successful applicant will join a supportive consultant group dedicated to the provision of excellent care to the frail elderly alongside high quality postgraduate and undergraduate training.

Personal sub-specialty interests (eg Parkinsons Disease, Clinical Trials, Community Medicine etc) will be welcomed across all three posts and where possible accommodated into job plans of successful candidates.



Section 3: Departmental and Directorate Information

Medicine of the Elderly

The Medicine of the Elderly (MoE) Service provides high quality medical treatment and care for the elderly population in Lothian across three main hospital sites; Royal Infirmary of Edinburgh (RIE), Western General Hospital (WGH), and St John's Hospital (SJH). This comprises; acute inpatient assessment, acute stroke services, ortho-geriatrics and medical and surgical liaison. For rehabilitation there are close links with community MoE services in Liberton Hospital, Findlay House, and Mid and East Lothian Community Hospitals. There are also Hospital based clinical complex care (HBCCC) settings currently under review.

The Medicine of the Elderly (MOE) Service based at Edinburgh Royal Infirmary provides high quality treatment and care for older people concentrating on those who have complex needs and require specialist input. It has a superb reputation for teaching and training, patient safety, quality improvement and research.

There is a clear nationally driven goal to provide safe, high quality care to the ageing population enabling older people to remain at home for as long as possible and limiting hospital stays to acute phases of illness. The goal of the MoE service in Lothian is to support patients to maximise their functional potential or recover to an optimal level of health with the view of maintaining an independent life at home or alternatively in a suitable homely setting in the community. This is achieved by way of multidisciplinary team working delivering comprehensive geriatric assessment (CGA) There is no specific age limit on the patients seen, though the majority seen are in the age range 80 plus, and it is unusual to accept patients under the age of 65.

The consultant team are enthusiastic, supportive and enjoy teaching, training and research. There are 98 acute MoE assessment beds across three wards, 75 rehabilitation beds across 3 community hospitals and 48 integrated stroke unit beds across 2 wards. The ortho-geriatrics service provides specialist geriatric medicine input to approximately 50 trauma patients across 2 orthopaedic wards. The Surgical liaison team provides geriatric medicine specialist input to frail older patients in all surgical wards. The medical liaison service model of care is under further development and it is envisaged that the team will comprise consultants, MOE middle grade doctors, and MOE liaison advanced nurse practitioners, and will provide geriatric medicine input to frail older patients across all medical specialties. Each part of the service has a dedicated group of consultants who provide a high level of daily senior decision making support and supervision to junior staff.

MoE Consultants and Associate Specialists (with special interests)

Dr Andrew Coull	Associate Medical Director MoE and Stroke
Prof Emma Reynish	Clinical Director MoE & Stroke, Rehabilitation MCH, Frailty
Dr Carolyn Armstrong	MoE, Frailty, Hospital at Home
Dr Patricia Cantley	MoE, Rehabilitation MCH, Hospital at Home, Frailty
Dr Sheila Coutts	MoE, Acute Geriatric Medicine and Orthogeriatrics/ Trauma, Frailty
Dr Roanna Hall	MoE, Frailty and Rehabilitation
Dr Lorna Hamilton	MoE, Acute Geriatric Medicine, Frailty, Orthogeriatrics/Trauma
Dr Jenny Harrison	MoE, Acute Medicine, Hospital at Home
Dr Deepa Rangar	MoE, Acute Geriatric Medicine, Frailty and Surgical Liaison
Dr Andrew McIntosh	MoE, Acute Geriatric Medicine, Frailty, Rehabilitation
Dr Wendy Morley	MoE, Acute Geriatric Medicine and Quality Improvement
Dr Richard O'Brien	MoE, Stroke, and Governance



Dr Olayinka Ogundipe
Prof Alasdair MacLullich
Dr Sarah Marrinan
Dr Jo Renton
Dr Susan Shenkin
Dr Atul Anand
Dr Alixe Kilgour
Dr Amy Todd
Fraily

MoE, Acute Geriatric Medicine Frailty, Medical Education
MoE, Frailty Orthogeriatrics and Trauma
MoE, Acute Geriatric Medicine, Frailty and PD
MoE, Acute Geriatric Medicine, Frailty, PD and Acute Medicine
MOE, Acute Geriatric Medicine, Frailty
MOE Ortho-geriatrics, Trauma and Frailty
MOE Ortho-geriatrics, Trauma and Frailty
MOE Acute Geriatric Medicine, Ortho-geriatrics, Trauma, and
Fraily



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Section 4: Main Duties and Responsibilities

Clinical Role within MoE and stroke

- You will join the team of consultants in MOE at RIE
- You will provide input for Frailty assessment and management in the Medical Admissions Unit, with a plan for ongoing care.
- You will provide clinical input into other clinical services as outlined in your job plan.

Location

- It is anticipated the principal base of work will be Royal Infirmary of Edinburgh
- As part of your role, you may be required to work at any of NHS Lothian's sites, as well as in the community

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.
- 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 regular clinical governance meetings, 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

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

Post: Consultant Physician in Medicine of the Elderly

Specialty: Medicine of the Elderly and Stroke

Principal Place of Work: RIE

Contract: Full time Availability Supplement: 3%

Managerially responsible to: Clinical Director of Medicine of the Elderly and Stroke

Timetables 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]	Total [Hrs]
Monday RIE	09:00–13:00 13:00-17:00	RIE Acute MoE W/R SPA	1	1		8
Tuesday RIE	09:00–13:00 13:00-17:00	Medical liaison Other patient ass activity	2			8
Wednesday RIE	09:00–13:00 13:00-17:00	RIE Acute MoE MDT Half day off in lieu of OOH	1			4
Thursday RIE	09:00–13:00 13:00-16:00	RIE Acute MoE W/R Medical liaison	2			8
Friday RIE	09:00–13:00 13:00-17:00	Work in lieu of frailty Medical liaison	1			4
Frailty	Annualised in job plan to 3 weeks per year. During input into front door frailty service and associated governance this will replace other activities		0.75	0.25		4
OOH	Scheduled weekend MoE on call attracts 1 PA so mandating for half day off per week				1	4
TOTALS			8	1	1	40

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 5: Contact Information

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

Prof Emma Reynish
Clinical Director
Directorate of Medicine
Royal Infirmary of Edinburgh
51 Little France Crescent
Edinburgh
EH16 4SA
Telephone: 0131 242 6927 (secretary)
E mail: emma.reynish@nhslothian.scot.nhs.uk



<http://careers.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>.

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 2013 – 2020,” consultation document which you will find at

www.nhsllothian.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.



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

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
- 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 £84984 - £112925
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-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



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

	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.

