

# Working for NHS Lothian

JOB TITLE: Consultant in General Medicine and Medicine of the Elderly

JOBTRAIN REFERENCE: 173494

CLOSING DATE: 11/01/2024

INTERVIEW DATE: 26/02/2024



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

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**You will receive a response acknowledging receipt of your application.**

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

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## Section 1: Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
<b>Qualifications and Training</b>	GMC registered medical practitioner Licence to practice CCT in Acute or General Medicine and Geriatrics, or within 6 months of CCT	Additional post-graduate qualifications, e.g. MD/ PhD/MSc
<b>Experience</b>	Broad experience in Acute and General Medicine as well as Medicine of the Elderly	Evidence of a subspecialist interest, in particular Hospital @ Home, frailty and rehabilitation
<b>Ability</b>	Ability to take full responsibility for independent management of patients Ability to communicate effectively and clearly with patients, relatives and other team members	
<b>Academic Achievements</b>	Evidence of research activity and presentations Evidence of poster or oral presentations at national or international meetings	Evidence of research and publications in peer reviewed journals
<b>Teaching and Audit</b>	Evidence of commitment to: clinical quality improvement work formal and informal teaching and training of trainee doctors, medical students and other clinical staff learning and continuing professional development	Experience of designing quality improvement projects Experience of simulation training Evidence of training in clinical and / or educational supervision
<b>Motivation</b>	Evidence of commitment to: patient-focused care continuous professional development and life-long learning effective and efficient use of resources	Desire to develop services for patients



	quality improvement and service development	
<b>Team Working</b>	<p>Ability to work in a team with colleagues in own and other disciplines</p> <p>Ability to organise time efficiently and effectively</p> <p>Ability to demonstrate clinical leadership</p> <p>Reliability</p> <p>Excellent communication skills</p>	<p>Ability to motivate colleagues</p> <p>Evidence of previous managerial training and experience</p>
<b>Circumstances of Job</b>	This post will be primarily based at St John's Hospital but may be required to work at any of NHS Edinburgh and the Lothian's sites	



## Section 2: Introduction to Appointment

**Job Title:** Consultant in General Medicine and Medicine of the Elderly – 2 posts

**Department:** Directorate of Medicine, St John's Hospital, NHS Lothian

### Post Summary:

The post-holders will work across General Medicine and Medicine of the Elderly, joining a team of enthusiastic and motivated consultant physicians within a unit recognised for its innovation and passion for improvement. The unit has a strong emphasis on medical education and training as well as close links with the Emergency Department and Intensive Care Unit, input from all the medical specialties, an established Frailty screening and intervention service, as well as an award-winning Hospital at Home team.

Both jobs comprise 10 PAs with the potential for 2 of these to be SPA. Less than full time working will be considered and individual job plans will be negotiated depending on candidate's interests. The working hours can be arranged to accommodate non-working days during the week to strike a good work life balance. On call duties for medicine would be 1:16 weekdays and 5 weekends per year.

General Medicine duties will involve on-call duties for Medicine at St John's Hospital, based in the Medical Admissions Unit as well as the Emergency Medical Assessment (EMA) where GP referrals and ambulatory patients are managed. There is a Level 1 High Dependency Care area adjacent to the Medical Admissions Unit.

Medicine of the Elderly duties involve inpatient care of the Acute Frailty Ward (Ward 8) and Rehabilitation ward (Ward 14). The post-holder will also provide consultant input for the West Lothian Hospital at Home service. There is also opportunity for an outpatient clinic in a specialist area of interest. To provide best continuity of care, our geriatricians work in rotational week blocks of either inpatient care or Hospital at Home or acute Gen Med on-call.

As well as clinical duties, these posts will have a commitment to the delivery of undergraduate teaching at St John's Hospital, in particular teaching within a clinical environment and simulation training. Other non-clinical interests are encouraged for example management, post-graduate education, quality improvement, and research. A large number of trainee doctors rotate through the medical unit and the successful applicant may wish to have a role in educational supervision.

## Section 3: Departmental and Directorate Information

**St John's Hospital** opened in 1989 and is located in the centre of Livingston, a new town 15 miles west from Edinburgh. The hospital has an Accident and Emergency department and provides for all of the core medical specialities. The main departments within the hospital are:

- General Medicine with specialists in Acute Medicine, Cardiology, Diabetes & Endocrinology, Gastroenterology, Respiratory Medicine and Medicine of the Elderly



- Accident and Emergency
- Radiology
- Obstetrics & Gynaecology
- Child Health including Paediatrics and community child health
- The regional Burns and Plastic Surgery unit
- Oral and Maxillofacial Surgery
- Day case General and Orthopaedic surgery
- Ear, Nose and Throat Medicine
- Anaesthetics
- Critical Care
- Mental Health including ICCU and ICU and the Regional Eating Disorders Unit

The **Department of Medicine at SJH** is led by the Consultants listed below

<b>Clinical Staff</b>	<b>Specialist Interest</b>
Dr Helen Gillett	Gastroenterology (Clinical Lead)
Dr Sarah Minnis-Lyons	Gastroenterology
Dr Victoria Moffatt	Gastroenterology
Dr Konstantinos Dabos	Gastroenterology
Dr Alan Japp	Cardiology
Dr Colin Stirrat	Cardiology
Dr Caroline Scally	Cardiology
Dr Scott Ramsay	Medicine of the Elderly/Stroke Medicine
Dr Amanda Barugh	Stroke Medicine
Dr Katherine Jackson	Stroke Medicine
Dr Latana Munang	Medicine of the Elderly/ Hospital at Home (Clinical Lead)
Dr Maria Corretge	Medicine of the Elderly
Dr Jane Rimer	Medicine of the Elderly/ Hospital at Home
Dr Andrew Degnan	Medicine of the Elderly
Dr Imogen Smith	Medicine for the Elderly/ Hospital at Home
Dr Catherine Harley	Medicine of the Elderly/ Hospital at Home
Dr Donald Noble	Respiratory (Clinical Director)
Dr Kate McLaren	Respiratory
Dr Geoffrey Martin	Respiratory (Clinical Lead)
Dr Rebecca Dickinson	Respiratory
Dr Tracie Plant	Respiratory
Dr Robert Grecian	Respiratory
Dr Saadia Shad	Respiratory / Acute Medicine
Dr Liesbeth van Look	Diabetes and Endocrinology
Dr Rohana Wright	Diabetes and Endocrinology (Clinical Lead)
Dr Evgenia Foteinopoulou	Diabetes and Endocrinology
Dr Radzi Mohd Noh	Diabetes and Endocrinology
Dr Robert Gifford	Diabetes and Endocrinology / Acute Medicine
Dr Stacy Smith	Acute Medicine
Dr Vicky Tallentire	Acute Medicine
Dr Ali Harmouche	Acute Medicine
Dr Eleri Williams	Acute / Renal Medicine (Clinical Lead)
Dr Michelle McMurray	Acute Medicine / Medicine of Elderly



Dr Joanne Mackie	Acute Medicine
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The Consultants are supported by 26 middle grade doctors in training (STR, IMT, GPST, FY2 and Clinical Fellows), 21 FY1s, 8 Medical Nurse Practitioners and 10 Physician Associates. The Medical Unit admits approximately 13,000 patients per annum. There is a Medical Assessment Unit (MAU), Medical HDU and Emergency Medical Assessment Area (EMA), 3 down-stream medical wards, an acute frailty ward, a rehabilitation ward and a stroke unit. The hospital operates a 'Hospital at Night' service and a 'Hospital at Weekend' team.

The Medical Unit is supported by visiting Consultant Neurologists, Dermatologists, Rheumatologists, Renal Physicians, and Oncologists along with surgical specialists from Edinburgh.

There are excellent links with radiological and laboratory services. There is also close collaboration with Primary Care through an interface group. Oncology services on the St John's site is provided through a day unit for administration of chemotherapy.

### **MEDICINE OF THE ELDERLY, ST JOHN'S HOSPITAL**

The Medicine of the Elderly service at SJH is supported by multidisciplinary teams both on the acute site and in the community. In addition to inpatient services the department provides a Rapid Access Frailty clinic, and outpatient clinics in general MOE, neurovascular, and movement disorders. West Lothian also has an award-winning Hospital at Home service, REACT (Rapid Elderly Assessment & Care Team) which aims to prevent admission and facilitate early discharge. The Hospital at Home team work in close collaboration with Discharge 2 Assess, Rehab at Home, West Lothian Integrated Respiratory Team, and the West Lothian Care Home Team.

The Medicine of Elderly team at SJH has been integral to the development of the Frailty Pathway in West Lothian. Universal Frailty Screening of all medical admissions to SJH  $\geq 65$  years was introduced in 2015 for targeted intervention. The Frailty team is lead by a Frailty Advanced Nurse Practitioner and 5 Frailty nurses.

There are well established multi-disciplinary teams on all the inpatient Medicine of the Elderly wards which comprise the Acute Frailty Unit Ward 8 (29 beds), Rehabilitation Ward 14 (30 beds) and Integrated Stroke Unit (22 beds).

Tippethill Hospital in Armadale is West Lothian's community hospital providing 24 HBCCC beds. West Lothian also has 15 care homes providing frailty care in the community.

These posts will provide clinical care and leadership on the Acute Frailty Unit and Rehabilitation ward, in addition to General Medicine on-call duties and post-take care on the Medical Admissions Unit. They will also contribute consultant input to the Hospital at Home service. There is the opportunity for a weekly outpatient clinic for subspecialty interest development. To provide best continuity of care, our geriatricians work in rotational week blocks of either inpatient care or Hospital at Home or acute Gen Med on-call.

These posts will also provide ample opportunity for quality improvement, service development, education and training. There is a well established weekly teaching programme for the Medical Unit in addition to weekly Consultant meeting. In particular, these posts are expected to significantly contribute to medical undergraduate teaching, for example in simulation training and focussed teaching in exemplar outpatient clinics in the post-holder's area of subspecialist interest.





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St John's Hospital Site Management Team:

Mr. Andrew Mackay, Site Director  
Dr James McCallum, Associate Medical Director  
Dr Donald Noble, Clinical Director for Medicine  
Mrs. Shirley Douglas-Keogh, General Manager  
Ms Agnes Ritchie, Associate Nurse Director

Academic Facilities

The University activity is now focused on the Little France (RIE) campus, where several active research groups moved into the new Queen's Medical Research Institute (QMRI) in July 2005. This £52 million Institute houses 620 researchers and is adjacent to the Chancellor's Building, which houses an additional 100 researchers, making this one of the largest biomedical research campuses in Europe. Opportunities are available for the successful candidate to take part in clinical research.

#### Section 4: Main Duties and Responsibilities

##### Clinical:

- Accreditation in General Internal Medicine and Geriatric Medicine
- Contribution to acute medical receiving at SJH through the acute on call rota.
- Assessment, triage and management of acute admissions to Medicine, including ongoing continuing inpatient care, specialty support, use of ambulatory pathways, and community services to support discharge.
- Assessments, interventions and ongoing care on the Acute Frailty Ward and Rehabilitation ward, including leading the multidisciplinary team
- Consultant leadership of the Hospital at Home service
- Outpatient clinic
- SPA time

##### Out of Hours Commitments:

- 1:16 On call commitments
- 5 weekends per year

##### Location:

- The principal base of work will be at St John's Hospital
- Hospital at Home role will involve driving to patients' homes around West Lothian
- As part of your role, you may be required to work at any of NHS Lothian's sites
- If split site working is desired this could be discussed on an individual basis

##### 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

**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 in General Medicine and Medicine of the Elderly – 2 posts

**Specialty:** General Medicine and Medicine of Elderly

**Principal Place of Work:** St John's Hospital, Livingston

**Contract:** Full Time

**Availability Supplement:** 3%

**Out-of-hours:** As per on-call requirements

**Managerially responsible to:** Clinical Director for Medicine

### Example Job Plans (Rotational weeks)

#### Week 1 – Frailty/Rehab:

DAY	TIME	TYPE OF WORK
Monday	0900-1300 1300-1500 1500-1700	Frailty/Rehab Ward - Ward Round & MDT Huddle Frailty Liaison Admin
Tuesday	0900-1030 1030-1100 1100-1300 1300-1400 1400-1700	Frailty/Rehab ward - Patient reviews Communication / Relatives Frailty Liaison Medical Education Meeting Admin
Wednesday	0900-1030 1030-1230 1300-1400  0800-2000	Frailty/Rehab ward – Patient reviews (3:4) Frailty Liaison (3:4) Medical Unit Consultant Meeting  <b>OR</b> On call Consultant (1:4) On site availability 0800-2000; On call 2000-0800
Thursday	0900-1300  0900-1030 1030-1100 1100-1300  1300-1700	Post-take ward round MAU (1:4)  <b>OR</b> Frailty/Rehab ward – Patient reviews (3:4) Communication / Relatives Frailty Liaison (3:4)  SPA
Friday	0900-1300 1300-1700  0800-2000	Frailty/Rehab Ward - Ward Round & MDT Huddle Undergraduate teaching – Exemplar OP clinic / Simulation training  <b>OR</b> On Call Consultant (1:20) On site availability 0800-2000; on call 2000-0800
Weekend (1:10)		First On Call Consultant Fri 0800-2000; Sat 0800-2000; Sun 0800-1300



	<b>OR</b> Second On call Consultant Sat 0900-1300; Sun 0800-2000
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**Job plan breakdown of programmed activities:**

Activity	PA allocation
Medical on call consultant duties incl weekends	1.5 DCC
Frailty/Rehab ward	3.25 DCC
Frailty Liaison	1.75 DCC
Admin	1 DCC
Undergraduate teaching	1 SPA
Clinical meetings	0.5 SPA
Core SPA time (job planning, appraisal, CPD)	1 SPA
<b>TOTAL</b>	<b>10</b>

**Week 2 – Hospital at Home:**

DAY	TIME	TYPE OF WORK
Monday	0900-1000 1000-1100 1100-1500 1500-1700	Hospital at Home huddle E-triage, admin SPA Hospital at Home ward round
Tuesday	0900-1000 1000-1100 1100-1300 1300-1400 1500-1700	Hospital at Home huddle E-triage, admin Reviews Medical Education Meeting Hospital at Home ward round
Wednesday	0900-1000 1000-1100 1100-1300 1300-1400 1500-1700  0800-2000	Hospital at Home huddle(3:4) E-triage, admin (3:4) Reviews (3:4) Medical Unit Consultant Meeting Hospital at Home ward round (3:4)  <b>OR</b> On call Consultant (1:4) On site availability 0800-2000; On call 2000-0800
Thursday	0900-1300  0900-1000 1000-1100	Post-take Ward Round (1:4)  <b>OR</b> Hospital at Home huddle (3:4) E-triage, admin (3:4)



	1100-1500 1500-1700	Reviews (3:4) Hospital at Home ward round
Friday	0900-1300 1300-1400 1500-1700  0800-2000	Undergraduate teaching – Exemplar OP Clinic or Simulation training E-triage, admin Hospital at Home Ward Round  <b>OR</b> On Call Consultant (1:20) On site availability 0800-2000; on call 2000-0800
Weekend (1:10)		First On Call Consultant Fri 0800-2000; Sat 0800-2000; Sun 0800-1300 <b>OR</b> Second On call Consultant Sat 0900-1300; Sun 0800-2000

#### Job plan breakdown of programmed activities:

Activity	PA allocation
Medical on call consultant duties incl weekends	1.5 DCC
Hospital at Home	4.875 DCC
E-triage, Admin	1.125 DCC
Undergraduate teaching	1 SPA
Clinical meetings	0.5 SPA
Core SPA time (job planning, appraisal, CPD)	1 SPA
<b>TOTAL</b>	<b>10</b>

The Job Plan is negotiable and will be agreed between the successful applicant, and the Clinical Management team. NHS Lothian initially allocates all consultants 10 PAs made up of 9.0 PAs in Direct Clinical Care (DCC) and one core SPA for CPD, audit, clinical governance, appraisal, revalidation job planning, and internal routine communication.

As a major teaching and research contributor, NHS Lothian would normally expect to allocate additional SPA time for activities relating to 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

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

Dr Donald Noble, Clinical Director, Medicine

[Donald.Noble@nhslothian.scot.nhs.uk](mailto:Donald.Noble@nhslothian.scot.nhs.uk)

Dr Latana Munang, Consultant Geriatrician

[Latana.Munang@nhslothian.scot.nhs.uk](mailto:Latana.Munang@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, where appropriate, people will receive high quality care closer to home. There is work underway in relation to the operational and governance capacity required, ensuring that planning for unscheduled and scheduled care is done in tandem between the four Integrated Joint Boards and the acute service.

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

#### Location

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

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

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

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

If you are thinking about joining us from overseas further information can be found at [www.talentscotland.com](http://www.talentscotland.com). For a comprehensive list of services to help moving to the City of Edinburgh, please visit the City of Edinburgh Council Website at: [www.edinburgh.gov.uk](http://www.edinburgh.gov.uk).

#### What we can offer you



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

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.



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

## **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-centred 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:**



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

## Care and Compassion

- We will demonstrate our compassion and caring through our actions and words
- We will take time to ensure each person feels listened to, secure, understood and is treated compassionately
- We will be visible, approachable and contribute to creating a calm and friendly atmosphere
- We will provide a safe and caring setting for patients and staff, and an efficient, effective and seamless care experience
- We will meet people's needs for information and involvement in all care, treatment and support decisions.

## Dignity and Respect

- We will be polite and courteous in our communications and actions
- We will demonstrate respect for dignity, choice, privacy and confidentiality
- We will recognise and value uniqueness and diversity
- We will be sincere, honest and constructive in giving, and open to receiving, feedback
- We will maintain a professional attitude and appearance.

## Quality

- We will demonstrate a commitment to doing our best
- We will encourage and explore ideas for improvement and innovation
- We will seek out opportunities to enhance our skills and expertise
- We will work together to achieve high quality services
- We will use our knowledge and enthusiasm to implement positive change and overcome challenges.

## Teamwork

- We will understand and value each other's role and contribution
- We will be fair, thoughtful, welcoming and kind to colleagues
- We will offer support, advice and encouragement to others
- We will maximise each other's potential and contribution through shared learning and development
- We will recognise, share and celebrate our successes, big and small.

## Openness, Honesty and Responsibility

- We will build trust by displaying transparency and doing what we say we will do
- We will commit to doing what is right – even when challenged
- We will welcome feedback as a means of informing improvements
- We will use our resources and each other's time efficiently and wisely
- We will maintain and enhance public confidence in our service
- We will be a positive role model.

Throughout the recruitment process candidates will need to demonstrate they meet all of Our Values.

Further information on our values into action can be found at

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



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

## Section 8: Terms and Conditions of Employment

For an overview of the terms and conditions visit: <http://www.msg.scot.nhs.uk/pay/medical>.

<b>TYPE OF CONTRACT</b>	Permanent
<b>GRADE AND SALARY</b>	Consultant (£96,963 - £128,841)
<b>HOURS OF WORK</b>	40 HOURS PER WEEK
<b>SUPERANNUATION</b>	New entrants to NHS Lothian who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to "opt out" arrangements can be made to do this via: <a href="http://www.sppa.gov.uk">www.sppa.gov.uk</a>
<b>REMOVAL EXPENSES</b>	Assistance with removal and associated expenses may be awarded
<b>EXPENSES OF CANDIDATES FOR APPOINTMENT</b>	NHS candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Reimbursement shall not normally be made to employees who withdraw their application, refuse an offer of appointment. Non NHS employees are not normally awarded travel expenses.
<b>TOBACCO POLICY</b>	NHS Lothian operates a No Smoking Policy in all premises and grounds.
<b>DISCLOSURE SCOTLAND</b>	This post is considered to be in the category of "Regulated Work" and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership.
<b>CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK</b>	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.



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

<b>REHABILITATION OF OFFENDERS ACT 1974</b>	<p>The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Lothian. Any information given will be completely confidential.</p>
<b>MEDICAL NEGLIGENCE</b>	<p>In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board indemnity will cover only Health Board responsibilities. Paragraph 63 of the General Medical Council's Good Medical Practice requires you to have adequate insurance or indemnity cover. You may wish to consider taking out additional medical indemnity e.g. with a Medical Defence Organisation to ensure that you have indemnity for the whole of your practice.</p>
<b>NOTICE</b>	<p>Employment is subject to one month notice on either side, subject to appeal against dismissal.</p>
<b>PRINCIPAL BASE OF WORK</b>	<p>You may be required to work at any of NHS Lothian sites as part of your role.</p>
<b>SOCIAL MEDIA POLICY</b>	<p>You are required to adhere to NHS Lothian’s Social Media Policy, which highlights the importance of confidentiality, professionalism and acceptable behaviours when using social media. It sets out the organisation’s expectations to safeguard staff in their use of social media.</p>



## Section 9: General Information for Candidates

### **Data Protection Legislation**

During the course of our activities we will collect, store and process personal information about our prospective, current and former staff. The law determines how organisations can use personal information. For further information on the type of data that is handled, what the purpose is of processing the data and where and why we share data, please see the NHS Lothian Staff Privacy Notice, found at: [NHS Lothian Staff Privacy Notice](#)

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

### **Counter Fraud**

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

### **References**

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

### **Disclosure Scotland**

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

### **Work Visa**

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

### **Job Interview Guarantee Scheme**

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

### **Overseas Registration and Qualifications**



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

### **Workforce Equality Monitoring**

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

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

### **Equal Opportunities Policy Statement**

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

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

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



## **NHS Scotland Application Process**

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

