

# Working for NHS Lothian

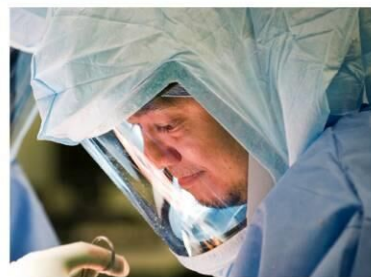
**JOB TITLE:** Consultant Medical Oncologist (Gynaecological Malignancies)

**JOB REFERENCE:** CG 2379

**JOBTRAIN REFERENCE:** 99752

**CLOSING DATE:** 26<sup>th</sup> May 2022

**INTERVIEW DATE:** 13<sup>th</sup> June 2022



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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.**

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## Section 1: Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
<b>Qualifications and Training</b>	<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 Oncology</p> <p>SCE exam in Medical oncology or equivalent</p>	A higher degree
<b>Experience</b>	Evidence of experience in the management of patients with gynaecological cancers	
<b>Ability</b>	Evidence of ability to take full responsibility for independent management of patients	Evidence of role in development of clinical service
<b>Academic Achievements</b>	<p>Evidence of a commitment to research, publications and presentations</p> <p>Evidence of recruiting patients into clinical trials</p>	Evidence of being Principal Investigator of Clinical Trials
<b>Teaching and Audit</b>	<p>Evidence of commitment to formal and informal teaching and training of specialty registrars, core medical and foundation trainees, medical students and allied health professionals.</p> <p>Evidence of participation in audit projects</p> <p>Evidence of participation in Quality Improvement Projects</p>	<p>Evidence of designing and effecting audit programmes</p> <p>Evidence of teaching qualification or learning</p>
<b>Motivation</b>	<p>Evidence of commitment to patient focused care, learning and continuous professional development, effective and efficient use of resources</p> <p>Evidence of desire to develop services for patients</p>	Desire to develop services for patients



<b>Team Working</b>	Evidence of ability to work in a team with colleagues in own and other disciplines  Evidence of ability to organise time efficiently and effectively  Excellent communication skills	Evidence of ability to motivate colleagues  Evidence of managerial training and experience
<b>Circumstances of Job</b>	May be required to work at any of NHS Lothian sites and also for outreach specialist service to other Health Boards within the South East Scotland Cancer Network	

## Section 2: Introduction to Appointment

**Job Title:** Consultant Medical Oncologist with an interest in gynaecological malignancy

**Department:** Oncology

**Base:** Edinburgh Cancer Centre, Western General Hospital, Edinburgh  
You may also be required to work at any NHS Lothian or SCAN regional site.

### Post Summary:

This is a full-time post resulting from vacancy due to retirement. The post is primarily based at the Edinburgh Cancer Centre but there may be requirements to provide a service to any one of the SCAN regional centres.

A successful applicant could discuss additional involvement in another tumour type as a minor specialist site. There are also opportunities for dedicated research sessions.

**There will be an on call commitment at the Edinburgh Cancer Centre (ECC) for adult oncology of around 1 in 16.**

The Gynae oncology team consists of

Professor Charlie Gourley ( MO)

Dr Rachel Nirsimloo (MO)

Dr Fiona Nussey (MO) – this post

Dr Maria Sakala (Specialty doctor with interest in Gynae malignancy )

Dr Mark Zahra ( CO )

Dr Alison Stillie ( CO )

Dr Jennifer Morgan ( CO)

The team is also supported by Clinical Nurse Specialists in the centre and in the peripheral units.



### Section 3: Departmental and Directorate Information

#### Edinburgh Cancer Centre

The Edinburgh Cancer Centre (ECC), based at the Western General Hospital, serves the South East of Scotland which consists of: in Lothian, the Western General Hospital, the Royal Infirmary of Edinburgh and St John's in Livingston; in Fife, the Queen Margaret Hospital, Dunfermline and the Victoria Hospital, Kirkcaldy; in the Borders, the Borders General Hospital and in Dumfries and Galloway, the Dumfries and Galloway Royal Infirmary (DGRI). The Edinburgh Cancer Centre offers specialist treatment for all cancers within the framework of site-specific multidisciplinary teams incorporated within the South East Scotland Cancer Network.

There is a close collaboration with the CRUK Edinburgh Cancer Research Centre offering the potential for translational research.

The ECC sees approximately 4600 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 3500 courses of radiotherapy are delivered each year, 75% with radical intent and there are 19,500 attendances each year for chemotherapy. Oncology in-patient beds are co-located with the out patients facilities and includes four wards, a teenage and young adult in-patient facility, 10 bed haematopoietic stem cell transplant unit and hostel facilities for 16 patients. The outpatient SACT area sees approximately 19500 patient attendances per annum with on site SACT preparation. This unit is nurse led with specialty doctors providing medical support. There is a Cancer Assessment Unit which provides assessment, ambulatory care and admission to inpatient wards.

The Radiotherapy Department has six Varian Linear Accelerators all with MLC and portal imaging, five have IGRT and VMAT capability. Two LinAcs are Novalis Tx machines to provide specialised stereotactic radiotherapy. There are two departmental CT scanners for simulation. The Department offers a wide range of radiotherapy techniques such as 3 & 4D-CRT, SABR for lung tumours, virtual simulation, VMAT for prostate, head and neck, anal, lymphoma and CNS cancers with plans to roll out gynaecological cancers over the coming year and subsequently lung cancer. We also perform intracranial stereotactic radiotherapy and provide the national service for benign conditions. There is a 100 kilo-voltage machine for skin treatments, an HDR brachytherapy suite and dedicated on-site 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, Edinburgh from where scans are fused for planning purposes.

There are currently 22 Consultant Clinical Oncologists, 15 Medical Oncologists, 2 Consultants in Palliative Medicine and 1 Consultant Psychologist. These posts include three Chairs: Professors David Cameron and Charlie Gourley (both Medical Oncology) and Professor Duncan McLaren ( Clinical Oncology ). A number of further posts are in recruitment.

#### South-East Scotland Cancer Network (SCAN) (<http://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. 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 - Borders, Dumfries and Galloway, Fife and Lothian. The SCAN network is formally accredited through NHS Quality Improvement Scotland. Mr James Mander is the Clinical Lead.

### **NHS Lothian**

NHS Lothian provides a comprehensive range of primary, community-based and acute hospital services for the populations of Edinburgh, Midlothian, East Lothian and West Lothian. NHS Lothian provides services for the second largest residential population in Scotland - circa 850,000 people. It employs approximately 24,000 staff. Ms Tracey Gillies is Medical Director.

The NHS Board determines strategy, allocates resources and provides governance across the health system. Services are delivered by Lothian University hospitals division, the Royal Edinburgh Hospital and Associated Mental Health Services, 4 community health (and care) partnerships (CH(C)Ps) in City of Edinburgh, West Lothian, East Lothian and Midlothian, and a Public Health directorate

### **i) University Hospitals Division**

The University Hospitals Division provides a full range of secondary and tertiary clinical services to the populations of Edinburgh, Midlothian, East Lothian and West Lothian. The Division is one of the major research and teaching centres in the United Kingdom.

Hospitals included in the Division are:

- The Royal Infirmary of Edinburgh
- The Western General Hospital
- The Royal Hospital for Sick Children, Edinburgh
- Liberton Hospital
- The Princess Alexandra Eye Pavilion.

The **Western General Hospital** (WGH) has 600 beds and 5 operating theatres and is equipped with modern theatre and critical care equipment and monitoring. The Anne Ferguson building was completed in 2001. The hospital provides for most specialties and is the centre for:

- Clinical Oncology
- Medical Oncology
- Haematological Oncology
- Urology and Scottish Lithotripter Centre
- Neurology, Neurosurgery and neuropathology, which will relocate to the New Royal Infirmary site in Little France, Edinburgh in 2020.
- UK CJD unit
- Colorectal Surgery
- Breast Surgery and Breast screening
- Gastro-Intestinal disease
- Rheumatology
- Infectious Diseases
- Dermatology (Inpatient)
- Medicine of the Elderly/Stroke Medicine
- Respiratory Medicine



There are Medical and Surgical Assessment Units, which accept GP referrals and 999 ambulance medical and surgical cases on a zoned basis within the city, and a nurse led Minor Injuries Unit. There is no trauma unit at this hospital. There is a dedicated Cancer Assessment Area for acute oncological emergencies. There are full supporting Laboratory and Diagnostic Radiology Services (including CT, MR, Ultrasound and NM). There is a full range of recently refurbished lecture theatres, a library and AV facilities.

The **Royal Infirmary** (RIE) is a major teaching hospital on a green field site in the South East of the city of Edinburgh built in 2003. It comprises 25 wards, 869 beds, and 24 operating theatres, and is equipped with modern theatre and critical care equipment and monitoring. Within the main building is a dedicated, multidisciplinary, 5 theatre day surgery complex. The hospital provides for most specialities and is the centre for:

- General surgery with a focus on the upper GI tract
- Vascular surgery
- Hepato-biliary and Transplant medicine and surgery
- Cardiac and Thoracic surgery
- Elective and trauma Orthopaedics surgery
- Neonatology
- Obstetrics & Gynaecology
- Cardiology
- Renal Medicine
- Respiratory Medicine
- Sleep Medicine
- Regional major Accident and Emergency centre.
- A newly built and shortly to be opened (2020) new facility for the Department of Clinical Neurosciences
- A newly built and shortly to be opened (2020) replacement for the Royal Hospital for Sick Children

There is a Combined Assessment Unit which takes unselected GP or direct emergency referrals, and from A&E. CAU includes the Dept of Liaison Psychiatry and the Scottish Poisons Bureau and Treatment Centre. There are full supporting Laboratory and Diagnostic Radiology Services (including CT, MR, Ultrasound and NM and PET scanning). There is a full range of lecture theatres, a library and AV facilities

**St John's Hospital** opened in 1989 and is located in the centre of Livingston; a new town about 30 minutes drive west from Edinburgh. The hospital provides for most common specialities but does not have emergency general surgery or orthopaedic trauma operating. The hospital has a paediatric ward and is the centre for:

- General Medicine with specialists in Cardiology, Diabetes & Endocrinology, Gastroenterology, Respiratory Medicine and Care of the Elderly
- Obstetrics & Gynaecology
- Child Health including Paediatrics and community child health
- The regional Burns and Plastic Surgery unit for SE Scotland
- Oral and Maxillofacial Surgery (OMFS)
- ENT
- Critical Care (ITU, HDU and CCU)
- Accident and Emergency
- General Surgery



- Orthopaedics
- Anaesthetics
- Mental Health including ICCU and ICU
- A newly expanded Systemic Anticancer Therapy delivery unit with an expanded oncology and haematology day case centre and with an acute oncology and CUP service

Since 2005 general surgery and orthopaedics have been reconfigured in NHS Lothian with SJH being developed as a major elective centre for the region. Lothian's ENT service was relocated to SJH to create an integrated head and neck unit with OMFS and Plastic Surgery.

Recent developments at SJH include a new endoscopy suite, an Intensive Psychiatric Care Unit, a digital mammography unit, the newly expanded oncology and haematology day case centre, a satellite renal dialysis unit and a £2.75m re-provision of A&E. There are full supporting Laboratory and Diagnostic Radiology Services (including CT, Ultrasound and NM).

The hospital has been accredited full teaching hospital status by the University of Edinburgh. There is a full range of lecture theatres, a library and AV facilities.

The **Royal Hospital for Sick Children (RHSC)** is a 141 bedded hospital providing general and specialist services for children, which has now been rebuilt on the RIE site, and due to open in 2020.

## ii) Community Healthcare Partnerships

The four established Lothian Community Health (and Social Care) Partnerships serve the population of Edinburgh, Midlothian, East Lothian and West Lothian.

Hospitals in the CH(C)Ps include:

The Astley Ainslie Hospital in Edinburgh  
 Rosslynlee Hospital in Midlothian  
 Herdmanflat Hospital  
 Roodlands Hospital in East Lothian.

The four CHPs are coterminous with Edinburgh, Midlothian, East Lothian and West Lothian Councils bringing together those responsible for planning, managing and providing community-based health services for the population of Edinburgh and the Lothian's.

The range of services care of the elderly, medical rehabilitation, community mental health, substance misuse and learning disability, district nursing and health visiting, family planning, well woman, comprehensive dental care and those provided by Professions Allied to Medicine, such as physiotherapy, pharmacies and optometrists. Specialist services provide include brain injury rehabilitation, bio-engineering and prosthetics, drugs and alcohol misuse and harm reduction, AIDS/HIV and Children and Family Psychiatric Services.

## Royal Edinburgh Hospital and Associated Services

The Royal Edinburgh and Associated Services provides a range of Mental Health services to the population of Lothian and other Boards within Scotland.

The Royal Edinburgh Hospital is located on the south side of the City of Edinburgh. It comprises some 20 wards, 420 beds, day hospitals and outpatient facilities.



## University of Edinburgh

The University of Edinburgh was established in 1582 and is one of the largest in the United Kingdom located on a number of prominent sites in Scotland's capital city. It is Scotland's premier research university, graded within the top six multi-faculty British Universities in the last national research excellence framework assessment (90 percent of its academic staff were in units rated 4, 5 or 5\*). It has 3,000 academic staff, over 16,000 undergraduate and over 4,000 postgraduate students and an annual expenditure of over £261M for teaching and research. The University is organised into 3 Colleges: Humanities and Social Science, Medicine and Veterinary Medicine, Science and Engineering.

In 2010 the Edinburgh Cancer Research Centre has gained CRUK centre status, renewed since, and has a broad programme of research involving not only cancer biology, genetics and pathology and clinical trials, but also psychological aspects of cancer care. The centre is led by Professors Charlie Gourley and Ian Tomlinson.

## Research and Development

The Edinburgh Cancer Centre is committed to working in close partnership with the CRUK Edinburgh Centre in order to drive innovation through research. Indeed, both NHS Lothian and University of Edinburgh have agreed to a joint vision statement that the Edinburgh Cancer Centre will become recognised as an internationally leading cancer research centre and home of outstanding clinical and academic opportunities.

We are proactively driving forward in delivery of that vision. There has consequently been a large expansion of the research portfolio in the last 2 years and a focus on providing a wide range of early phase studies spanning all 5 Clinical Directorates.

In order to achieve this there has been a reconfiguration of the consultant workforce to ensure all can be research active. This has entailed the creation of a large number of new posts across the whole multi-disciplinary team to build in head room capacity.

As part of this expansion, 3 new research consultant posts have been created; two in Clinical Oncology (GU and GU/Head and Neck) and one in Haematology (Advanced Cellular Therapies) and the number of NRS Consultant Fellowships has tripled. Two new chair posts have also been created in this time, one in Clinical Oncology (Prof. Duncan McLaren) and one in Oncology Physics (Prof. Bill Nailon).

To support this expansion, a new research data management facility opened in December 2020, the clinical trials facility also expanded in March 2021 and there are plans to create a Cancer Informatics Hub in 2021.

There is a significant ambition and focus on driving up recruitment to national portfolio trials, and on designing and conducting local clinical and translational studies. This is supported by The South East Scotland Cancer Research Network (SCRN) which 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.



CRUK Edinburgh is co-located in an adjacent facility on The Western General Hospital Cancer Campus. This provides 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.

Additional endowment funded EPAs to support clinical research are available through an established mechanism per an agreed metric of research output.

#### Section 4: Details of the Post

The post-holder will be expected to provide a consultant delivered central service for ovarian cancer patients from Lothian, Fife, Borders and Dumfries & Galloway, including SACT and targeted therapies, immunotherapy and specialist acute and palliative inpatient and outpatient care where relevant. The post-holder will work very closely with other cancer consultants as part of a team rota providing service cover for 52 weeks a year. The Edinburgh Cancer Centre provides higher speciality training in medical oncology and the post holder may be involved in the direct and indirect supervision of medical oncology trainees.

The medical oncology team work closely together to provide care for patients with ovarian cancer across the south east of Scotland. Patients are seen by a named consultant. The consultants run clinics at the same time as each other on Wednesday afternoons and have a weekly team ward round, trials meeting and a team meeting. Patients are supported by Clinical Nurse Specialists in the centre and at each of the peripheral boards served by SCAN. The team are supported centrally by non-medical prescribers in delivering some of the newer oral maintenance therapies. The team works with the CRUK clinical trials unit to offer recruitment to a wide portfolio of early and later phase trials in all subtypes of ovarian cancer and receive referrals from other regions for this. In conjunction with the clinical oncologists in the team there is consultant level cover for all gynae oncology in-patients at ECC 5 days a week.

Opportunities for research and an additional tumour involvement as a minor site could be discussed at interview.

The post holder will have responsibility for both outpatient clinics and inpatients and will be expected to take part in consultant ward rounds. At WGH, there are GP trainees, FY1s, FY2s and CMTs on the wards. The Edinburgh Cancer Centre provides higher speciality training in medical oncology and the post holder may be involved in the direct and indirect supervision of medical oncology trainees. The post-holder will have regular ward rounds and will review patients on other wards for assessment of options including palliative and systemic therapy.



## Section 5: NHS Lothian – Indicative Job Plan

<b>Post:</b>	Consultant
<b>Specialty:</b>	Gynaecological Malignancy ( ovarian cancer )
<b>Principal Place of Work:</b>	Western General Hospital, Edinburgh
<b>Contract:</b>	Fulltime
<b>Availability Supplement:</b>	Level 1 at 3%
<b>Out-of-hours:</b>	~ 1 in 12 weekends, 1 in 26 weekdays
<b>Managerially responsible to:</b>	Dr Catriona McLean (Clinical Director, Oncology) Dr Colette Reid , Interim Associate Medical Director

### Timetables of activities that have a specific location and time: Indicative Job Plan

Day	Hospital/ Location	Type of Work	DCC (Hours)	SPA (Hours)
Monday	WGH 9.00-12.30	Admin Ward round	3.5	
	12.30-16.30	Research	4	
	16.30 -18.00	Directorate Meetings		1.5
Tuesday	WGH 0900-11.30	SPA		2.5
	11.30-13.30	Clinical Admin	2.0	
	1330-17.00	Clinic	3.5	
Wednesday	WGH 9.00- 11.00	Gynae Team ward round	2	
	11.00.-13.00	Admin /Prescribing /NMP support	2	
	13.00 – 17.00	Gynae return Clinic	4	
Thursday	WGH 8.30-10.00	Gynae MDT	1.5	
	10.00-13.00	Gynae NP clinic	3	
	13.00 – 16.00	Admin /prescribing	3	
Friday	WGH 8.00-9.30	MDT Complex Pelvic Malignancy 1:2	0.75	
	9:30 – 13.00	Ward cover	3.5	
	13.00- 15.45	Admin /prescribing	2.75	
Oncall			0.5	
Total			36	4.0

40 Hour job plan



## Section 6: Working for NHS Lothian

### Working in Edinburgh and the Lothians

#### Who are we?

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

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

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

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

#### Location

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

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

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

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

If you are thinking about joining us from overseas further information can be found at [www.talentscotland.com](http://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](http://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



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

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

### **Teaching and Training Opportunities**

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

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

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

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

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

### **Our vision, values and strategic aims**

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

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

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

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

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



6. Use the resources we have – skilled people, technology, buildings and equipment – efficiently and effectively.

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

### **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

<https://org.nhslothian.scot/Strategies/OurHealthOurCareOurFuture/Pages/default.aspx>

### **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.



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

## **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 <https://org.nhslothian.scot/OurValues/Pages/default.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>.

<b>TYPE OF CONTRACT</b>	PERMANENT
<b>GRADE AND SALARY</b>	Consultant £87,534 - £116,313
<b>HOURS OF WORK</b>	40 HOURS PER WEEK
<b>SUPERANNUATION</b>	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: <a href="http://www.sppa.gov.uk">www.sppa.gov.uk</a>
<b>GENERAL PROVISIONS</b>	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.
<b>REMOVAL EXPENSES</b>	Assistance with removal and associated expenses may be awarded (up to 10% of salary)
<b>EXPENSES OF CANDIDATES FOR APPOINTMENT</b>	Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement 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.
<b>TOBACCO POLICY</b>	NHS Lothian operates a No Smoking Policy in all premises and grounds.
<b>DISCLOSURE SCOTLAND</b>	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>

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

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

### **Counter Fraud**

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

### **References**

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

### **Disclosure Scotland**

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

### **Work Visa**

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

### **Job Interview Guarantee Scheme**

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



## **Overseas Registration and Qualifications**

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

## **Workforce Equality Monitoring**

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

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

## **Equal Opportunities Policy Statement**

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

The objectives of its policy are that no person or employee receives less favourable treatment on the grounds of gender identity, gender expression, disability, marital status, age, race (including colour, nationality, ethnic or national origin), religion or belief, sexuality, responsibility for dependants, socio-economic status, political party or trade union membership or activity, HIV/AIDS status or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

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

## **NHS Scotland Application Process**

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

