



Working for NHS Lothian

JOB TITLE: Locum Appointment for Training (LAT) post in Dermatology

JOB REFERENCE: 175902



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We cannot accept CV's as a form of application and only application forms completed via the Jobtrain system will be accepted. Please visit <https://apply.jobs.scot.nhs.uk> for further details on how to apply.

You will receive a response acknowledging receipt of your application.

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

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Section 1: Person Specification – Clinical Fellow in Dermatology

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications	<p>Applicants must have:</p> <ul style="list-style-type: none"> • MBBS or equivalent medical qualification <p>Physician applicants</p> <ul style="list-style-type: none"> • Either of the following: <ul style="list-style-type: none"> ➢ MRCP(UK) Part 1 at time of application and MRCP(UK) full diploma by offer dateⁱ ➢ Eligibility for the specialist register in general internal medicine by time of applicationⁱⁱ ➢ Completion of Irish Basic Specialty Training in medicine and the MRCPI full diploma by offer date. <p>Paediatrics applicants</p> <ul style="list-style-type: none"> • Hold full MRCPCH by offer date. <p>Surgical applicants</p> <p>MRCS successful completion of examination by offer date</p>	<ul style="list-style-type: none"> • Completion of the relevant membership examination by time of application • Higher degrees including MSc, PhD or MD (not including intercalated BSc or 'Honorary' MA)
Eligibility:	<p>Applicants must:</p> <ul style="list-style-type: none"> • Be eligible for full registration with, and hold a current licence to practiseⁱⁱⁱ from, the GMC at the advertised post start date^{iv} • Be eligible to work in the UK. <p>Physician applicants</p> <ul style="list-style-type: none"> • have evidence of achievement of core medical capabilities, for the round of application, via one of the following methods: <ul style="list-style-type: none"> ○ current employment in a programme which leads to successful completion of year 2 of Internal Medicine Stage 1 Training by the advertised post start date, via one of these approved routes: <ul style="list-style-type: none"> ▪ UK Internal Medicine Stage 1 Training ▪ UK ACCS (Internal Medicine) ▪ UK Broad Based Training (medicine route) ▪ Joint Royal Colleges of Physicians Training Board (JRCPTB) internationally level 3 accredited equivalent Internal Medicine Stage 1 Training programme ▪ UK core medical training or ACCS (acute medicine) 	



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	<ul style="list-style-type: none"> ○ successful completion of one of the programmes listed above, evidenced by ARCP. ○ evidence of achievement of the capabilities required by completion of year 2 of the Internal Medicine Stage 1 curriculum at time of application. Acceptable evidence is only permitted via the <i>Alternative Certificate to Enter Group 2 Higher Physician Specialty Training</i> <p>Paediatrics applicants</p> <ul style="list-style-type: none"> • Current employment in a UK paediatric training programme, which leads to successful completion of paediatric capabilities commensurate with a trainee who has completed ST2, as defined by the Paediatric RCPC Progress+ curriculum, by the advertised post start date. • Evidence of achievement of paediatric capabilities commensurate with a trainee who has completed ST2, as defined by the Paediatric RCPC Progress+ curriculum, by point of application, <p>Applicants from a paediatric training pathway must also have:</p> <ul style="list-style-type: none"> • Evidence of achievement of at least the same internal medicine capability that would be expected after 12 months' training in adult medicine posts^{vi} <p>Surgical applicants</p> <ul style="list-style-type: none"> • Evidence of achievement of CT/ST1 competences in core surgery at time of application and CT/ST2 competences in core surgery by time of appointment, acceptable evidence includes satisfactory ARCP outcome of completion of Core Surgical Training programme or a completed Certificate of Readiness to Enter Higher Surgical Training at time of application. <p>Applicants from a surgical training pathway must also have: Evidence of achievement of at least the same internal medicine capability that would be expected after 12 months' training in adult medicine posts^{vi}</p>	
<p><i>Fitness to practise & Probity:</i></p>	<ul style="list-style-type: none"> • Is up to date and fit to practise safely • Demonstrates probity (as outlined by the GMC) 	



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Language skills:	<ul style="list-style-type: none"> Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues, as assessed by the General Medical Council^{viii} 	
Health:	<ul style="list-style-type: none"> Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice) 	
Career progression:	<p>Career progression:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> Be able to provide complete details of their employment history. Have evidence that their career progression is consistent with their personal circumstances. Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training. Applicants must have notified the Training Programme Director of the specialty training programme they are currently training in if applying to continue training in the same specialty in another region^{viii}. Not already hold, nor be eligible to hold, a CCT/CESR in the specialty they are applying for and/or must not currently be eligible for the specialist register for the specialty to which they are applying. Applicants must not have previously relinquished or been released / removed from a training programme in this specialty or associated core training programme, except if they have received an ARCP outcome 1 (outcome 6 for associated core training) or under exceptional circumstances^x For those wishing to be considered for Locum Appointment for Training posts (where available): no more than 24 months experience in LAT posts in the specialty by intended start date. <p>Physician Applicants</p> <ul style="list-style-type: none"> Have sufficient experience^x working in medical specialties (not including foundation level experience) by the advertised post start date. This can be via either: <ul style="list-style-type: none"> Training completed in: <ul style="list-style-type: none"> UK Core Medical Training or UK ACCS (Acute Medicine) The first two years of UK Internal Medicine Stage 1 Training The first three years of UK ACCS (Internal Medicine) 	



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	<ul style="list-style-type: none"> ➤ The first three years of UK Broad Based Training (medicine route) ➤ A JRCPTB internationally level 3 accredited equivalent CMT programme or the first two years of an Internal Medicine Stage 1 Training programme or <ul style="list-style-type: none"> • Have at least 24 months' experience in medical specialties (of which at least 12 months must include the care of acute medical in-patients). Experience in certain acute care common stem specialties can be counted towards the 24 months in some circumstances^{xi} <p>Paediatrics applicants</p> <ul style="list-style-type: none"> • Applicants must have at least 24 months' experience in paediatrics by time of commencement of ST3 training <p>And</p> <ul style="list-style-type: none"> • A minimum of 12 months' experience in medical specialties in a range of acute hospital medical specialties that admit acutely unwell medical patients and manage their immediate follow up^{xii} <p>Core Surgical applicants</p> <ul style="list-style-type: none"> • Have satisfactorily completed an approved Core Surgical Training programme or equivalent by start of post. <p>And</p> <ul style="list-style-type: none"> • A minimum of 12 months' experience in medical specialties in a range of acute hospital medical specialties that admit acutely unwell medical patients and manage their immediate follow up^{xiii} 	
<p>Knowledge & Experience</p>	<ul style="list-style-type: none"> • Evidence of experience in a range of acute medical specialties, with experience of managing patients on unselected medical take during core training or equivalent or, for non-physician applicants, corresponding experience from core/early years training in the relevant specialty • Awareness of the basics of managing patients with dermatological conditions • Capability at core level in the management of medical emergencies, in patients and outpatients or, for non-physician applicants, corresponding capability from core/early years training in the relevant specialty • Appropriate knowledge base, and ability to apply sound clinical judgement to problems. • Able to work without direct supervision where appropriate. • Able to prioritise clinical need. <p>Able to maximise safety and minimise risk.</p> <p>Research, Audit and Quality Improvement:</p> <ul style="list-style-type: none"> • Demonstrates understanding of research, including awareness of ethical issues. 	<ul style="list-style-type: none"> • Experience at core level of managing patients with dermatological conditions • Evidence of some capabilities in the specialty as defined by the relevant curricula. • Evidence of skills in the management of acute medical emergencies <p>Evidence of skills in the management of patients not requiring hospital admission</p> <p>Research, Audit and Quality Improvement:</p> <ul style="list-style-type: none"> • Demonstrates an understanding of



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	<ul style="list-style-type: none"> • Demonstrates understanding of the basic principles of clinical risk management, evidence-based practice, patient safety and clinical quality improvement initiatives. • Evidence of involvement in a quality improvement project, formal research project • Demonstrates knowledge of evidence informed practice • Demonstrates an understanding of clinical governance. <p>Teaching: Evidence of teaching experience and/or training in teaching</p>	<p>research methodology.</p> <ul style="list-style-type: none"> • Evidence of relevant academic and research achievements, and involvement in a formal research project • Evidence of relevant academic publications • Evidence of involvement in a quality improvement project or other activity which: <ul style="list-style-type: none"> ➢ Uses recognised QI methodology. ➢ Focuses on patient safety and clinical improvement. ➢ Demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum. • Evidence of exceptional achievement in medicine <p>Teaching: Evidence of involvement in teaching students, postgraduates and other professionals and evidence of participation in a teaching course</p>
<p>Commitment to specialty – learning and personal development</p>	<ul style="list-style-type: none"> • Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative) • Demonstrable interest in, and understanding of, the specialty. • Commitment to personal and professional development <p>Evidence of self-reflective practice</p>	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to the specialty • Evidence of participation at meetings and activities relevant to the specialty



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		<ul style="list-style-type: none"> Evidence of attendance at organised teaching and training programme(s) relevant to the specialty
Personal skills	<p>Communication Skills:</p> <ul style="list-style-type: none"> Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate. Able to build rapport, listen, persuade and negotiate. <p>Problem Solving and Decision Making:</p> <ul style="list-style-type: none"> Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach. <p>Empathy and Sensitivity:</p> <ul style="list-style-type: none"> Capacity to take in others' perspectives and treat others with understanding; sees patients as people. Demonstrates respect for all. <p>Managing Others and Team Involvement:</p> <ul style="list-style-type: none"> Able to work in multi professional teams and supervise junior medical staff. Ability to show leadership, make decisions, organise and motivate other team members, for the benefit of patients. Capacity to work effectively with others. <p>Organisation and Planning:</p> <ul style="list-style-type: none"> Capacity to manage/prioritise time and information effectively. Capacity to prioritise own workload and organise ward rounds. Evidence of thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines) <p>Vigilance and Situational Awareness:</p> <ul style="list-style-type: none"> Capacity to monitor developing situations and anticipate issues. <p>Coping with Pressure and Managing Uncertainty:</p> <ul style="list-style-type: none"> Capacity to operate under pressure. Demonstrates initiative and resilience to cope with changing circumstances. Is able to deliver good clinical care in the face of uncertainty. <p>Values:</p> <p>Understands, respects and demonstrates the values of the NHS (e.g., everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion)</p>	<p>Management and Leadership Skills:</p> <ul style="list-style-type: none"> Evidence of involvement in management commensurate with experience Demonstrates an understanding of NHS management and resources. Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace-based assessments. Evidence of effective leadership in and outside medicine <p>Other:</p> <ul style="list-style-type: none"> Evidence of achievement outside medicine <p>Evidence of altruistic behaviour e.g., voluntary work</p>



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Section 2. Introduction to Appointment

Job Title: Locum Appointment for Training in Dermatology

Department: Dermatology

Base: Lauriston Building, Lauriston Place, Edinburgh

You may also be required to work at any of NHS Edinburgh and the Lothian's sites.

Post Summary:

Applications are invited for a fixed 6 month post from 1st February 2024 to 31st July 2024. The post is designed for a doctor looking to gain further experience and a career in dermatology. This programme will provide training and experience in a wide range of dermatological topics.

The post involves 10 sessions. Clinics vary from general dermatology to minor surgery and specialist clinics. The trainee will be expected to attend the weekly combined clinic in which complex cases are discussed. The trainee will be encouraged to undertake audit and research projects. Dermatology also has access to inpatient beds located at the Western General Hospital.

In time, the trainee will be expected to participate as other trainees in the registrar on-call rota.

The post will be based in the Department of Dermatology at the Lauriston Building, Edinburgh. Consultant clinics also held in East Lothian Community Hospital and St. John's Hospital, Livingston.

The department, which provides a regional service to the Lothians, is currently located in the centre of Edinburgh. The medical staff establishment is listed in the section below.

Section 3. Departmental and Directorate Information

The Department of Dermatology is currently located in the Lauriston Building in the centre of Edinburgh and it will continue to operate from this site in the foreseeable future. We share this building with other specialities with significant out-patient commitments including Audiology, ENT, and the regional Dental Institute.



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Our team of dermatologists includes Consultants, Specialty doctors and Specialist registrars. We are a large department within a teaching hospital and provide a full range of dermatological services for our local population. We also offer a regional service in Mohs surgery, paediatric dermatology, phototherapy, contact dermatitis and skin lymphoma. We are the main regional training centre for dermatology undergraduates and postgraduates. Dermatology provides a regional service not only to the city of Edinburgh but presently also on a hub-and-spoke basis to East and West Lothian (population approximately 890,000). Outreach clinics are held at St John's Hospital in Livingston and East Lothian Community Hospital in Haddington.

Outpatient facilities are provided in the Lauriston Building and include on the first floor eleven consulting rooms, three surgical rooms, and a dressings room. On the third floor there is a Mohs surgical suite, a contact dermatitis investigation unit, a day treatment area for delivery of daily out-patient dressing treatments, and a phototherapy suite with 3 narrow band UVB and 1 UVA machine plus facilities for hand and foot UV. There are offices for clinicians and administrative support.

There are in excess of 90,000 clinic attendances each year.

In addition to conducting general dermatology clinics all consultant staff also run special interest clinics. These support a number of clinical research projects.

They include:

- Mohs micrographic surgery
- Joint cutaneous oncology clinic with plastic surgery and medical oncology
- Phototherapy and psoriasis clinics
- Adult eczema clinic
- Paediatric clinics including joint clinics in the Children's Hospital
- Contact dermatitis clinics and adult allergy clinics
- Cutaneous lymphoma clinic including a monthly joint clinic with Clinical Oncology
- Tumour assessment and follow-up clinics
- Hyperhidrosis clinic



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Department of Dermatology staffing :

University Senior Medical Staff

Professor Sara Brown
Professor R Weller

1. NHS Medical Staff

Consultant Dermatologists

Dr C Bertram (Clinical Director)
Dr H Cordey
Dr M Farrugia
Dr G Gupta
Dr R Jones
Dr C Leitch
Dr S Laube
Dr D A McKay
Dr L Naysmith
Dr E T Ooi
Dr S Rice
Dr N Salmon
Dr L Taylor
Dr R Aldridge
Dr B Aldridge
Dr G M Kavanagh

Specialist Doctors

Dr N Grant
Dr P Carter
Dr R Dow

Hospital Practitioner

Dr F Reid

4 Training grade Registrars

1 Locum Appointment for Service Registrar

1 Foundation Year 2 doctor (shared with Rheumatology)

On-site pharmacy & medical photography services support the clinics.

The out-patient clinics, dermatology day treatment centre and phototherapy are served by a team of dermatology trained nurses under the supervision of a lead dermatology nurse specialist. Multiprofessional dermatology clinics are also held.

The university department of Dermatology was created in 1946. The academic section is geographically and functionally closely related to the clinical service. The department has an excellent research record and has for many years also enjoyed a considerable reputation for the number and quality of books and book chapters written by both the academic and NHS members of the department.



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Section 4. Main Duties and Responsibilities

You will be expected to integrate into the existing team to provide dermatology services for the local community, which requires working with the consultants and other specialist registrar colleagues.

The successful candidate will receive training at Specialty Training Year 3 level or above, supervised by a qualified NHS consultant.

Successful candidates will be allocated a named educational and clinical supervisor for the tenure of their post who will meet regularly to agree and review short- and longer-term goals and personal development needs.

Successful applicants will have access to regional training opportunities with the other registrars.

Main Duties and Responsibilities

The main responsibility is to provide clinical advice and treatment within the specialty, under the leadership of senior colleagues and at times may require the post holder to collaborate with colleagues from other specialties. The duties are intended to be an outline only and will be subject to review depending on experience and changing demands in healthcare provision.

Outpatient work:

There will be clinical sessions in outpatient clinics and potential to undertake skin surgery sessions with some flexibility depending on clinical and service demands. The work will be predominantly general dermatology and skin cancer work, although some subspecialist dermatology may be included depending on the skills and experience of the appointee.

Inpatient work as required.

Location

It is anticipated the principal base of work will be the Lauriston Building, Lauriston Place, Edinburgh. As part of your role, you may be required to work at any of NHS Edinburgh and the Lothian's sites.

Teaching

The post holder will be expected to participate in the departmental teaching and training activities for medical students, postgraduate students, Specialist Registrars and General Practitioners. Educational seminars are held every Thursday lunchtime and also weekly for dedicated registrar teaching.

Research

The Department has excellent facilities for both basic and clinical research and prides itself on the excellent integration of clinical and laboratory-based research. There are strong links with the University Department of Dermatology as well as established collaborative links with



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a number of other departments, including pathology. The post holder will be encouraged to undertake research projects and audit projects.

Study Leave

Study leave will be available to attend relevant courses and be offered a maximum of 30 days' study leave to support relevant professional development, funded up to £600 per year.

Clinical Meetings

There are histopathology meetings and specialist clinical and research meetings organised by the Department. There are weekly skin cancer meetings and complex cases discussions.

Administration

The appointee will be required to undertake administrative duties in relation to the care of his/her patients in relation to the running of the service in conjunction with the Clinical Director. The successful candidate will be provided with a shared office and appropriate secretarial support.

Out of Hours Commitment

After a period of induction and familiarisation, the successful candidate would be expected to be part of the on-call Specialist Registrar rota (usually 1 in 6) dealing with calls from GPs, wards and A&E. This is currently 9am to 5pm Monday to Thursday and 9am to 5pm at Friday, Saturday and Sunday and on public holidays. Trainees are supported by dermatology consultants on-call. In-patients are located mostly in nearby wards at the Western General Hospital, at the Edinburgh Royal Infirmary and at St John's Hospital, Livingston.



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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 Edinburgh and the Lothians 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 Edinburgh and the Lothian's and departmental guidelines on leave including reporting absence.

Adhere to NHS Edinburgh and the Lothian values.

Clinical

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.

The post is subject to a satisfactory performance review after three months.



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Section 5. NHS Edinburgh and Lothians – Indicative Job Plan

Post: Locum Appointment for Training (LAT) in Dermatology

Specialty: Dermatology

Principal Place of Work: Lauriston Building, Lauriston Place, Edinburgh

Contract: Full time until 31st July 2024

Out-of-hours: On-call rota with dermatology registrars (equal shares pro-rata with internal cover)

Managerially responsible to: Clinical Director

Commented [DC1]: I will update this to LAS in Dermatology

Timetables of activities that have a specific location and time:

Indicative Job Plan (actual timings and distribution may vary)

	Am	Pm
Monday	General dermatology clinic	Clinical session
Tuesday	Tumour clinic	minor surgery list
Wednesday	General dermatology clinic	Admin / on-call
Thursday	Clinical session or research	Combined clinic
Friday	Tumour clinic	Admin / on-call

Emergencies

Candidates should accept that he/she will also perform duties in occasional emergencies and unforeseen circumstances at the request of the appropriate Consultant in consultation where practicable with his colleagues both senior and junior.



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Section 6. Contact Information

- Informal enquiries are welcome and should initially be made to Dr Chandra Bertram via chandra.bertram@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.



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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.



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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>



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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 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.



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

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>



<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>.

TYPE OF CONTRACT	FIXED TERM until 06/08/2024
GRADE AND SALARY	LAT - 40,995 - £64,461)
HOURS OF WORK	40 HOURS PER WEEK
SUPERANNUATION	New entrants to NHS Lothian who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to "opt out" arrangements can be made to do this via: www.sppa.gov.uk
GENERAL PROVISIONS	You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions, you are expected to observe the organisation's agreed policies and procedures and to follow the standing orders and financial instruction of NHS Lothian, in particular, where you manage employees of the organisation, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.
REMOVAL EXPENSES	Assistance with removal and associated expenses may be awarded (up to 10% of salary)
EXPENSES OF CANDIDATES FOR APPOINTMENT	Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. 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.
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.



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

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.



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

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.



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

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/>



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

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.

ⁱ The published deadline' refers to a deadline date set in each recruitment round; Round 1 (26/03/2024) Round 2 (18/04/2024) Round 3 (22/10/2024)

ⁱⁱ Eligibility for the specialist register must have been approved by the GMC to be considered.

ⁱⁱⁱ The GMC introduced the licence to practise in 2009. Any doctor wishing to practise in the UK after this date must be both registered with and hold a licence to practise from the GMC at time of appointment.

^{iv} The advertised post start date' refers to the first date from which posts recruited in a round can commence. This will be specified clearly within the published advertisement for that recruitment round.

^v Information about the core medical competences required of applicants from a paediatric and surgical background can be found on the ST3 Recruitment website:

<http://www.st3recruitment.org.uk/specialties/dermatology>

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^{vii} Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.

^{viii} The Support for Application to another region form, signed by the Training Programme Director of their current Specialty Training Programme confirming satisfactory progress must be submitted to the recruitment office managing that application at time of application.

^{ix} Exceptional circumstances may be defined as a demonstrated change in circumstances, which can be shown on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train. Applicants will only be considered if they provide a 'support for reapplication to a specialty training programme' form signed by both the Training Programme Director/Head of School and the Postgraduate Dean in the region that the training took place. No other evidence will be accepted. Please note that this requirement does not apply to trainees who exited Core Medical Training with an ARCP outcome 3 or 4 where they were only missing the full MRCP(UK) diploma.

^x Any time periods specified in this person specification refer to full time equivalent.

^{xi} For information on how experience in acute care common stem specialties will be counted, please visit the Physician Recruitment website: <http://www.st3recruitment.org.uk/recruitment-process/am-i-eligible/experience>

^{xii} Information about the medicine experience required of applicants from a paediatric and surgical background can be found on the ST3 Recruitment website: <http://www.st3recruitment.org.uk/specialties/dermatology>

^{xiii} Information about the medicine experience required of applicants from a paediatric and surgical background can be found on the ST3 Recruitment website: <http://www.st3recruitment.org.uk/specialties/dermatology>



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