

Consultant in Histopathology / Cytopathology

Applicant Information



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**Consultant in Histopathology / Cytopathology
Full Time (10 PA, including up to 2 PA SPA)
2 x posts**



Salary Scale - £91,474 - £121,548 per annum (pro rata)

Looking for a new and exciting challenge? Then think about working in NHS Forth Valley in the heart of Scotland.

The successful applicant will join a team of 7, currently 6, other NHS consultants. The workload is representative of a District General Hospital and covers a wide range of specialties, with all the major anatomical sites represented. General Cytopathology forms part of the workload and is shared amongst the Consultants. Willingness to participate in the hospital and Fiscal Autopsy Service will be advantageous but not an absolute requirement. Specialist reporting has not been fully implemented, but each Consultant has his or her own area(s) of special interest and we would attempt to accommodate the successful applicant's area of expertise or interest. This will lead to the successful applicant providing pathology input to the cancer MDTs related to their interests.

You can look forward to a warm welcome and strong support from colleagues. Our hospital is situated in the heart of Scotland, nestled against the Loch Lomond and Trossachs National Park, and close to vibrant towns that are richly endowed with excellent cultural and sporting facilities, offering good transport links to Edinburgh and Glasgow.

To apply for this post, please visit the job posting on the NHS Scotland Job Train website. Applicants should have full GMC registration and a licence to practise Applicants will be in possession of the Fellowship of the Royal College of Pathologists or equivalent, registered with the General Medical Council and on the Specialist Register or be within 6 months of the anticipated award of a CCT at the time of interview or have a certificate of Eligibility for Specialist Registration (CESR). Applicants are required to have evidence of recent continued academic and professional development. Excellent, communication, listening and organisational skills are essential.

Informal enquiries should be directed via the Pathology Office direct dial: 01324 567114.

Closing Date: 22nd January 2023

Interview Date: 22nd February 2023

Please quote reference number **131712** on all correspondence.

Introduction to NHS Forth Valley

NHS Forth Valley is one of 14 regional health boards in Scotland and serves a population of nearly 310,000 in a diverse geographical area which covers the heart of Scotland and covers three council areas, [Clackmannanshire](#), [Stirling](#) and [Falkirk](#).

NHS Forth Valley has an annual budget of approximately £570 million and is the largest employer in the area, with approximately 8000 staff from a wide range of professional and support occupations. Acute Services are based in our modern, purpose built 860 bedded, Forth Valley Royal Hospital, which opened in 2011 and provides inpatient and outpatient services. It is supported by a network of four [community hospitals](#), 56 health centres, day centres providing care and support for patients with mental illness and learning disabilities and a wide range of community based services.

We are home to the [Scottish Centre for Clinical Simulation and Human Factors](#), one of the most advanced training facilities of its kind where medical staff are able to hone their skills using high-fidelity mannequins. In addition, NHS Forth Valley has been named in a survey of trainee doctors as one of the top places to be in the UK for medical education and training.

There are two Health and Social Care Partnerships (HSCP) which cover the Forth Valley area – one for [Clackmannanshire and Stirling](#) and one for [Falkirk](#).

Further information is available at www.nhsforthvalley.com



The Forth Valley Area

Forth Valley, in the heart of Scotland, is an exciting place to live and work. Transport links are second to none with excellent motorway and rail links and two international airports nearby, Edinburgh and Glasgow. House hunters in the Forth Valley area are spoiled for choice. On offer are a large array of established and new properties in a variety of attractive settings.



Education in the area is first class, with excellent provision of pre-school, primary and secondary education. State schools in the area have strong reputations and there is also easy access to the area's private schools in Dollar and Crieff. On the further education front, Stirling boasts an excellent University and access to the University cities of Glasgow and Edinburgh is easy. There are also further education Colleges in Falkirk, Stirling and Alloa.

Stirling Area

A wee city with a big history, Stirling punches well above its weight for historic attractions and spectacular scenery, not to mention shopping, places to eat and exciting events. Visit Stirling and take in the magnificent views from [Stirling Castle's](#) hill-top esplanade towards the [National Wallace Monument](#) on the edge of the rolling Ochil Hills before looking north east for the mountain peaks of [Loch Lomond & The Trossachs National Park](#). Find out more about the area on [Your Stirling](#).

Falkirk Area

The Falkirk area is steeped in history with a wealth of attractions, including two of the world's most unique, including, [The Falkirk Wheel](#) and [The Kelpies](#) in [The Helix Park](#). Plus the Falkirk area has a significant section of the [John Muir Way](#). [Falkirk](#) is a historic town centre with a traditional high street and lots of things to be doing with two large shopping centres. Find out more about the area on [Visit Falkirk](#).

Clackmannanshire Area

Clackmannanshire lies between the majestic Ochil Hills and the River Forth and provides the perfect year-round base to explore the stunning countryside, rich history, medieval castles and tower houses. For leisure, there are six golf courses, a luxury spa and a major shopping outlet. Find out more about the area on [Discover Clackmannanshire](#).

Job Description

Job Title: Consultant in Histopathology / Cytopathology
Post: 2 x substantive posts
Hours of Work Full time/Part time – up to 40 hours per week

Background

This is a replacement post for a whole time Consultant Histopathologist based at the Forth Valley Laboratory, Forth Valley Royal Hospital and is available immediately. The consultant will share the workload of the Department with the seven (currently six) other consultants and this will include histopathology, non-gynae cytopathology and autopsies as required.

Any candidate who is unable for personal reasons to work full time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis with the organisation in consultation with the consultant colleagues.

Management Structure

Pathology is part of the Diagnostics, Ambulatory, and Theatres Directorate. The Head of Acute Services for Diagnostics, Ambulatory, and Theatres is Mrs Marie Gardiner, the Clinical Director of Ambulatory Surgery is Mr Christopher Cartilage, the Associate Medical Director Scheduled Care is Dr Sara Else and the Deputy Medical Director is Miss Juliette Murray.

The Pathology Department

The Department is based at Forth Valley Royal Hospital. The Histopathology, Cytopathology, and Mortuary Services provided are fully accredited to UKAS ISO15189:2012 and include a frozen section facility. Adult hospital post mortem examinations are carried out in the mortuary within Forth Valley Royal Hospital. In addition, an adult autopsy service is provided to the local Procurator Fiscal Service under the auspices of the University of Dundee.



The Department is actively involved in multidisciplinary team meetings in all the major cancer sites including colorectal, upper GI, lung, urology, breast, genitourinary/gynaecology, head and neck and dermatology. Each of these specialities has a clinical lead, but a generalist approach has been maintained in pathology reporting. It would be expected that the appointee would develop an area of special interest following discussion and agreement between the successful applicant and the existing consultant pathologists. An interest in participating in the Post Mortem Pathology service is not mandatory, however desirable. There is an active biomedical scientist specimen dissection programme.

There is an extensive and comprehensive immunocytochemistry service. At present molecular analysis is provided on a regional basis. Neuropathology services are also provided from Glasgow. The laboratory computer system is iLab which is a multidisciplinary system. Teleconferencing and Microsoft Teams facilities are available within the hospital and are used for some regional multidisciplinary team meetings. Participation occurs in all relevant NEQAS schemes.

Departmental Workload

The Laboratory receives approximately 19,000 histopathology requests per annum covering a wide variety of specimens. These include gastroenterology, respiratory, dermatology, urology, gynaecology, breast, orthopaedic, oral and maxilla-facial.

The Department also provides a full post mortem service (hospital and Fiscal) with a workload of approximately 200 post mortems per annum. A small percentage of these are hospital post mortems.

The Department also provides a Diagnostic Cytology Service, semen analysis for infertility and post vasectomy.

A full range of audit is undertaken as part of the ISO accreditation process. There is also a dedicated comprehensive audit of 3% of the histopathology and non-gynecological cytology cases with slide and report review undertaken on a weekly basis by all consultants in rotation.

In addition to the diagnostic service, the Department provides input to the various specialty clinical pathological meetings and multidisciplinary team meetings. These contribute to patient care, postgraduate education and undergraduate medical education. The meetings include the following:

Monday	ENT (Head and Neck Cancer) MDT Thyroid MDT
Tuesday	Skin Cancer MDT Dermatology CPC Regional Skin MDT
Wednesday	Urological Cancer MDT Regional Gynaecological Cancer MDT
Thursday	Lung Cancer MDT Colposcopy CPC (monthly) Breast Cancer MDT
Friday	Colorectal Cancer MDT Upper GI Cancer MDT

The frequency of these meetings varies from weekly to monthly or bi-monthly.

Laboratory Accommodation and Equipment

The new appointees will have an office with appropriate computer facilities including internet access. A microscope will be made available and a microscope with digital photography is available if required. Secretarial assistance is shared as a Department.

Medical Staffing

Dr Gordon Reid, Consultant and Clinical Lead
Dr Nadja Melquiot, Consultant
Dr Amanda Paton, Consultant
Dr Laura Maclean, Consultant
Dr Jonathan Gareze, Consultant
Dr David, Mooney, Consultant

2 - 3 Trainee Pathologists from the West of Scotland Rotation.

Non Medical Staff

Mrs Marie Gardiner	Head of Acute Services for Diagnostics, Ambulatory, and Theatre Services
Mrs Leigh Ritchie	Pathology Department Manager
Miss Jayne Duncan	Deputy Department Manager

1.0 WTE	Band 8a Advanced Practitioner in BMS Dissection
3.64 WTE	Band 7 Biomedical Science Team Leads
8.13 WTE	Band 6 Biomedical scientists
1.00 WTE	Band 5 Lead APT
1.00 WTE	Band 4 APT
3.60 WTE	Band 4 Healthcare Science Associate Practitioners
3.69 WTE	Band 3 MLA staff
4.20 WTE	Administrative and Clerical staff

Training and Education

NHS Forth Valley places a high priority on training and development across all staff groups and strongly supports the continuing medical education programme for Consultants. The funded study leave entitlement is ten days per annum and the post holder is encouraged to take advantage of this facility. There is a purpose built education centre with a library, lecture theatre and meeting rooms with PACS and video conferencing facilities.

The library contains:

- current medical text books for the major specialties
- medical journals on subscription
- Medline on CD-ROM for literature searching
- Internet access
- portable colour laptop PC for use with overhead projection

There are weekly postgraduate meetings involving all specialties. There are regular evening postgraduate medical meetings in the hospital for both hospital and primary care medical staff. Glasgow and Edinburgh with their Royal Colleges, University medical schools and postgraduate facilities are in easy reach.

The Department participates in the West of Scotland teaching Programme for the Glasgow School of Pathology.

Teaching, Research and Audit

The successful applicant will be expected within his/her NHS responsibilities to participate in the pathology departmental 3% random audit program as outlined above in the departmental workload section; to undertake self audit as part of the Consultant Appraisal and Revalidation process and to partake in undergraduate and postgraduate teaching as required.

There is a, fortnightly, hospital wide Clinical Forum and other educational events.

The successful candidate will be expected to be registered for CPD with the Royal College of Pathologists and to fulfill requirements for annual certification and for appropriate revalidation

Responsibilities

- As agreed with the Head of Acute Services for Diagnostics, Ambulatory, and Theatre Services and Deputy Medical Director to provide with Consultant colleagues an area wide service in Histopathology and Cytopathology with responsibility for the prevention, diagnosis and management of illness, and for the proper functioning of the service; They will be expected to take a role in all aspects of the Pathology service as appropriate to their qualifications and experience. They may be required to expand their expertise to meet the needs of the service.
- To provide cover for Consultant colleagues during annual and study leave or at such other times as agreed with the Head of Acute Services for Diagnostics, Ambulatory, and Theatre Services and Deputy Medical Director.
- To provide Histopathology and Cytopathology reports in a timely manner and comply with the standard operating procedures of the Department.
- To communicate with other professionals and departments in order to ensure a co-ordinated approach to patient care.
- To contribute to the management of the Pathology Department and to co-operate with the operational policies of the Surgical Directorate and NHS Forth Valley to ensure the efficient and effective use of NHS Forth Valley's resources.
- To contribute to the training, supervision and continuing education of technical and junior medical staff as appropriate within the service in order to enhance role extension and job skills within the service in order to improve the service provided to patients.
- To motivate staff within the service, through leading by example, and fostering good working relationships at all levels in line with the principles of the local Partnership Agreements.
- To contribute to developments and initiatives within the organisation as appropriate and as requested.

- To participate in appropriate external quality assurance schemes.
- To train and maintain their professional knowledge and competence and to participate in the Royal College of Pathologists' Continuing Professional Development Scheme.
- To undertake teaching, accreditation and examination duties, as agreed with the Associate Medical Director and Medical Director and contribute to postgraduate and continuing medical education activity across the area service.
- To agree and implement an annual medical audit and clinical governance programme with the Associate Medical Director in line with the Board's Clinical Effectiveness Strategy.
- To participate fully in the Consultant appraisal process, undergo a 5 yearly revalidation with the GMC and personal development planning activities.
- The requirements of this post will change through time in line with clinical advances and developments in services provided by the NHS in Forth Valley.

Job Plan

The post holder is required to agree a detailed job plan which will be reviewed at least annually. Efforts will be made to complete job planning prior to the date of commencement in post, or, if this is not possible, as soon as possible following this date.

NHS Forth Valley consultant posts are initially for 10 PAs. We are keen that departmental and organisational SPA-related activity over and above the 1 PA of SPA for individual requirements (CPD, audit, clinical governance, appraisal, revalidation, job planning, internal routine communication and management meetings) is offered to new consultants as appropriate. Other roles in this department that have an SPA allocation are:

- Peer appraisal
- Educational supervision of trainees and BMS staff
- Clinical lead for Pathology
- Representation on Local, Regional and National Committees
- Departmental links to other departments
- Committee representation
- Research
- Service development

Attendance at multi-disciplinary team meetings are included within the 9 programmed activities of direct clinical care and will be appropriately timetabled.

Following commencement in post, depending on the needs of the service and the particular attributes of the post holders, it may be possible to negotiate additional time for Supporting Professional Activities.

Subject to completion of job planning, the proposed weekly timetable is as follows:

DAY	HOSPITAL	ACTIVITY
Monday	FVRH	Histopathology, Cytopathology and Post Mortem work
Tuesday	FVRH	Histopathology, Cytopathology and Post Mortem work
Wednesday	FVRH	Histopathology, Cytopathology and Post Mortem work
Thursday	FVRH	Histopathology, Cytopathology and Post Mortem work Supporting Professional Activities
Friday	FVRH	Histopathology, Cytopathology and Post Mortem work

Direct clinical care comprises examination, reporting and authorisation of surgical biopsies including specimen dissection; reporting of non-gynaecological cytology; supervision of trainee pathologists; liaison with hospital staff and general practitioners in the diagnosis and management of patients; frozen section provision and involvement in multidisciplinary team meetings as agreed with consultant colleagues. An opportunity will exist for the appointee to undertake Fiscal autopsy work if desired, subject to approval by the Procurator Fiscal Service and the University of Dundee.

Supporting professional activities will include all of the consultant's professional duties and commitment and will be agreed during the job plan review with the Service Manager and Clinical Lead for Pathology or Clinical Director for Laboratories and Radiology and included in the prospective job plan.

Contractual Details

Contracted activities for this appointment will be defined and agreed with the post holder and the Directors of Acute Service.

The post holder will be professionally responsible to the Deputy Medical Director and managerially responsible to the Director of Acute Services.

The Consultants in the Department will agree arrangements for cover of Histopathology/Cytopathology duties.

This Consultant post is available on a full time basis but the Board welcomes applications from individuals who are unable to undertake a full time commitment and who may wish to work on either a part-time or job share basis.

The terms and conditions of service applicable to this appointment are the Consultant grade terms and conditions of service as amended from time to time.

NHS Forth Valley requires each Consultant to agree with the Director of Acute Services and Deputy Medical Director, a job plan of fixed and other commitments, which will be reviewed on an annual basis and revised as necessary to meet the requirements of the local and national service issues.

Consultants will be required to participate in an annual appraisal.

Formal appointment to this post will be conditional upon satisfactory completion of all pre-employment checks, including satisfactory medical screening.

NHS Forth Valley does not negotiate salary placements. On commencement of employment, salary will be determined in accordance with Section 5 of the terms and conditions of service.

This appointment will be superannuable under the NHS Superannuation Scheme, which is contracted out of the State Earnings Related Pension Scheme (SERPS). New employees will automatically be enrolled in the scheme unless they opt out. For further information, please contact the Scottish Public Pensions Agency (SPPA) on 01896 893100 or visit www.sppa.gov.uk

The employment is subject to three calendar months notice on either side.

The successful candidate will be expected to be registered for CPD with the Royal College of Pathologists and to fulfil requirements for annual certification and for appropriate revalidation.

Annual leave entitlement is 33 days per year (pro rata for part time post holders), with additional statutory holiday entitlement as agreed by the Local Negotiating Committee and published annually.

If you are successful at interview and receive an offer of appointment with NHS Forth Valley, can you please advise the Medical Workforce Team of any periods of Less Than Full Time Training (LTFT) you may have had.

General Employment Information

Equality in Employment

NHS Forth Valley fully supports the principle of equality in employment and opposes all forms of unlawful and / or unfair discrimination which cannot be shown to be justified. NHS Forth Valley is committed to ensuring equality of treatment for both present and potential employees.

Human Resources Policies and Services

NHS Forth Valley is the largest employer in Forth Valley, and is committed to ensuring its employment and Human Resources policies and procedures reflect best practice. As a progressive employer, NHS Forth Valley is committed to supporting and developing all employees.

The Medical Workforce Team

In recognising the needs of services, operational requirements and medical staff, the operational Medical Workforce team provides a range of services for all grades of medical and dental staff. For assistance or information, please contact:

Jacqui Crilley	Medical Workforce Manager	01786 457379 jacqui.crilley2@nhs.scot
Lynsey Doherty	Deputy Medical Workforce Manager	01786 457388 lynsey.doherty@nhs.scot
Laura Bayley	HR Adviser Medical Workforce	01786 457375 laura.bayley@nhs.scot
Elsbeth Gillespie	Medical Workforce Adviser (Contracts)	01786 457382 elsbeth.gillespie@nhs.scot
Hunter Rice	Medical Workforce Adviser	01786 457376 hunter.rice@nhs.scot
Katrina Vernon	Medical Workforce Adviser	01786 457387 katrina.vernon@nhs.scot
Leiane Hall	Medical Workforce Adviser	01786 457307 leiane.hall2@nhs.scot

Pre-Employment Screening

Criminal Convictions - Protecting Vulnerable Groups (PVG) Scheme

The Protecting Vulnerable Groups (PVG) scheme has replaced the previous disclosure arrangements for people who work with vulnerable groups. The duties of this post require the post holder to undertake regulated work with children and young people (individuals aged under 18 years) and / or protected adults (individuals aged 16 or over who is provided with (and thus receives) a type of care, support or welfare service).

The post holder will be required to be a member of the PVG Scheme and to consent to NHS Forth Valley obtaining a Scheme Record or Scheme Record Update, as appropriate. Any failure to disclose convictions could result in the withdrawal of an offer of employment.

Any applicant wishing to discuss any existing criminal convictions and how these may impact upon an application for employment should contact the Medical Workforce Manager in the first instance.

Occupational Health Screening

This post involves the performance of exposure prone procedures and therefore the successful applicant will be required to produce evidence of their Hepatitis B and C Immunity Status prior to appointment and to undergo satisfactory health screening. Any offer of employment will be subject to satisfactory Occupational Health assessment.

Confidentiality

During the course of their employment with NHS Forth Valley, employees may have access to information about staff or patients or other aspects of NHS Forth Valley's activities, about which they have a duty to maintain confidentiality at all times. In common with all other staff, the post holder will have, in addition, a responsibility to ensure that information relating to his or her work and the operation of the Forth Valley Acute Services in general is kept and maintained securely in accordance with the requirements of the Data Protection Act (1998), the Board's policies and good practice. In particular, the disclosure of commercial or other confidential information which may affect the Board's business interests or endanger the survival of any of its services will be regarded as a fundamental breach of the mutual confidence which must exist between the employer and the employee.

Infection Control and Hand Washing Policy

NHS Forth Valley is committed to providing as clean and safe environment as possible for staff, patients and visitors. The post holder will be required to comply with the Infection Control and Hand Washing Policies.

Health & Safety at Work

All employees have a responsibility for their own health & safety and the health & safety of others who may be affected by what they do. Employees also have a duty to co-operate with their employer by following NHS Forth Valley policies and procedures and safe systems of work; by using equipment safely and by bringing any shortcomings in health and safety arrangements to the attention of their employer. Where something is provided in the interests of health & safety employees must not interfere or misuse it. All employees have a legal responsibility to report any shortcomings in terms of this in their area. Managers and supervisors have a responsibility for monitoring health & safety arrangements and ensuring staff are following policies and procedures and safe systems of work.

Partnership Agreement

NHS Forth Valley is committed to partnership working. All employees are required to contribute to the development of partnership working by:

- supporting NHS Forth Valley in delivering its goals and objectives;
- supporting continuous improvement in individual performance and the performance of the relevant team / department, directorate and NHS Forth Valley;
- attending training, development and other activities aimed at improving individual skills for the benefit of the organisation and patient care.

Selection Criteria

Criteria	Essential	Desirable
Qualifications	<p>Fellowship of the Royal College of Pathologists or a qualification of an equivalent standard.</p> <p>Full GMC registration, with licence to practise</p> <p>Certificate of Completion of Specialist Training (CCT) / Certificate of Eligibility for Specialist Registration (CESR).</p> <p>Applicants who are within 6 months of achieving CCT at the date, of interview are eligible to apply.</p>	<p>Higher degree e.g. MSc, MD or PhD higher degree</p> <p>MBA or other relevant diplomas</p>
Knowledge and Skills	<p>Demonstrated ability to work unsupervised and make decisions</p> <p>Demonstrated ability to communicate effectively including excellent written and oral communication & listening skills.</p> <p>Demonstrated ability to manage time effectively</p> <p>Demonstrated ability to work effectively a multi-disciplinary team</p> <p>Empathy to the needs of patients anxious and or in pain.</p> <p>High level of competence in the clinical aspects of Histopathology / Cytopathology and evidence of an ability to develop new skills and train colleagues as appropriate.</p> <p>Good information technology and administrative skills.</p> <p>Wide knowledge and experience in pathology relevant to the workload of a busy District General Hospital</p> <p>Up to date with respect to knowledge of Pathology and is committed to continuing professional development.</p>	<p>Ability to develop or maintain a specialist interest to complement the skill mix of the Department.</p> <p>Evidence of Audit / Health Improvement Work.</p> <p>Ability and willingness to participate in the Autopsy Service.</p>

Criteria	Essential	Desirable
	Willingness to contribute to the corporate activity of the Department Directorate and NHS Forth Valley	
	<p>Strong interpersonal skills, with the ability to interact and communicate effectively with all staff and patients combining tolerance with language and negotiating skills.</p> <p>Good organisational skills with the ability to work efficiently to promote effective patient management.</p> <p>Motivation to use clinical audit to improve standards of patient care.</p> <p>Probity.</p>	
Academic	<p>Participation in research or clinical audit to improve clinical care.</p> <p>Ability to deliver quality teaching and training to undergraduates and postgraduate trainees.</p>	<p>Formal research training; demonstrated ability to design a research or audit project</p> <p>Formal training in teaching methods; demonstrated ability in teaching / training.</p>
Management	<p>Understanding of management issues including medical discipline; clinical governance, service planning and willingness to contribute to the activity of the NHS in Forth Valley.</p> <p>Understanding of the challenges faced by NHS Scotland and how these are being addressed in NHS Forth Valley</p> <p>Understanding of Patient Safety and Quality Improvement</p>	<p>Demonstrated ability to manage e.g. project work; mentoring junior staff</p> <p>Delivery of a patient safety or quality improvement project</p> <p>Demonstrates knowledge of Realistic Medicine.</p>
Other	<p>Ability to work flexibly according to the needs of the service, and contribute to team and skills development.</p> <p>Willing to travel as required by the duties of the post.</p>	

Application Process

To apply for this post, please visit the job posting on the NHS Scotland Job Train website.

Please note that applicants not currently entered onto the Specialist Register must be within 6 months of award at the date of interview for the post.

Applicants who are not yet in receipt of a Certificate of Completion of Training (CCT) or Certificate of Eligibility for Specialist Registration (CESR) are required to provide documentary evidence of eligibility to apply when submitting their application.

Please quote **reference number 131712** on all correspondence.

Please note the following dates:

Closing Date: 22nd January 2023

Interview Date: 22nd February 2023

Please note that we *do not* accept applications in the form of Curricula Vitae

Web Sites of Interest for Candidates

Scottish Health on the web: <http://www.scot.nhs.uk/>

Scottish Government: www.scotland.gov.uk

Living & Working in Scotland

<https://medicaljobs.scot.nhs.uk/working-in-scotland/>