

Working for NHS Lothian

JOB TITLE: Locum Consultant Medical Oncologist / Senior Clinical Research Fellow
(Gynaecological Malignancies)

JOB REFERENCE: CG 2419

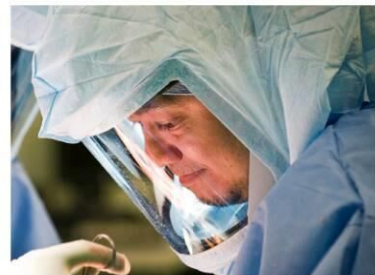
JOBTRAIN REFERENCE: 104483

CLOSING DATE: 8th May 2022

INTERVIEW DATE: 21st June 2022.



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



Contents

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

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

You will receive a response acknowledging receipt of your application.

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

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



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

Section 1: Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Training	<p>GMC registered medical practitioner, MRCP or equivalent.</p> <p>Be on, or be eligible for inclusion on within 6 months, the GMC Specialist Register in Oncology</p> <p>SCE exam in Medical oncology or equivalent</p> <p>FOR INTERNATIONAL CANDIDATES (not on Specialist Register)</p> <p>Evidence of completion of specialist training in Medical Oncology (equivalence to UK will be assessed)</p> <p>Willingness and ability to complete CESR application within 18 months of commencement</p>	A higher degree
Experience	<p>Evidence of experience in the management of patients with gynaecological cancers</p> <p>Strong evidence of clinical research activity and potential in this field</p>	
Ability	Evidence of ability to take full responsibility for independent management of patients	Evidence of role in development of clinical service
Academic Achievements	<p>Strong evidence of a commitment to research, including recent publications and presentations</p> <p>Evidence of recruiting patients into clinical trials</p>	Recent evidence of being Principal Investigator of Clinical Trials
Teaching and Audit	<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>



Motivation	Evidence of commitment to patient focused care, learning and continuous professional development, effective and efficient use of resources Evidence of desire to develop services for patients	Desire to develop services for patients
Team Working	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
Circumstances of Job	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	

Section 2: Introduction to Appointment

Job Title: Locum Consultant Medical Oncologist / Senior Clinical Research Fellow
Gynaecological malignancies

Department: Oncology

Base: Edinburgh Cancer Centre, Western General Hospital, Edinburgh

Post Summary:

This new full-time post will support Edinburgh Cancer Centre in maintaining delivery of cutting-edge cancer care whilst expanding its clinical research programme.

This is a two-year post at locum consultant grade. For the first 18-months, the post will take the form of a Senior Clinical Research Fellowship with a 50:50 clinical service / clinical research commitment reflected in the timetable.

The 5-session clinical service commitment will be delivered under the leadership of Dr. Moray Kyle, Clinical Director of Oncology Services.

The 5-session clinical research commitment will be delivered under the leadership of Professor Charlie Gourley, Translational Lead, Cancer Research UK Scotland Centre

After 18 months, the post will revert to a standard locum consultant post which will include 1 clinical research session. Gynaecological malignancies will remain the primary interest of the 10 PA job plan.



International candidates who are not currently on the specialist register

The post-holder will receive support to complete CESR and join the GMC Specialist Register. Where this is required, a clinical supervisor will be assigned to provide the necessary guidance and support. The clinical supervisor for gynaecological malignancies will be Dr Rachel Nirsimloo, Consultant Medical Oncologist.

Pay progression after 2 years will be dependent on entry onto the GMC specialist register.

Location

The post is primarily based at the regional specialist centre in Edinburgh. Postholders may be asked to work in any site served by Edinburgh Cancer Centre.

On call commitment

There is no on call commitment in year 1. On call may be required in Year 2 and this will be negotiated with the postholder if necessary.

The Gynae oncology team consists of

Professor Charlie Gourley (Medical Oncologist)

Dr Rachel Nirsimloo (Medical Oncologist)

Locum Consultant / Senior Clinical Research Fellow (New post)

Dr Helen Creedon (Medical Oncologist)

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

Dr Mark Zahra (Clinical Oncologist)

Dr Alison Stillie (Clinical Oncologist)

Dr Jennifer Morgan (Clinical Oncologist)

There is also support from a Clinical Fellow, non-medical prescribers, and Cancer Nurse Specialists.

Section 3: Departmental and Directorate Information

Edinburgh Cancer Centre (ECC) is internationally recognised for the quality of its cancer services. The Centre's strategic aim is to achieve excellence in cancer treatment, data driven innovation, and enabling research into the development of improved methods of prevention, diagnosis, and treatment of cancer.

The specialist centre is co-located with the University of Edinburgh Institute of Genetics and Cancer and constitutes a centre of excellence for research and development, education, treatment, and care in cancer.

As a leading Cancer Centre, we have close working relationships with many Cancer Units and other Centres across Scotland, the UK, and internationally. Predominantly workload is from Southeast Scotland and the five NHS Boards we serve as part of our core catchment area of 1.7 million patients. Edinburgh Cancer Centre provides supra-regional and national services for rare cancers, stereotactic radiotherapy, brachytherapy, cellular therapies, robotic surgery, and early phase clinical trials.



Edinburgh Cancer Centre's primary base is the region's specialist centre in Edinburgh. This is situated alongside the University of Edinburgh's Institute of Genetics and Cancer on the Western General Hospital site. A range of general and specialist medical and surgical specialties are also based on this site, however the site is the designated 'Cancer Campus' for South East Scotland. ECC also has 3 satellite units and outreach services operating across 12 hospital sites and 5 NHS boards.

The specialist centre has 89 inpatient beds, a large Cancer Assessment Unit and Outpatients Department, a new Cellular Therapies Unit, two large day treatment units for Oncology and Haematology, a Teenagers and Young Adults unit, a new Clinical Trials Facility which is home to Southeast Scotland's Cancer Research Network, a new Cancer Data Centre, and conferencing facilities.

ECC sees over 5000 new patients each year and has invested approximately £50m in new facilities and state of the art equipment in the past three years to keep pace with demand. The Scottish Government is also committed to re-providing Edinburgh Cancer Centre. We are therefore actively developing plans for a new world class centre to be provided on this site within 7-years.

ECC also supports a range of junior doctor training programmes and provides core training across a wide range of tumours in Clinical and Medical Oncology and Surgery (including gynaecological cancer, gastro-intestinal cancer, breast cancer, sarcoma and melanoma).

Specialist treatment is provided for all cancers within the framework of site-specific multidisciplinary teams.

There are currently 28 Consultant Clinical Oncologists, 15 Medical Oncologists, 4 Consultants in Palliative Medicine and 1 Consultant Psychologist. The department has three Chairs included in these numbers: Professors David Cameron and Charlie Gourley (both Medical Oncology) and Professor Duncan McLaren (Clinical Oncology) and additionally has a Chair of Oncology Physics, Professor Bill Nailon.

University of Edinburgh, Institute of Genetics and Cancer (IGC)

The Institute of Genetics and Cancer is a strategic partnership of the Medical Research Council Human Genetics Unit, CRUK Scotland Centre, and the Centre for Genomic & Experimental Medicine.

As part of the University of Edinburgh, the IGC provides postgraduate higher education of international distinction.

The Institute's goals are to carry out excellent genetic, genomic, cellular and clinical science, so that we contribute significantly to the understanding of human development, physiology and disease, and apply this knowledge for the benefit of patients and society.

The Institute constitutes one of the largest aggregates of human molecular genetics and biology research capacity in the UK with over 70 Principal Investigators and 500 staff and PhD students. By pooling the resources and complementary skills of the constituent centres, the Institute brings together the scientific expertise, technology and support services needed to maximise scientific discovery.



The Institute is co-located with Edinburgh Cancer Centre on the region's Cancer Campus. Patients benefit from the Institute enabling rapid translation of basic scientific discoveries into new treatments, clinical guidelines and innovative products that have significant impact on society in the UK and Worldwide.

In 2022 the Edinburgh Cancer Research Centre, based within the IGC, merged with the Glasgow Cancer Research centre to create **CRUK Scotland Centre**. This strategic merger is an exciting development which will harness the strengths of both centres to benefit the whole of Scotland. The centre is led by Professors Charlie Gourley and Ian Tomlinson.

NHS Lothian

NHS Lothian is the parent health board of Edinburgh Cancer Centre. 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

The **Western General Hospital (WGH)** is home to Edinburgh Cancer Centre and is the region's designated Cancer Campus. WGH has 600 beds and 5 operating theatres and is equipped with modern theatre and critical care equipment and monitoring. WGH accommodates the following NHS departments:

- Clinical Oncology
- Medical Oncology
- Haematological Oncology
- Urology and Scottish Lithotripter Centre
- Colorectal Surgery
- Breast Surgery
- Gastro-Intestinal disease
- Rheumatology
- Infectious Diseases
- Dermatology (Inpatient)
- Medicine of the Elderly/Stroke Medicine
- Respiratory Medicine

In addition to Edinburgh Cancer Centre, WGH has 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 are full supporting diagnostic services (including CT, MR, Ultrasound and NM).

The **Royal Infirmary (RIE)** is a major teaching hospital on a green field site in the South East of the city. It is South East Scotland's designated Major Trauma Centre. The site includes 25 wards, 869 beds, and 24 operating theatres, and is equipped with modern theatre and critical care. The hospital provides a wide range of services but patients requiring specialist Cancer Services are directed to Edinburgh Cancer Centre.



St John's Hospital is in Livingston; about 30 minutes away from Edinburgh and is the region's major elective centre. St John's provides for most common specialties but does not have emergency general surgery or orthopaedic trauma operating. The hospital hosts a satellite day-unit of Edinburgh Cancer Centre, is home to the regional Burns and Plastic Surgery unit for SE Scotland, and Oral and Maxillofacial Surgery.

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. Paediatric radiotherapy is provided at Edinburgh Cancer Centre.

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 hospital is located on the south side of Edinburgh. It has 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 several prominent sites in Scotland's capital city. It is Scotland's premier research university, graded within the top four UK Universities in the last national research excellence framework assessment. 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.

Section 4: Details of the Post

The post-holder will be expected to provide a consultant delivered central service for ovarian cancer patients, including a significant clinical research commitment, SACT and targeted therapies, immunotherapy and specialist inpatient and outpatient care where relevant. The post-holder will work closely with other cancer consultants as part of a team rota providing service cover for 52 weeks a year.

The medical oncology team work closely together to provide care for patients with ovarian cancer across the Southeast 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 there is consultant cover for all gynae oncology in-patients 5 days a week.

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. 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 – Year 1

Post: Locum Consultant / Senior Clinical Research Fellow
Specialty: Gynaecological Malignancy (Ovarian cancer)
Principal Place of Work: Western General Hospital, Edinburgh
Contract: Full time
Availability Supplement: None – on call not required

Managerially responsible to:

Clinical Service: Dr Moray Kyle, Clinical Director, Oncology

Clinical Research: Professor Charlie Gourley, Director, Cancer Research Edinburgh Centre

Dedicated research time indicated in **bold*

Day	Hospital – WGH Time	Type of Work	DCC (Hours)	SPA (Hours)
Monday	8.00 – 9.00	Clinical Research	1	
	9.00 – 11.00	Ward round	2	
	11.00-16.30	Clinical research	5.5	
	16.30 -18.00	Directorate Meetings		1.5
Tuesday	08.00-10.30	SPA		2.5
	10.30-13.30	Clinical Research	3	
	1330-18.00	Clinic	4.5	
Wednesday	8.00 – 10.00	Clinical Research	2	
	10.00- 11.00	Ward Round	1	
	11.00.-13.00	Clinical Research	2	
	13.00 – 16.45	Gynae Return Clinic	3.75	
	16.45 – 17.45	Trials Clinic Admin	1	
Thursday	8.30-10.00	Gynae MDT	1.5	
	10.00-13.00	Gynae NP clinic	3	
	13.00 – 14.30	Prescribing	1.5	
	14.30 – 18.00	Clinical Research	3.5	
Friday	8.00-9.30	MDT Complex Pelvic Malignancy	0.75	
	MS TEAMS	Remote dial in		
Total			36	4.0



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. 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:



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

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

Teaching and Training Opportunities

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

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

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

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

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

Our vision, values and strategic aims

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

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

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

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

1. Prioritise prevention, reduce inequalities and promote longer healthier lives for all
2. Put in place robust systems to deliver the best model of integrated care for our population – across primary, secondary and social care
3. Ensure that care is evidence-based, incorporates best practice and fosters innovation, and achieves seamless and sustainable care pathways for patients



4. Design our healthcare systems to reliably and efficiently deliver the right care at the right time in the most appropriate setting
5. Involve patients and carers as equal partners, enabling individuals to manage their own health and wellbeing and that of their families
6. Use the resources we have – skilled people, technology, buildings and equipment – efficiently and effectively.

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

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.



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

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 <https://org.nhslothian.scot/OurValues/Pages/default.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	FIXED TERM: 24 months
GRADE AND SALARY	Locum Consultant £87,534 - £116,313
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 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 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.

