

Working for NHS Lothian

JOB TITLE: Consultant in Infectious Diseases & General Internal Medicine

JOB REFERENCE: CG 2593

JOBTRAIN REFERENCE: 137109

CLOSING DATE: 11/02/2023

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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.

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Section 1: Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Training	<p>GMC Registered medical practitioner.</p> <p>Be on, or be eligible for inclusion on the GMC Specialist Register 6 months from interview date.</p> <p>CCT (or within 6 months of obtaining CCT at time of interview) in:</p> <ul style="list-style-type: none"> • Infectious Diseases and, • General (Internal) Medicine 	<p>Additional post-graduate qualifications, e.g. MD/ PhD/MSc</p> <p>Diploma in Tropical Medicine and Hygiene.</p> <p>Diploma in HIV Medicine</p>
Experience	General and Subspecialty experience	
Ability	<p>Ability to take full responsibility for independent management of patients</p> <p>Ability to communicate effectively and clearly with patients and other team members</p>	
Academic Achievements	<p>Evidence of research activity and presentations</p> <p>Evidence of poster or oral presentations at national or international meetings</p>	Evidence of research and publications in peer reviewed journals
Teaching and Audit	<p>Evidence of commitment to:</p> <p>clinical audit</p> <p>formal and informal teaching and training of trainee doctors, medical students and other clinical staff</p> <p>learning and continuing professional development</p>	<p>Experience of designing audits</p> <p>Experience of simulation training</p> <p>Evidence of training in clinical and / or educational supervision</p>
Motivation	Evidence of commitment to: patient-focused care	Desire to develop services for patients



	continuous professional development and life-long learning effective and efficient use of resources	
Team Working	Ability to work in a team with colleagues in own and other disciplines Ability to organise time efficiently and effectively Reliability Excellent communication skills	Ability to motivate colleagues Evidence of previous managerial training and experience
Circumstances of Job	1 in 6 on call requirement	

Section 2: Introduction to Appointment

Job Title: Consultant Physician Infectious Diseases and General Internal Medicine

Department: Infectious Diseases and General Internal Medicine

Base: Western General Hospital, Crewe Road South, Edinburgh EH4 2XU

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

Post Summary:

Applications are invited from registered medical practitioners for the post of Consultant in Infectious Diseases. This position is a replacement post, to join a team of ten consultant physicians and academics including the Professor of Infection Medicine, based at the Regional Infectious Diseases Unit, Western General Hospital, Edinburgh. The unit has an active and growing remit in all aspects of infectious diseases medicine, including HIV, hepatitis C, hepatitis C, OPAT, community acquired infection, travel/tropical medicine, antibiotic stewardship and the provision of an infection consult service to all acute sites in Lothian.

The post will available from May 2023.

The appointment is for 10 PAs. 3 PAs General Internal Medicine and 7 PAs Infectious Diseases. It is subject to the Terms and Conditions for medical consultant grade staff under the new consultant contract (Scotland).

For further information and details please contact Dr Morgan Evans, Clinical Director, 0131 537 2898 or morgan.evans@nhslothian.scot.nhs.uk.



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Section 3: Departmental and Directorate Information

REGIONAL INFECTIOUS DISEASE UNIT (RIDU)

Physical environment

The Regional Infectious Disease Unit (RIDU) is housed in a temporary two storey building at the Western General Hospital. It has 31 isolation rooms with en-suite showers/toilets. It has two rooms with antechambers and negative pressure suitable for assessment and initial management of patients with suspected HCID. The ward area also houses a large OPAT department.

The Unit is capable of isolating all types of infections whilst providing the patient with a high standard of accommodation and is connected to the rest of the hospital via a link corridor into the Alexander Donald Building which contains the ICU, HDU and other medical and surgical wards. On the ground floor of RIDU there is a purpose built outpatient department, travel clinic, and office accommodation.

Medical staff

Medical staff:-

Dr Matt Adam (ID and GIM at RIE, RAF)
Dr Jenni Crane (ID and GIM, Hepatitis B lead and clinical director for medicine)
Professor David Dockrell (ID, and research)
Dr Morgan Evans (ID and GIM, and clinical director for ID)
Dr Oliver Koch (ID, and HCID lead)
Dr Claire Mackintosh (ID and OPAT and inclusion medicine lead)
Dr Dáire O'Shea (ID, Hepatitis C and post-graduate training lead)
Dr Rebecca Sutherland (ID, and HIV lead)
Dr Iain Page (locum post)
Dr Meghan Perry (ID, and undergraduate and research lead)

Dr Ravneet Batra Consultant Psychiatrist
Dr Hazel Rae Associate Specialist Physician
Dr Elaine Griffin GP with a special interest working in OPAT and travel
6 doctors in training (currently 3 FY2, 1 IMT1, 1 IMT2, 1 GPST1)
1 physicians associate on rotation
2 clinical fellows for up to 12 months
16 Specialist trainees on rotation (not always available to unit) including a number out of programme doing research degrees.

Specialist nursing staff

3 clinical research nurses
2 clinical nurse specialists (HIV)
4 clinical nurse specialists (hepatitis C)
8.6 clinical nurse specialists (OPAT)
Travel medicine nurse practitioners
3 nurse counsellors
Multi-disciplinary team comprising a dietician, occupational/physiotherapists, pharmacist and community psychiatric nurses principally concerned with the care of HIV patients.



Inpatient and outpatient nursing staff have particular expertise in the management of IV drug users.

Other specialist staff

Full time data manager

Part time data entry clerk

The unit also hosts a number of specialist teams:

Blood borne virus/substance misuse nursing team

Antimicrobial management team

Special interests of the unit

The Regional Infectious Diseases Unit (RIDU) provides in-patient and outpatient facilities for the diagnosis and management of all types of infections including HIV. It has 2 in-patient wards with 31 beds, an outpatient department and an OPAT unit.

There are approximately 2700 admissions p.a., of whom ~95% are emergencies. RIDU receives 4349 new outpatient referrals p.a. including referrals to the travel service, OPAT, the penicillin allergy service, the blood borne virus services and general ID referrals.

HIV

The unit has a long history of providing care for people living with HIV, and has been particularly associated with patients infected through intravenous drug use following an epidemic of transmission in the early 1980's. More recently the case mix has altered to reflect the distribution of risk groups nationwide, with an increasing number of patients infected heterosexually and abroad. This has been reflected in a broader range of opportunistic infections and we have a diverse and stimulating case mix.

NHS Lothian currently provides care to 1302 people living with HIV. RIDU provides ongoing care to approximately 600 patients with the remainder attending Chalmers Sexual Health Centre with whom we enjoy close cooperation. We provide inpatient services to these patients when required.

Hepatitis C

A large proportion of people living with HIV patients were co-infected with hepatitis C. As a centre with recognised expertise in the care of drug users we are funded to provide a hepatitis C treatment service, for co-infected and HIV-negative patients. We have four clinical nurse specialists in hepatitis C, and have established nurse-led assessment and treatment clinics, with an active programme of outreach to local agencies working with drug users and to Saughton and Addiewell prisons. We are an active part of the new HCV managed clinical network, and have expanded our treatment service in accordance with the government's HCV action plan.

Hepatitis B

We have an active nurse led HBV service which provides care for approx 300 patients p.a.

Community acquired infection

We admit all types of community acquired infections, including diarrhoea and vomiting, soft tissue infection, pneumonia, meningitis and urinary tract infections. Management is consultant-led, and we have a well developed set of clinical protocols to ensure compliance with applicable national guidelines. We provide a daily liaison service to the admission unit of WGH to identify and advise on patients with infection and are developing a similar model with the Royal Infirmary of Edinburgh.



Outpatient antibiotic therapy (OPAT)

The department provides a full time OPAT service with 8.6 specialist nurses across both WGH and St John's Hospital. We are soon to open a further spoke in East Lothian Community Hospital. OPAT runs a 7 day a week service and accepts referrals from across NHS Lothian, including direct from the community. We see approximately 900 new referrals p.a. The clinic is nurse led with oversight from two ID consultants and a GP with special interest in Infectious Diseases..

NHS Lothian Infection Consult Service

Infectious disease and microbiology consultants contribute to the infection consult service. This provides a unified infection liaison service across all acute sites and incorporates a site-based model for the provision of infection advice to clinical teams, an infection liaison service offering bedside reviews and follow up reviews as required to all specialist and general medical and surgical areas.

Antibiotic stewardship and the Lothian Antimicrobial Management Team

Dr Simon Dewar (consultant microbiologist) is currently clinical lead for the AMT which is physically based and overseen by infectious diseases and has responsibility for the safe and effective use of antibiotics across NHS Lothian. The AMT has a wide ranging remit, including the supervision of inpatient antibiotic use, surgical prophylaxis and primary care antibiotic prescribing. This team is developing a robust antimicrobial stewardship programme across all sites. The antimicrobial management team have 2 FTE pharmacists and specialist nurse as part of the team. The AMT use the Scottish SAPG the Antimicrobial Companion app to house guidelines.

Tropical and travel medicine

We look after many patients with proven or suspected tropical infections, we function as a referral centre for SE Scotland in this respect. Our travel health clinic is one of the largest NHS travel clinics in the UK with a hub and spoke approach providing a service for the entire NHS Lothian.

Emerging infectious diseases

NHS Lothian hosts the national VHF reference laboratory and RIDU provides assessment and initial management for patients at risk of or suspected of having a high consequence infectious disease (HCID) throughout the East of Scotland. We run regular training modules for all staff in a dedicated ward mock-up housed on site in WGH.

Clinical Infection Research Group

We have an established thriving Clinical Infection Research Group (CIRG). This group is very active in participating in both academic and commercial clinical trials - including drug trials, multi-centre studies and investigator-led research. The CIRG contributed significantly to progress during the COVID pandemic with participation in major vaccine and therapeutics trials. We have clinical researchers in diagnostics as part of the group – leading and participating in research based at NHS Lothian housed National reference laboratories. The CIRG has strong academic links with the University of Edinburgh Centre for Infection Medicine under the direction of Professor David Dockrell. We have a dedicated research fellow, 6 research nurses and a clinical trials assistant. More information is available on www.cirg-edinburgh.co.uk. We will actively support applicants keen to explore opportunities for research.

Education and Training



Within the Regional Infectious Diseases Unit we play an active role in training medical students housing rotations for year 4 medical students, year 6 assistantships and health care practitioner medical students. Consultants are expected to supervise and teach year 4 students as part of their role and contribute to lecturing at the university.

We also provide high quality postgraduate education for the combined infection trainees under our supervision. Edinburgh Infectious Diseases unit started a weekly CIT teaching programme which is aligned to the CIT curriculum and has now been adopted by all CIT training centres in NHS Scotland. For the 3rd year in a row we have scored in the top 5% of training centres in both the GMC and the Scottish training surveys.

ACUTE AND GENERAL MEDICINE, WESTERN GENERAL HOSPITAL

The department of Acute and General Medicine has a large presence in the Western General Hospital and is supported by a close team of both Acute medics and Specialist physicians directly supporting general and acute medicine. This post would primarily be focused at the front door. The Medical Assessment Area (MAU) in the Western General Hospital incorporates 2 bedded areas (approx. 42 beds), an acute assessment area (trolleys) plus a Same Day Emergency Care Department (SDEC). The medical take is predominantly GP triaged referrals.

MAU assessment and bed area

In MAU beds, the consultant on-call for admissions leads a ward round starting at 08:30, followed by a multidisciplinary huddle at 12:00. In the afternoon and evening, the consultant is expected to provide ongoing assessments of those patients admitted from the trolley area and facilitate patient flow via discharges, specialty assessment or downstream movement. MAU has 2 consultant-led teams (working in a 1st on and 2nd on pattern) covering admissions with specialty reviews from respiratory, cardiology, infectious diseases, diabetes and frailty teams. On site there is also rheumatology and gastrointestinal specialty teams. Consultants work directly with foundation-year 1 doctors and are expected to be a very visible presence in the bedded area. The medical registrar on-call is present for the post-take ward round.

The current on call rota for weekday acute receiving is annualized and is approximately 1:16 in blocks from 12:00 Monday to 12:00 Wednesday and 12:00 Wednesday to 12:00 Friday. Weekend cover GIM cover is not required for this post.

MAU trolleys

There are approximately 70 presentations through the MAU assessment area each day, with a reduced number of presentations at weekends. Translation to admission is approx 50-60%. Dedicated consultant support is provided to this area 5 days per week 8.30 to 20.00 (Monday-Friday) split across 2 shifts (08:30 -14:30 / 14:00 – 20:00).

MAU has registrar level cover over the full 24-hour period, as well as the support of a team of FY1s, FY2s, IMT doctors, GPFY2s, GPST1, clinical fellows and staff grade doctors in addition to acute medicine specialty trainees and specialty trainees completing the general medical component of training. Out of hours a well established hospital at night team covers the area led by a medical registrar with the support of ANPs and other doctors in training covering specific areas.

Same Day and Emergency Care

WGH have established an SDEC as part of the NHS Lothian ask for an increase in the scheduling of emergency attendances wherever possible. SDEC currently delivers more than 1000 clinical episodes per month.

The current team includes band 3 nurses, trainee and fully qualified ANPs, a lead ANP, doctors in training, clinical fellows, five consultants and a nurse consultant. There is a clear



focus around novel service development, clinical governance and multidisciplinary teaching with a strong foundation in clinical data capture. Focused acute medicine ultrasound (FAMUS) is being embedded in practice within the department.

Downstream wards

Downstream medical patients are cared for in wards 26 and 27, where we have 50 medical beds. The wards are supported by a specialty doctor workforce along with rotations from our FY2s, IMTs, clinical fellows and specialist registrars. Three consultant led ward rounds are provided each week for patients on the ward plus any boarding patients in a designated area of the hospital.

There is a strong multidisciplinary team emphasis on the wards supporting appropriate complex care management and discharge for patients.

Current Consultant Team:

Professor Mark Strachan	Diabetes and Endocrinology
Dr Tim Morse	Acute Medicine
Dr Matthew King	Acute Medicine/Renal
Dr Claire Gordon	Acute Medicine /SDEC
Dr Stuart Ritchie	Diabetes and Endocrinology
Dr Emily McMurray	Diabetes and Endocrinology
Dr Ailsa Howie	Acute Medicine
Dr Ganesh Arunagirinathan	Diabetes and Endocrinology
Dr Andrew Leitch	Respiratory
Dr Phil Reid	Respiratory
Dr Jenni Crane	Infectious Diseases (Clinical Director)
Dr Anne Jones	Respiratory
Dr Ruth Young	Acute Medicine
Dr Frauke Weidanz	Acute Medicine/Critical Care
Dr Heather Kerr	Acute Medicine/Renal
Dr Morgan Evans	Infectious Diseases
Dr Meghan Perry	Infectious Diseases
Dr Rebecca Weerakoon	Acute Medicine (Clinical Lead)
Dr Johanna Hofer	Acute and General Medicine
Dr Catriona Kyle	Diabetes and Endocrinology
Dr Rachel Sutherland	Acute Medicine / SDEC (Clinical Lead SDEC)
Dt Tom Chambers	Diabetes and Endocrinology / SDEC
Dr Rob Gilmer	Acute Medicine / SDEC
Dr Iain Page	Infectious Diseases
Dr Fraser Wood	Respiratory
Dr William Newman	Acute Medicine/Respiratory
Dr Sheila Greican	Diabetes and Endocrinology
Dr Mohammad Sadiq Jeeavudeen	Diabetes and Endocrinology

Section 4: Main Duties and Responsibilities

Clinical:

The advertised post is a full time NHS Consultant in Infectious Diseases. The post holder would be expected to take part in a 1 in 6 on call rota.



The post holder will be expected to contribute to inpatient ID, provided a general ID clinic along with supervising a infectious diseases trainee in the outpatient clinic. The post holder will also contribute to the consult service across all NHS Lothian acute hospital sites. Additional time in areas of interest including travel medicine, research or OPAT may be available on discussion.

The advertised post is a full time NHS post, but efforts to develop research judged to be coherent with the interests of the department could be supported by inclusion in the supporting professional activity of the post. The attached job plan is indicative and subject to negotiation. As the department has increased in size there has been a diversification of interests among the consultant body, and it is anticipated that the job plan, which will be consistent with national terms and conditions of service, will be negotiated to match the needs of the service with the interests and experience of the successful applicant.

Out of Hours Commitments:

- 1:6 on call Infectious Diseases rota

Location:

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

Provide high quality care to patients:

- Maintain GMC specialist registration and hold a licence to practice
- Develop and maintain the competencies required to carry out the duties of the post
- Ensure patients are involved in decisions about their care and respond to their views

Research, Teaching and Training:

- Where possible to collaborate with academic and clinical colleagues to enhance NHS Lothian's research portfolio, at all times meeting the full requirements of Research Governance
- To provide high quality teaching to medical undergraduates and members of other health care professions as required by the Clinical Director
- To act as educational supervisor and appraiser as delegated by the Clinical Director to ensure external accreditation of training posts with an appropriate allocation of SPA time for these roles
- Students from Edinburgh University rotate through the Infectious Disease unit during Year 4 of the undergraduate medical curriculum. They spend a week within the Infectious Diseases Unit and the attachment incorporates bedside teaching, ward rounds, clinics, case presentations and tutorials. As part of this rotation the Infection consultants contribute to a lecture programme which is ongoing throughout year 4.

Medical Staff Management:

- To work with colleagues to ensure junior doctors' hours are compliant in line with EWTD and New Deal
- To ensure that adequate systems and procedures are in place to control and monitor leave for junior medical staff and to ensure that there is appropriate cover within the clinical areas, including on-call commitments
- To participate in the recruitment of junior medical staff as and when required
- To participate in team objective setting as part of the annual job planning process



Governance:

- Participate in clinical audit, incident reporting and analysis and to ensure resulting actions are implemented
- Ensure clinical guidelines and protocols are adhered to by doctors in training and updated on a regular basis
- Keep fully informed about best practice in the specialty areas and ensure implications for practice changes are discussed with the Clinical Director
- Role model good practice for infection control to all members of the multidisciplinary team

Strategy and Business Planning:

- To participate in the clinical and non-clinical objective setting process for the directorate

Leadership and Team Working:

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

Section 5: NHS Lothian – Indicative Job Plan

Post: Consultant Physician

Specialty: Infectious Diseases and General Medicine

Principal Place of Work: Western general Hospital

Contract: Full time

Availability Supplement: High Frequency

Out-of-hours: 1 in 6 on call rota

Managerially responsible to: Associate Medical Director, Western General Hospital

Timetables of activities that have a specific location and time:

Indicative Job Plan

Activity	Frequency	DCC	SPA
Inpatient ID ward cover	12 weeks a year	1.5	
Consults across RIE/WGH/SJH	~14 weeks a year	1	
General medicine	Dependent on activity to be	3	



	decided with CD for medicine		
Outpatient clinic and supervision of trainee clinic	Weekly	1.5	
Departmental clinical meetings	Weekly	0.5	
OOH for ID		1	
Core SPA	Weekly		1
Post-graduate ES	Two trainees		0.5
Total		10 PAs	

The Job Plan is negotiable and will be agreed between the successful applicant, and the Clinical Director. NHS Lothian initially allocates all consultants 10 PAs made up of 9 PAs in Direct Clinical Care (DCC) and one core SPA for CPD, audit, clinical governance, appraisal, revalidation job planning, internal routine communication and management meetings. As a major teaching and research contributor, NHS Lothian would normally expect to allocate additional SPA time for activities to do with undergraduate education, educational supervision of trainee medical staff, research and other activities. These are all areas where NHS Lothian has a strong commitment and we recognise the contribution that consultants are both willing and eager to make. Precise allocation of SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

Section 6: Contact Information

Dr Morgan Evans
 Consultant Physician
 Regional Infectious Diseases Unit
 Western General Hospital
 Edinburgh EH4 2XU
 Tel: 0131 5372898
morgan.evans@nhslothian.scot.nhs.uk

Dr Jenni Crane
 Consultant Physician
 Dept. of Medicine
 Western General Hospital
 Edinburgh EH4 2XU
 Tel: 0131 5373419
jenni.crane@nhslothian.scot.nhs.uk

Section 7: Working for NHS Lothian

Working in Edinburgh and the Lothians

Who are we?

NHS Lothian is an integrated teaching NHS Board in Scotland providing primary, community, mental health and hospital services. Calum Campbell is the Chief Executive, 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,



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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:

- 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.



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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.

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.



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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>.



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

TYPE OF CONTRACT	PERMANENT
GRADE AND SALARY	Consultant £91,474 - £121,458
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-imbursment 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.

