

**JOB TITLE:** Consultant in Paediatric Endocrinology and Diabetes,

**JOB REFERENCE: JOBTRAIN REFERENCE174599**

**CLOSING DATE: 19th January 2024 INTERVIEW DATE: 22 february 2024**

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

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| **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** |

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| REQUIREMENTS | **ESSENTIAL** | **DESIRABLE** |
| Qualifications and Training | Fully registered with the GMC.  License to practice  MRCPCH or equivalent.  Completion of a recognised paediatric training programme with equivalent clinical experience and competencies for paediatric endocrinology and diabetes specialist register.  Evidence of competence in paediatric resuscitation.  Level 3 child protection training of equivalent | Additional post-graduate qualifications, e.g. MD/ PhD/MSc  Be on or eligible for the specialist register in paediatrics (diabetes and endocrinology) or within six months of being eligible at the time of interview. |
| Experience | Must be able to demonstrate a high level of clinical experience and competence in all acute paediatrics and paediatric endocrinology and diabetes. | Recognition of trainer status |
| Ability | Ability to take full responsibility for independent management of patients.  Ability to communicate effectively and clearly with patients and other team members.  Understanding of the paediatric Scottish Patient Safety Programme and commitment to its aims |  |
| Academic Achievements | Understanding of principles of research.  Ability to appraise literature and commitment to evidence based practice. | Research experience  Publications/ Presentations |
| Teaching and Audit | Demonstrable experience of participation in clinical audit and implementation of its findings.  Experience in training undergraduate medical students and postgraduate doctors. | Experience of designing audits  Experience of simulation training |
| Motivation | Evidence of commitment to patient focused care, continuous professional development, effective and efficient use of resources | Desire to develop services for patients |
| Personal attributes | Ability to work in a team with colleagues in own and other disciplines  Ability to organise time efficiently and effectively  Reliability  Excellent communication skills  Able to work in a team with colleagues in own and other disciplines | Ability to motivate colleagues  Previous managerial training and experience |
| Circumstances of Job | May be required to work at any of NHS Lothian’s sites |  |

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| Section 2. Introduction to Appointment |

Job Title: Consultant in Paediatric Endocrinology and Diabetes

Department: Medical Paediatrics

Base: Royal Hospital for Children and Young People (RHCYP), Edinburgh

(You may also be required to work at any of NHS Lothian’s sites).

Post Summary:

This substantive replacement post for a future retirement within the team and will commence from March 24. The successful applicant will join the current team to provide paediatric endocrine and diabetes care for patients in Lothian, and support specialist outreach endocrine provision in NHS Tayside, Highland, Fife, Borders and Dumfries and Galloway. All full time team members will be working on a 10 PA contract. This post holder will contribute equally to the endocrine and diabetes service.

Sub specialist services are currently supported by the six consultants. The outreach clinics are shared proportionally among the consultants, and email and telephone support.

Adolescent and paediatric diabetes clinics will be shared proportionally with the new post holder.

The team is supported by two senior trainees

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| Section 3. Departmental and Directorate Information |

**Paediatric Endocrinology and Diabetes in Scotland**

Paediatric endocrinology services in Scotland are primarily delivered from three regional centers (Aberdeen, Edinburgh and Glasgow). The Scottish Paediatric Endocrinology Group (SPEG) has existed for over 30 years as a forum for interaction between the paediatric endocrinologists in Scotland and their multidisciplinary teams. Over the last 20 years, membership has extended to a wider group of paediatricians with an interest in endocrinology, and was formally recognised as a Managed Clinical Network in 2009.

The Scottish Disorders of Sexual Development S-DSD [previously Scottish Genital Anomaly Network (SGAN)] is a national MCN and is a model for managing rare conditions.

Paediatric Diabetes services are delivered in all health boards. National support for Paediatric Diabetes services is provided by the Type 1 subgroup of the Scottish Diabetes Group, which links to Scottish Government through the long Term Conditions Unit. MDT working is supported by national MDT meetings and a National Diabetes Database, SCi-D. Innovations to improve diabetes care are led by the Scottish Diabetes Action Plan.

**The Edinburgh Department**

The RHCYP team delivers Lothian wide paediatric endocrinology services, and ‘outreach’ endocrine services through regional clinics performed jointly with local link paediatricians in other Health Boards, in NHS Borders, Highland, Tayside, Fife and NHS Dumfries and Galloway.

The population covered by the tertiary service is approximately 2.5 million.

The NHS Lothian Endocrine Service is multidisciplinary in nature and brings together specialist medical, nursing, dietetic, psychology, biochemistry and pharmacy support. An in-patient and outpatient service and tertiary level support is provided. General endocrine clinics are held weekly. Sub specialist clinics cover: late effects of childhood cancer, metabolic bone disease, Turner syndrome, disorders of sex development and adolescent gynaecology. There has been a recent development of a dedicated clinic for Prader Willi Syndrome.

Since 2014 we have had an increase in referrals for transgender individuals, and currently these patients are seen by two of the FT Consultants within general endocrine clinics, and this service is evolving. There is close liaison with colleagues in neonatology, clinical genetics, reproductive medicine and gynaecology, adult endocrinology, Scottish Transgender Service, run at Sandyford Centre, Glasgow, and the Scottish Genital Anomalies Group (SGAN). There are formal links with adult services (endocrinology, gynaecology / reproductive medicine) and with other specialist services (oncology, paediatric surgery, paediatric neurosurgery, radiology, biochemistry, psychology, dietetic and social work).

The RHCYP team delivers paediatric and adolescent diabetes care for all patients (n = 450) in Lothian. The clinics are held at OPD RHCYP and diabetes OPD, St John's, Livingston for children aged 0-14 years, and 4 adolescent clinics for patients aged 14-18 years, shared with our adult diabetes colleagues at Western General Hospital, Royal Infirmary of Edinburgh, East Lothian Community Hospital, Haddington, and St John’s Hospital, Livingston. Inpatient care is provided at RHCYP for all patients up to age 16 years.

The service is recognised for GRID training in paediatric endocrinology and diabetes.

Clinical Staff and service provision at RHCYP Edinburgh

**Senior Medical Staff**

Dr Louise Bath Consultant in diabetes and endocrinology – retiring May 2024

Dr Harriet Miles Consultant in diabetes and endocrinology

Dr Daniela Elleri Consultant in diabetes and endocrinology

Dr Sarah Kiff Consultant in diabetes and endocrinology

Dr Tarini Chetty Consultant in diabetes and endocrinology

Dr Kathryn Cox Consultant in diabetes and endocrinology

Prof Rod Mitchell Clinician Scientist and honorary consultant in endocrinology

Trainees Two specialty trainees (endocrinology/diabetes and rheumatology)

**Specialist Nurses**

Jennifer Roach Lead Endocrine Nurse Specialist

Kirstie Patterson Endocrine Nurse Specialist

Anna Freeden Lead Diabetes Nurse Specialist

Cheryl Payne Diabetes Nurse Specialist, lead for insulin pump therapy

Morag McDonald Diabetes Nurse Specialist

Russell Hall Diabetes Nurse Specialist

Jane Doyle Diabetes Nurse Specialist

Angela Archibald Diabetes Nurse Specialist

Zoe Connell Diabetes Nurse Specialist

Eilidh Shepherd Diabetes Nurse Specialist

Shona MacDonald Diabetes Nurse Specialist

**Dietitians**

Caitriona NicReamoinn Lead Diabetes Dietitian

Leigh Owens Diabetes Dietitian

Bethany Cairns Diabetes Dietitian

Viviana Karapaschalidi Diabetes Dietitian

**Diabetes psychology**

Cy Harte

**Secretary/Administrative support**

Karen Gilhouley Endocrinology and diabetes Co-ordinator

Lorna Donaldson Diabetes

Michelle Gosman Endocrinology and Diabetes

**Clinical Meetings**

**Endocrinology:**

* Weekly MDT: Discussing patient management / endocrine test results/journal club/research presentations
* Post-clinic patient management discussions after each follow-up clinic
* Bi-Monthly Paediatric neuro-oncology group multidisciplinary meetings (with paediatric oncologists, neuroradiologists, neurologists, radiotherapists, neurosurgeons).
* Monthly videoconference with other SPEG centers (Glasgow, Dundee, and Aberdeen)
* SPEG meetings 4 monthly plus annual SPEG scientific and CPD meetings
* Annual ‘away-day’ management discussions – review previous year and plan audits and service development

**Diabetes:**

* Weekly hot topics sessions, including Monthly clinical MDT
* Adolescent subgroup MCN meetings every 3 months
* Paediatric subgroup MCN meetings every 2 months
* Education afternoons: 5th wed of the month
* Annual ‘away-day’ management discussions – review previous year and plan audits and service development for the year ahead.

The successful candidate will become members of the Medical Staff Committee and Patient Services Group and will be encouraged to attend meetings.

Children’s services within NHS Lothian are provided on a number of sites and the appointee will be required to work across Lothian on occasion.

This is an Exposure Prone Post and evidence of the necessary immunities will be required before starting work.

**Research and Development**

There is an academic department of Child Life and Health with an active research programme led by Professor Jurgen Schwarze. There are opportunities for individual or collaborative research and development within the service.

**Teaching**

The service has a prominent role in teaching undergraduates and postgraduates. The post-holder will contribute to the undergraduate teaching programme and will have an active role in the training and assessment of junior doctors at various stages of their training in paediatrics. The post holder will need to obtain recognition of training status to enable formal clinical and educational supervision. The post holder will participate in audit projects, which are regularly undertaken within the department.

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| Section 4. Main Duties and Responsibilities |

The successful applicant will be responsible for undertaking the administrative duties associated with the care of endocrinology and diabetes patients, the administration of wards and clinics, participating in the day-to-day management of the unit and the on-call service, sharing duties with the existing consultants.

Clinical: Nine direct clinical care (DCC) PA and one supporting professional activity (SPA) per week (see later).

Paediatric Acute Receiving Unit (PARU): 1 week per year Monday to Friday 09.00 – 17.00

Paediatric Endocrinology and Diabetes Service 41 (currently 1 week for ARU) weeks per year, with consultant of week model for inpatient care 1 in 6 weeks currently.

Out of Hours Commitments: 1 PA

Weekend oncall – General paediatrics 1 in 8 with ward rounds 09.00-14.00 Saturday and Sunday, and public holidays, providing on call either Friday/Sunday or Saturday

Weekday on call - General paediatrics Monday to Thursday 1 night in 12

* Provide High Quality Care to patients.
* Maintain GMC specialist registration and hold a license 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.
* In order to meet the demands and complexity of the service, it is an aspiration that the Paediatric Diabetes and Endocrine service will develop a dedicated oncall.

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.

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.

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.

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| Section 5. NHS Lothian – Indicative Job Plan |

Post: Consultant Paediatrician

Specialty: Paediatric Endocrinology and Diabetes

Principal Place of Work: RHCYP, Edinburgh

Availability Supplement: 3%

Out-of-hours: 1 PA

Managerially responsible to: Clinical Director Paediatrics Dr Sonia Joseph

Timetables of activities that have a specific location and time:

1. CoW Endo/Diabetes Plan 9 weeks DCC 40 hrs (9.00 17.00) plus additional 1 PA for 8.30 start and 17.30 finish – note this equates to 45 hours per week.

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|  |  | Type of Work | DCC |  |
| Monday  RHCYP | 08.30 -09.00  9.00 – 12.30  13.30- 16.00  16.00 – 17.00 | Consultant Meeting  Diabetes and Endocrine Ward Round  E-triage endocrine referrals  Endocrine Clinical and research Mtg  Consults/ED/new patients/clinical emails  Inpatient review | 2.2 |  |
| Tuesday  RHCYP | 09-111  13.00-1600  16.00-17.00 | Ward Round/Consults  Grand Round  Consults/ED/new pts/clinical emails  Inpatient review | 2.2 |  |
| Wednesday  RHCYP | 09.00-11.00  11.00 – 16.00  16.00 – 17.00 | Ward Round/Consults  Grand Round  Consults/ED/new pts/clinical emails  Inpatient review | 2.2 |  |
| Thursday  RHCYP | 09.00-10.00  11.00 – 16.00  16.00 – 17.00 | Ward Round/Consults  Grand Round  Consults/ED/new pts/clinical emails  Inpatient review | 2.2 |  |
| Friday  RHCYP | 9.00-11.00  16.00 – 17.00 | Ward Round/Consults  Grand Round  Consults/ED/new pts/clinical emails  Inpatient review | 2 |  |
| Total |  |  | 10 | 1.0 |

During CoW will take calls/emails regarding patient care and attend acute admissions for diabetes/endocrine patients Will also complete dictation and OP admin. Some outreach commitments, adolescent diabetes clinics and sub specialty clinics may coincide with CoW. Inpatient care will be cross covered by another colleague. Will use time for SPA flexibly when able. We will provide a dedicated endocrine email address so the majority of acute queries will be directed to COW, although if known patient and consultant available the query can be directed to them.

2. Job Plan Non CoW 9 PAs – 32 weeks/year – work 4 days/week, with 1 day in lieu for each COW/ARU week = 9/10 (if still ARU week) weeks 3 days per week, and 22/23 weeks of 4 days per week

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|  |  | Type of Work | DCC | SPA |
| Monday  RHCYP/  SJH | 8.30 – 9.00  9.00-13.30  13.45 – 17.00  9.00-18.00 | Consultant meeting  Admin/dictation  Ward Round 1 in 16 post w/e o/c for ARU  Endocrine MDT  SPA/Adol Diabetes/Specialist Clinic  Outreach BGH x4/yr  Outreach Fife x3/yr |  |  |
| Tuesday  RHCYP | 9.00-13.00  14.00-17.00 | Endocrine Clinic  Specialist Clinic/SPA |  |  |
| Wednesday  RHCYP | 9.00-10.00  10.00- 11.15  11.15-1300  13.00- 17.00  7.00 – 19.00 | Admin  Pump download session  Admin  Diabetes Hot Topic Session  Diabetes Clinic  Outreach D&G x2 per year  Outreach Highland x3/year |  |  |
| Thursday | 9.00-17.00 | OFF/SPEG MCN meetings/specialist clinic  Outreach Highland x3/year |  |  |
| Friday  RHCYP/  WGH/NRIE | 09.00 – 12.30  13.00 – 17.00 | Endocrine New Patient Clinic (1 in 6) or SPA time  Adolescent Diabetes Clinic /Specialist Clinic/Admin/OFF |  |  |
| 20/21 weeks four day week; 9/10 weeks 3 day week | | | | |
| Totals |  |  | 8.00 | 1.0 |

One week ARU CoW – 10 DCC PA + 1.0 SPA

Summary

Out of hours 42 DCC PA

SPA 42 SPA

Week Day PAs 378 PAs

Acute Receiving Unit 10 DCC PA

Consultant of the week 99 DCC PA

Non consultant of the week 269 PA

Non consultant of the week 247 DCC Pas

420 PA

Total PAs not on call = 378 PAs

Total PAs = 420 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 PA made up of nine PA 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.

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| **Section 6. Contact Information** |

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

Dr Louise Bath, Consultant Paediatrician [louise.bath@nhslothian.scot.nhs.uk](#)

Dr Sonia Joseph, Clinical Director [sonia.joseph@nhslothian.scot.nhs.uk](#)

Dr Corinne Love, Associate Medical Director, Women’s and Children’s Services, NHS Lothian [corrine.love@nhslothian.scot.nhs.uk](#)

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| **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](#). 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-cantered 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.

**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](#)

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| **Section 8: Terms and Conditions of Employment** |

For an overview of the terms and conditions visit: [http://www.msg.scot.nhs.uk/pay/medical](#).

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| **TYPE OF CONTRACT** | Permanent |
| **GRADE AND SALARY** | Consultant  £96,963 - £128,841 |
| **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](#) |
| **REMOVAL EXPENSES** | Assistance with removal and associated expenses may be awarded |
| **EXPENSES OF CANDIDATES FOR APPOINTMENT** | NHS candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement 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 one month notice on either side, subject to appeal against dismissal. |
| **PRINCIPAL BASE OF WORK** | You may be required to work at any of NHS Lothian 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. |

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| **Section 8: 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.