

CG2644

Locum Consultant in Community Neurorehabilitation - for People living with Progressive Neurological Conditions

CLOSING DATE – 31/05/2023

Working for NHS Lothian



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You will receive a response acknowledging receipt of your application.

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

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



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Section 1: Person Specification		
REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Training	<ul style="list-style-type: none"> • MRCP (UK), FRCS, MRCPGP or equivalent • GMC registered medical practitioner • Be on, or be within 6 months of interview eligible for inclusion on, the GMC Specialist Register with CCT in Rehabilitation Medicine, Neurology or Palliative care • Evidence of regular appraisal • Learning and continuous professional development 	<ul style="list-style-type: none"> • Additional higher degree in relevant field .
Post Specific Experience	<ul style="list-style-type: none"> • Experience in the holistic management and/or rehabilitation of people with progressively deteriorating conditions, including neurological 	<ul style="list-style-type: none"> • Experience in principles of rehabilitation and symptom management for progressive neurological conditions • Experience in spasticity management • Experience in advanced care planning • Experience in issues that arise in transition
Ability	<ul style="list-style-type: none"> • Ability to take full responsibility for management of patients • Able to organise time efficiently and effectively 	
Research Achievements	<ul style="list-style-type: none"> • An enthusiasm for supporting academic research 	<ul style="list-style-type: none"> • Evidence of research, publications
Teaching	<ul style="list-style-type: none"> • Experience in teaching and training of junior medical staff; medical students or other clinical disciplines 	<ul style="list-style-type: none"> • Evidence of teaching qualification • Evidence of Recognition of Trainer status • Formal teaching appointment
Audit & Quality Improvement	<ul style="list-style-type: none"> • Evidence of participation in audit or quality improvement projects 	<ul style="list-style-type: none"> • Evidence of effectively implemented audit or quality improvement project
Motivation	<ul style="list-style-type: none"> • Evidence of: <ul style="list-style-type: none"> - Patient focused care, - Effective and efficient use of resources 	<ul style="list-style-type: none"> • Evidence of development of services for people



Team Working	<ul style="list-style-type: none"> Evidence of teamwork with colleagues in own and other disciplines 	<ul style="list-style-type: none"> Able to lead and motivate colleagues Previous managerial training or experience
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Section 2: Introduction to Appointment

Job Title: Locum Consultant in Community Neurorehabilitation - for People living with Progressive Neurological Conditions

Departments: Rehabilitation Medicine

Base: Department of Clinical Neurosciences
Astley Ainslie Hospital, Edinburgh

Report to: Dr Alasdair FitzGerald, Clinical Lead, Rehabilitation Medicine

Accountable to: Dr Robin Balfour, Clinical Director, Edinburgh Community Health Partnership

Post Summary:

This part-time fixed-term post offers the successful candidate a superb opportunity to manage people with progressive neurological conditions (PNC), through the full course of their adult life. The appointee will have a key role in supporting people through diagnosis, secondary prevention, symptom management, rehabilitation and, where indicated, palliative phases of their lives. They will participate in a Lothian-wide neurological rehabilitation service.

In this role, the post holder will be able to draw on the wealth of resources available in neurology, in academic research departments and in the in- and out-patient rehabilitation services.

This offers the opportunity to use and develop skills in diagnosis, research, communication, palliative care and team-working.

The diagnostic challenge for progressive neurological conditions has probably eased with the advent of better tests and imaging technology. Yet the therapeutic challenge remains as great as ever. People value expertise to help them understand their changing options, but also to live well with their changing condition. This needs doctors who can not only make diagnoses, but also reckon with hope and suffering; wants and woes. It needs doctors who are capable of unpicking complex symptoms, complex feelings and complex systems; who can diagnose care teams, and carers under stress, and rebuild trust and confidence to enable patients to flourish once more. It's a great opportunity for any physician who wants to avoid being restricted to an organ or physiological system, and who values the psychosocial and anthropological aspects of health.

Application to this post is open to clinicians who have an interest in providing a holistic rehabilitative approach to their patients, who have experience in secondary prevention and symptom management in progressive conditions.

The Lothian rehab service for people with PNC



The Astley Ainslie is in the process of refreshing its offer for people and families with PNC, using a merger of therapy services to bring down waiting lists and reduce unnecessary consults. As a first step, this has involved the introduction of a Single Point of Access (SPOA) in which senior therapists triage referrals e.g. from GP, neurology etc. This post-holder and an existing consult would support the wider MDT to consider complex cases where there may be degrees of conflict within the biopsychosocial formulation. These team discussions would also allow the postholder to provide teaching for the wider team and to participate in developing an education program around PNC and human factors therein.

Alongside that, the post holder would work principally in outpatient and domiciliary settings, with an emphasis on understanding what people currently make of their situation and thinking with them about what they might make of it, both now and in the future. This means that the post-holder will be expected to work across the biopsychosocial space to manage symptoms, encourage capability, soothe anxiety / other suffering, and help people plan as best they can for the future. For this role, the postholder will need good communication and problem-solving skills. They can also take guidance from the recent position paper on neuropalliative care from the British Society of Physical and Rehabilitation Medicine. We'd expect the post-holder to provide support and advice to their MDT colleagues, particularly where suffering and / or conflict within the scenario is significant. Likewise, we'd look to support the postholder with what can generally be quite emotive work.

Out of Hours Commitment

The post would also include a second on-call commitment, terms of which are to be negotiated depending on on-call commitments elsewhere (as a part-time post, it's assumed that the applicant may want the option of combining this with a separate part-time post). The current commitment for a full-time consultant is to a 1: 6 rota from home (within 45 minute driving time from AAH), also including essential attendance when on-call at AAH for ward round/teaching on weekend and public holidays.

The main emergencies on the AAH site, are managed on-site by first on-call clinician, and include sepsis (due to chest, urine or wound infection), seizure (in the context of brain injury) and DVT/PE. The post-holder's role is typically to provide a scheduled round on weekend days, telephone based advice at other times, with potential to attend at other times. There are clear protocols in place and in the junior doctors' handbook. Given the limited medical facilities on site, safe transfer to the acute sector is often the key task in these circumstances. After 8pm the hospital is covered by the Hospital At Night service meaning that any calls between 8pm and 8am will only come to you at home via the HAN nurse or doctor who has become involved in the case.

Research

Edinburgh has several research active Universities with whom collaboration is possible. In house opportunities also exist to develop external presentations and peer-reviewed publications. The Anne Rowling centre at the Royal Infirmary has a strong track record for research with PND, meaning that the post-holder can involve themselves here too. Of course, research need not just be quantitative, with many of the issues facing people with PNC being well suited to thoughtful qualitative enquiry.

Within **the Department of Rehabilitation Medicine** the post holder will also work alongside nine other senior medical colleagues

- The current consultant in community rehabilitation, whom the successful applicant will work alongside and share clinical roles.
- Three of whom work in the post-acute neurological rehabilitation team (managing principally non-progressive disorders)



- Two of whom have individual responsibilities for amputee rehabilitation and orthopaedic rehabilitation, and shared responsibilities within mobility services
- Three neuropsychiatry colleagues with responsibility for rehabilitation of people with challenging behaviour following brain injury, two of whom also have added roles as neuropsychiatrists with specialist interests in management of functional neurological disorders and substance abuse.

Depending on rotation arrangements, the service may be augmented by specialist trainees in rehabilitation medicine.

Section 3: Departmental and Directorate Information

The Rehabilitation Medicine Directorate

This is based within the Astley Ainslie Hospital (AAH), initially opened in 1923. Plans for reconfiguration and reprovision are ongoing. The directorate is within the management structure of NHS Lothian's Edinburgh Health and Social Care Partnership (EHSCP).

The hospital serves a regional catchment population of 850,000 in Edinburgh and Lothian Region and is also the secondary provider for the Borders Region (pop.150,000) in many specialist areas and is a tertiary provider in clinical areas referred to below.

A close working relationship with the acute hospitals in the region is an essential element of the service and includes scheduled commitments by neurorehabilitation, amputee and orthopaedic rehabilitation services to Royal Infirmary of Edinburgh and Western General Hospital and on an ad hoc basis to St. John's Hospital, Livingston and Borders General Hospital.

We also recognise the complex rehabilitation needs that arise following acute illness, surgery, or morbid obesity, that do not specifically fall under remit of neurological, amputee or orthopaedic rehabilitation, but for whom multidisciplinary rehabilitation approaches can lead to timely and more effective discharge to home. In response to recognising those needs we promote the concept of "General Rehabilitation" services to address the needs of this patient group.

While the successful applicant will work within the areas described above, this post is part of an integrated Rehabilitation Medicine Directorate, and skills and interests which complement the whole service are encouraged and accommodated within service and individual job-planning. The successful applicant will be expected to provide cross-cover to wider rehabilitation services as part of their commitment, which includes a 1:6 on call commitment.

In addition to the advertised post, the senior medical team currently includes

- Tashfeen Chaudhry (Specialty Doctor, Orthopaedic Rehab & Mobility Services)
- Alasdair FitzGerald (Consultant, Neurorehabilitation & Clinical Lead for Rehabilitation Services)
- Lynne Hutton (Consultant, Amputee Rehabilitation & Mobility Services)
- Ed Jesudason (Consultant, Community Rehabilitation and Cardiac Rehabilitation)
- Lorna Langrell (Associate Specialist, Neuropsychiatry)
- Philip Milburn-McNulty (Consultant, Neurorehabilitation)
- Alyson Nelson (Consultant, Neurorehabilitation)
- Ally Rooney (Consultant Neuropsychiatrist)
- Killian Welch (Consultant, Neuropsychiatry)



Additional Medical Staffing within the department

- Up to 5 Specialist Trainees in Rehabilitation Medicine
- 5 ST1/2 equivalent trainees, either General Practice Specialist Trainees (GPST) or Clinical Fellow posts
- 4 Foundation Year Trainees, who provide on-call cover

In-Patient Services

Currently inpatient care includes 65 beds spread across 5 wards in 3 separate buildings. In addition the rehabilitation directorate also incorporates the Scottish Neurobehavioural Rehabilitation Unit (20 beds) in the Robert Fergusson Unit, recently reprovided at the Royal Edinburgh Campus, in a site adjacent to the proposed AAH new build. Most wards in AAH, in particular those accommodating people with neurorehabilitation needs, have relatively traditional ward layouts ("Nightingale" or 4-bedded bays) which requires ward populations to be defined predominantly by gender rather than by patient need. The anticipated replacement unit will have a comparable number of beds, predominantly based in single rooms, with ward designs being influenced by anticipated patient needs.

In-patient services are currently configured as follows:

Post-acute Neurorehabilitation - Consultants: Dr. Alasdair FitzGerald; Dr. Alyson Nelson & Dr. Philip Milburn-McNulty

- This service has been recently reconfigured by amalgamating previously separate stroke and brain injury services. There has also been an expansion in role of the service in relation to rehabilitation of other neurological disorders, including progressive/degenerative neurological disorders; functional disorders; and cancers with neurological manifestation, and also for selected general rehabilitation conditions (e.g. deconditioning in association with prolonged ITU stay, severe Covid-19 infection or bariatric status).
- The department has a pro-active approach to acute hospital inreach, and provides weekly sessional input to acute neuroscience; stroke medicine; oncology and general medical departments in Royal Infirmary of Edinburgh and Western General Hospital. In the case of neurosciences and oncology, these are supported by scheduled multidisciplinary meetings involving medicine for elderly and host departments.
- There is an existing spasticity service, which is growing and developing, which may provide opportunity to use specialist skills in this area.
- Current improvement targets within the department relate to patient centred goal setting; and coordination of electronic documentation / communication.
- Though primarily directed at people of working age, the service admits older people whose rehabilitation goals would be best met by our service.
- Inpatient rehabilitation is located in two buildings as follows
 - Charles Bell Pavilion (40 beds divided between two wards).
 - Brain injury and stroke account for approximately one third each of people in this component of the service.
 - Other patient groups in this ward include those with neurological cancers; polyneuropathy; non-traumatic spinal myelopathy; functional neurological disorders and severe deconditioning.
 - East Pavilion



- 8 of the 16 beds in this building are also allocated to post-acute rehabilitation, including those people with who also have progressive / progressive neurological conditions (PNC), who have recently lost independence in association with relapse or coincidental acute illness.

(July 2022 to November 2022 (anticipated) – Charles Bell Pavilion has been temporarily closed for refurbishment and lift repair. Reconfiguration of remaining wards has minimised this impact to a reduction by 13 beds for the duration of this work)

The Community Service for Progressive Neurological Conditions – Consultant: Ed Jesudason and advertised post.

- This service has been extensively redesigned to redirect emphasis from inpatient to outreach interdisciplinary rehabilitation.
- Currently the service is accessed by people with multiple sclerosis, Huntington’s, Parkinson’s and inherited ataxias. It is anticipated that expansion of the team, including consultant input, will allow the service to increase its emphasis on rehabilitation of neurogenetic disorders, transition from paediatric neurodisability services and specialist neuropalliative care.

Orthopaedic Rehabilitation Service – Specialty Doctor: Dr Tashfeen Chaudhry (also with responsibility for Outpatient Mobility Services – Wheelchairs & Seating)

- Along with the 6 post-acute PND, and 10 community PND beds, East Pavilion also accommodates 6 beds and associated rehabilitation service for people following complex orthopaedic surgery or polytrauma.

Amputee Rehabilitation - Consultant: Dr Lynne Hutton, (also with special responsibility for Outpatient Mobility Services – Driving Assessment)

- The service is closely linked to prosthetics and bioengineering departments and provides outpatient and inpatient rehabilitation.
- Inpatient care is provided from Sutherland Ward – (13 beds)
- Close links exist between this service and vascular/orthopaedic surgery services with weekly inreach sessions to acute wards providing therapeutic as well as assessment roles.

Scottish Neurobehavioural Rehabilitation Unit - Consultants: Dr Killian Welch & Dr. Ally Rooney. Associate Specialist: Dr Lorna Langrell

- Located in the Royal Edinburgh Campus, this is a tertiary referral unit providing rehabilitation and behavioural management for brain injured people with complex behavioural and cognitive issues.
- In addition to their inpatient roles, the department provides consultant neuropsychiatrist support to the AAH neurorehabilitation services, and to Department of Neurosciences in Western General Hospital
- Sub specialist expertise within the department includes management of functional neurological disorders and substance misuse.

Trauma Services

- We are part of developing a major trauma service model of care. The Scottish Trauma Network (STN) is an active collaboration involving ambulance service and



hospitals across Scotland, planning the delivery of high quality integrated, multi-specialty care to people severely injured as a result of major trauma. Since going live in August 2021, it is anticipated that this approach will save more lives and improve patient outcomes throughout the trauma pathway – from point of injury to rehabilitation, including injury prevention.

(<https://www.scottishtraumanetwork.com/regions/>)

- The recognition of the role of rehabilitation services is well recognised in the STN motto: “saving lives and giving life back”. There are well developed plans for pathways in hyperacute brain injury and for major trauma wards with rehabilitation team staffing, and access to community based trauma rehabilitation services.
- This will see expansion and redevelopment of current acute in-reach models provided by individual teams, so as to provide a more comprehensive service that caters for trauma rehabilitation too. There is potential for the new appointee to be involved in the provision of this service.

Out-Patient Services & Community Services

Outpatient care is delivered on-site and includes clinics in the Cunningham Unit and the recently opened (2007) South East Mobility and Rehabilitation Technology (SMART) Centre.

The **South East Mobility & Rehabilitation Technology (SMART) Centre** within the AAH contains the following departments

- Regional wheelchair and seating service
- National driving assessment service
- Disabled Living Centre
- Bioengineering
- Orthotics
- Prosthetics

All consultants have close links with the centre. Close working with the SMART Centre affords a range of opportunities to utilise the available technologies and skills within the department to jointly assess and treat people postural and mobility problems.

Consultant led out-patient or community services include:

- Neurorehabilitation (Drs. A FitzGerald, A Nelson & Dr. Milburn-McNulty)
- Multidisciplinary Spasticity Management Clinic (Dr A Nelson)
- Community Rehabilitation Service provides clinic based and domiciliary assessments as described above (Mr E Jesudason & advertised post)
- Liaison with Edinburgh Community Stroke Service, through the local authority provided Rehabilitation Day Service at Longstone. Neuropsychiatry - Western General Hospital (Drs. A Rooney & K Welch)
- Amputee - non-prosthetic; multidisciplinary prosthetic & SOTA (state of the art clinics for more complex high level users) – (Drs. L Hutton & T Chaudhry)
- Multidisciplinary cardiac rehabilitation (Mr E Jesudason)
- Scottish Driving Assessment Service (Drs. L Hutton & T Chaudhry)
- Specialist wheelchair & seating (Dr T Chaudhry)

Other outpatient clinic services based on-site include

- Health Psychology including chronic pain management and chronic fatigue management services
- Vocational rehabilitation
- Neurorehabilitation outpatient therapy services
- Weight management



- Alcohol and drug services

Research and Development/Teaching

There are excellent facilities for postgraduate education. There is a hospital post-graduate library and an excellent university library, all within easy reach. Directorate and hospital clinical / postgraduate meetings are held weekly in University term time.

The service is keen to promote research roles, and a research support network is in place within the department.

The Centre for Clinical Brain Sciences (<http://www.ed.ac.uk/clinical-brain-sciences>) which supports and develops research in neurology, psychiatry, neurosurgery, stroke medicine, neuroanaesthesia and related neurosciences, including a renowned and expanding interest in the field of regenerative neurology with a new centre established on the Royal Infirmary site (The Anne Rowling Centre). Opportunities exist and are encouraged for the successful candidate to develop collaborative research interests in the field of neurorehabilitation.

The department plays a leading role in the National Managed Clinical Network for Brain Injury, which exists to promote and support best practise in Brain Injury Rehabilitation across Scotland.

Undergraduate teaching in Neurology; Brain Injury and Communication Skills in Edinburgh University and Queen Margaret University are additional optional non-contractual roles.

Section 4: Main Duties and Responsibilities

The duties of the post holder will include the following:

- Leading multidisciplinary teams in the community based neuro rehabilitation service. This involves clinical and managerial leadership roles within the service, and representing the service at hospital and directorate level.
- Providing an outpatient rehabilitation assessment and treatment service accepting referrals relating to progressive neurological disorders, from consultants and General Practitioners.
- The provision of an immediate source of clinical advice to the non-consultant doctors, nursing staff and AHP staff in neuro rehabilitation and neurological departments.
- Leading audit and research within the department to ensure the delivery of evidence based services with high quality outcomes.
- Teaching and training of health professional staff.
- Undergraduate teaching in Edinburgh University and Queen Margaret University are additional optional non-contractual roles

Provisional Job Plan - (this job plan is indicative but will be subject to negotiation with the successful candidate and dependent upon ongoing redesign and service needs)

Name:

Speciality: Community Rehabilitation Medicine

Responsibility for: Progressive Neurological Conditions

Principal Place of Work: Astley Ainslie Hospital, Edinburgh



Contract:	Part-time, fixed term (one year in first instance)
Programmed Activities:	See draft timetable reference below
Availability Supplement:	Depending on other on-call commitments, appointee may have a 1 in 12 commitment to the rehabilitation out-of hours rota
Premium Rate Payment Received:	5%
Managerially Accountable to:	Dr Alasdair FitzGerald (Clinical Lead, Rehabilitation Medicine); Dr Robin Balfour (Clinical Director)

Timetable of activities which have a specific location and time will be based on a job plan that assumes 3 direct clinical care (DCC) sessions and 1 supporting professional activity (SPA) session.

Clinical activities are “tarrified” to specific times agreed within broader consultant team at group job planning

DCC sessions will consist of a mix of

- Domiciliary assessments – 4 hour session that allows for up to two appointments, associated dictation, administration and driving time (1 DCC)
- Outpatient clinic – 4 hour session that allows for up to four appointments, associated dictation and administration time (1 DCC)
- Other clinical correspondence – 2 hours per week (0.5 DCC)
- Multidisciplinary meeting – 45 minutes (0.2 DCC)
- Cross cover with consultant colleague for assessment of acute hospital inpatients for whom community team input may be appropriate or for management/assessment of patients transitioning from paediatric to adult services (episodic input which should average at 0.3 DCC)

NHS Lothian allocates all consultants at least one SPA for CPD, audit, clinical governance, appraisal, revalidation job planning and routine internal routine communication and management meetings. As a major teaching and research contributor the service 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. The precise allocation of SPA time and associated objectives will be agreed with the successful applicant.



Section 5: Contact Information

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

Dr A FitzGerald, Clinical Lead, Rehabilitation Medicine

Astley Ainslie Hospital, Edinburgh EH9 2HL

Tel: 0131 537 9039

Email: alasdair.fitzgerald@nhslothian.scot.nhs.uk

Mr Ed Jesudason, Consultant in Rehabilitation Medicine, Lanfine Service, Astley Ainslie Hospital, Edinburgh EH9 2HL

Tel: 0131 537 9236

Email: edwin.jesudason@nhslothian.scot.nhs.uk

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.



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

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.

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



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

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.

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: 12 months
GRADE AND SALARY	Locum Consultant £91,474 - £121,548
HOURS OF WORK	16 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.

