**Clinical Fellow (ST Equivalent) in Oral & Maxillofacial Surgery**

**Applicant Information**







V&A Dundee: Visit Scotland / Kenny Lam



Kinnoull Hill, Perth: Visit Scotland / Kenny Lam

Closing Date: 17th April 2024.

Welcome from the Recruitment Team

Welcome to NHS Tayside

Thank you for your interest in working for NHS Tayside and we hope you are encouraged to apply for one of the many excellent employment opportunities we currently have on offer.

If you are new to making an application to NHS Tayside we ask you to take the time to read through this information to learn more about us. We have also included links you may wish to read.

NHS Tayside follows a fair and consistent recruitment and selection process to ensure recruitment decisions are based on candidate skills, knowledge, experience and qualifications. To ensure fairness to all applicants, decisions to shortlist you for interview will be based solely on the information you supply within your application. Therefore, it is important that you complete all sections of the application with as much information as possible.

If you have a disability or long-term health condition, the Board is committed to offering reasonable adjustments throughout the recruitment process and employment. If you require further information or support please contact the Recruitment Team.

If this is the first time you have applied for an NHS Tayside vacancy via our eRecruitment system (Jobtrain), you will be asked to create an account. Please make sure the email address submitted is correct as this will be our primary method of contact during each stage of the recruitment process. You will receive emails from our eRecruitment system throughout the process, you can reply to these and they will be received by our Medical Recruitment Team. Please ensure you check the email account, including junk/spam folders regularly.

We look forward to hearing from you and wish you success with your application.

  

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Lunan Bay, near Montrose: Visit Scotland / Paul Tomkins Cairngorm Ski Resort: Visit Scotland / Kenny Lam

Specialist Surgery



Clinical Fellow (ST Equivalent) in Oral & Maxillofacial Surgery

Full Time, 40 Hours per week

We have an exciting opportunity available in one of the UK’s most up and coming and rapidly developing Cities. We are recruiting a clinical fellows in Oral and Maxillofacial Surgery who is enthusiastic and dynamic to work in a busy hub-and-spoke Oral and Maxillofacial Surgery department. Applications are welcome and the post is available from 6th Aug 2024 for a period of 12 months. The successful candidates will be expected to cover first on-call during the day (1:5), at night (1:5) and the weekend (1:5). On-call supplementation will be paid and rest days will be apportioned as necessary. Candidates for this role must have temporary or full GMC ***or*** GDC Registration.

**The Duties will include:**  
• To be responsible for the continuing care of patients as designated by consultant staff.  
• To perform regular ward rounds and provide care for in-patients  
• To participate in outpatient clinics

•To undertake minor oral surgical procedures with appropriate supervision

• To attend theatre lists and assist with all aspects of oral and maxillofacial surgery  
• To participate in meaningful audit within the department.  
• To carry out appropriate administrative duties in support of clinical commitments.  
• To develop enhanced clinical skills, especially in the assessment and management of acutely ill patients.  
• To have excellent team-working skills with the abilities and professional attitude to work well in a multi-professional team.  
• To deliver clinical and quality targets agreed both nationally and locally with clinical teams  
• To follow patients throughout their clinical pathways.

To find out more information about the post and/or to make arrangements to visit the hospital please contact:

**Mr Peter McAllister**

**Consultant**

**Oral and Maxillofacial Surgeon**

[**peter.mcallister2@nhs.scot**](#)

We are a Skilled Worker visa sponsorship employer and as such, welcome applications from international candidates. Further information can be found at [https://www.gov.uk/skilled-worker-visa](#)

Short-listed applicants will be contacted by email.   Please check your emails regularly, including your junk/spam folder.

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| **Section 2: Living in Tayside** |

When choosing somewhere to work and live, quality of life is key. Tayside is one of the few locations in the UK which combines the best of both worlds – city facilities in Dundee and Perth on a friendly community scale, and easy access to some of the most stunning countryside in Scotland. Set on the spectacular Tay Estuary, Dundee, the principal city in Tayside and the sunniest city in Scotland, sits in a landscape of wild beaches, rolling gold courses, quaint coastal villages and beyond them Scotland’s famous mountains and glens – providing a range of lifestyle choices and house prices unbeaten by other Scottish cities.

The salaries of employees in Dundee currently go further on the property ladder than in most of UK cities. The range of properties within commuting distance to Dundee covers a wide spectrum – from rambling country houses and seaside cottages to handsome town villas and sleek city quay apartments. Dundee has put enormous effort into the redevelopment of the city centre and its stunning waterfront along the Tay is now being developed.

Dundee is conveniently located within easy reach of three other large cities in Scotland – Edinburgh, Glasgow and Aberdeen and within a 90 minute drive from 90% of Scotland’s population. There are excellent road, rail and bus links to all 3 cities and London is six hours by rail and just over an hour by air from Dundee airport, flying direct to London City Airport. Excellent shopping sits side-by-side with a vibrant cultural quarter – home to Scotland’s award-winning Dundee Rep Theatre and the highly acclaimed Dundee Contemporary Arts which has become a lively social hub and film house as well as a champion of leady edge arts. Scotland’s first design museum, The V&A Museum of Design, opened in 2019 as part of significant ongoing investment and redevelopment of Dundee waterfront including the forthcoming development of the Eden Project, Dundee.

Further information about these areas can be found by clicking these links

[Dundee](#) [Angus](#) [Perth & Kinross](#) [Fife](#) [Scotland](#)

 

Tay Rail Bridge see from The Law: Visit Scotland / Kenny Lam St Andrews Castle: Visit Scotland / Kenny Lam

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| **Section 3: NHS TAYSIDE** |

This post offers the opportunity to live and work in the Tayside region of central Scotland, widely regarded as one of the most scenic areas in the UK with a high quality of life. NHS Tayside is the 4th largest board in Scotland led by our Chief Executive, Professor Grant Archibald, our Medical Director, Dr Pamela Johnston and our Executive Director of Nursing, Claire Pearce.

Our NHS Tayside Vision

“Everyone has the best care experience possible”

Our NHS Tayside Aim

To be the best at getting better

Our NHS Tayside Values

Care and Compassion

Dignity and Respect

Openness, Honesty and Responsibility

Quality and Teamwork

Tayside covers a wide area and three local councils (Perth & Kinross, Angus and Dundee City) and patients from North Fife also access services in Tayside. There are joint services between NHS Tayside and NHS Fife including ENT, Vascular Surgery and Interventional Radiology.

The approximate populations are:

* Tayside Population 410,000
  + Angus 116,000
  + Dundee 149,000
  + Perth and Kinross 148,000
* North East Fife 74,000

Ranked 1st in the UK for Medicine in the Complete University Guide 2021 and the Guardian University Guide 2021, the University of Dundee Medical School is integrated into the Ninewells Hospital campus and has an international reputation for excellence in teaching and high impact clinical research placing it amongst the best places in the world to study and to practice medicine.

There are two hospitals which admit acute general medical patients and provide in-patient services; Ninewells Hospital, Dundee and Perth Royal Infirmary. The hospitals are 20 miles apart and there is a direct bus service to facilitate travel. There are a number of intermediate care hospitals in Angus and Perth & Kinross which also provide out-patient services. Ninewells Hospital and Medical School is a large teaching hospital for the University of Dundee, and houses most medical and surgical disciplines with supporting laboratory services. Stracathro Hospital has been developed as an outpatient diagnostic and treatment centre.

Further information about NHS Tayside can be found at [https://www.nhstayside.scot.nhs.uk/](#)

If you are thinking about joining us from overseas, further information can be found at [https://www.scotland.org/work/career-opportunities/healthcare](#)

**What we can offer you**

Working with NHS Tayside offers a variety of opportunities and benefits:

* Access to the NHS pension scheme
* Assistance relocating to Tayside
* NHS Tayside 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
* A wide range of affordable housing and some of the best schools in Scotland
* Access to a transport network offering easy travel links to the rest of the UK
* Offers and discounts through [https://www.nhsstaffbenefits.co.uk/](#) and [https://www.bluelightcard.co.uk/](#)
* Access to corporate passes and staff lottery through Tayside TREATS
* Supportive staff health and wellbeing services
* On-site accommodation



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| **Section 4: SPECIALITY / DEPARTMENT SERVICES IN TAYSIDE** |

The OMFS department is a busy unit providing a variety of care to patients who have routine or complex needs.

**Current Clinical Staff in the Department**

**Consultants**

1. Mr Kishore Shekar – Clinical Lead for OMFS
2. Mr Douglas Kennedy – Clinical Governance Lead for OMFS
3. Mr Sean Laverick
4. Mr Ghaly Ghaly
5. Mr Peter McAllister

**Specialty Doctors**

1. Mrs Vinita Shekar – SAS Education Advisor, NHS Tayside
2. Mrs Gillian Greenhill
3. Mrs Jennifer Wilson
4. Dr Euan Rae

The Head & Neck (H&N) oncology team fulfil all aspects of ablative and reconstructive H&N cancer surgery care. It is a busy unit dealing with approximately 250 new cases of mucosal, parotid, or advanced skin cancer cases per year. We undertake all aspects of reconstruction including approximately 40 microvascular free-tissue transfers per year. We have an excellent working relationship with all colleagues on the H&N multidisciplinary team.

The Facial Deformity team undertakes all aspects of Facial Deformity/Orthognathic surgery and TMJ surgery. We work closely with Orthodontic colleagues based at Dundee Dental Hospital. Joint Orthognathic/Orthodontic clinics occur in our outpatient department on a weekly basis.

The Dento-Alveolar service is led by 3 full time specialty doctors. All 3 specialty doctors provide second on call cover during the day and night including weekends. There is one additional specialty doctor and 2 medical students (in their 2nd degree) who contribute to second on call rota for evenings and weekends (1:6).

We undertake approximately 1300 new skin cancer cases per year and act as a busy secondary referral service for local primary care and a tertiary referral service for Dermatology.

Cleft and Craniofacial services are nationally centralised to Greater Glasgow and Clyde.

We are an expanding department with five consultants, four specialty doctors, four outpatient-based nurses, two outpatient-dental nurses. We have recently secured funding to further increase or personnel.

**In-Patient Activity**  
  
Our inpatient clinical activity occurs in Ninewells Hospital. Patients undergoing oncology, deformity, TMJ and trauma surgery are based at our departmental hub.  
  
**Out-Patient Activity**  
  
Outpatient clinics, outpatient local anaesthetic operating lists and day surgery occur at Perth Royal Infirmary and Stracathro Hospitals. There is no inpatient activity at our spoke units.

**Ethos**

We are a close, collegiate, and hardworking department who value attitude as high as aptitude. Teamwork, organisational skills, and ability to prioritise tasks are considered mandatory.

Only diligent candidates with an interest in OMFS need apply.

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| **SECTION 5: MAIN DUTIES AND RESPONSIBLITIES**  **(Job Description)** |

• To be responsible for the continuing care of patients as designated by consultant staff.  
• To perform regular ward rounds and provide care for in-patients  
• To participate in outpatient clinics

•To undertake minor oral surgical procedures with appropriate supervision

• To attend theatre lists and assist with all aspects of oral and maxillofacial surgery  
• To participate in meaningful audit within the department.  
• To carry out appropriate administrative duties in support of clinical commitments.  
• To develop enhanced clinical skills, especially in the assessment and management of acutely ill patients.  
• To have excellent team-working skills with the abilities and professional attitude to work well in a multi-professional team.  
• To deliver clinical and quality targets agreed both nationally and locally with clinical teams  
• To follow patients throughout their clinical pathways.

**Provide high quality care to patients:**

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

**Governance**

* Participate in clinical audit, incident reporting and analysis to ensure resulting actions are implemented
* Keep fully informed about best practice in the specialty areas and ensure implications for practice changes are discussed with the Clinical Director
* Role model good practice for infection control to all members of the multidisciplinary team

**Strategy and Business Planning**

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

**Leadership and Team Working**

* To work collaboratively with all members of the team
* To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties
* Adhere to NHS Tayside and departmental guidelines on leave including reporting absence
* Adhere to NHS Tayside values

**Continuing Professional Development**

The appointee is expected to undertake mandatory enhanced CPD as expected by their regulatory body (General Medical Council (GMC) ***or*** General Dental Council (GDC)) and CME, in accordance with the relevant College’s requirements.

**Safe and Effective Care for Patients**

The health board is committed to providing safe and effective care for patients. To ensure this there is an agreed procedure for Medical and Dental staff that enables them to report quickly and confidentially, concerns about the conduct, performance, or health of medical colleagues (Chief Medical Officer 1996).

All Medical staff practising in the health board should ensure that they are familiar with the procedure and should apply it.

**Risk Management**

It is a standard element of the role and responsibility of all staff of the health board that they fulfil a pro-active role towards the management of risk in all their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.

**Health Board Policies and Procedures**

All staff should ensure that personal action and conduct comply with health board Policies and Procedures, e.g., Infection Control, Health and Safety, Fire Procedures, No Smoking Policy, Equal Opportunities, Confidentiality, etc.

**Child Protection**

All employees have a responsibility for safeguarding and promoting the welfare of children. Further guidance can be sought from your Line Manager.

The purpose of this document is to act as a guide to the duties which may be required. It is not an exhaustive list and other duties may be required in accordance with the grade of the post and the competence of the post holder. The job description, from time to time, may be subject to review and change following consultation with the appointee.

**Clinical Governance**

Clinical Governance meetings are held regularly, and the appointee is expected to attend each meeting. The appointee will participate in audit, M&M and contribute to a quality improvement project.

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| **SECTION 6: PERSON SPECIFICATION** |

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** |
| **QUALIFICATIONS:**  (Training; Research; Publications) | * MBBS/MBChB **or** BDS (or equivalent) * Full or temporary GMC **or** GDC registration | * MRCS/MFDS/MJDF/FDS |
| **EXPERIENCE:** | * 2 years at Foundation Year (FY) or Dental Core Trainee (DCT) level (or equivalent) | * Prior OMFS experience. * Attendance at appropriate professional meetings, conferences, and courses towards enhanced CPD. |
| **CLINICAL KNOWLEDGE & SKILLS:** | * Management of orofacial trauma * Management of orofacial infections * Management of medical emergencies | * Experience in minor oral surgery * Inpatient management |
| **PERSONAL QUALITIES:** | * Communication skills * Team working and leadership skills * Time management skills |  |
| **TEACHING** | * Evidence of formal or informal teaching experience | * Teaching at regional or national study days |
| **AUDIT AND RESEARCH** | * Completed audit projects | * Quality improvement projects * Involvement in previous research projects * Oral presentations in professional conference * Publications |
| **LANGUAGE** | * Fluent in English including medical/dental terminology as assessed by appropriate regulatory body (GMC or GDC) |  |
| **8. OTHER:**  (e.g., travel across Tayside) | * Ability to travel across Tayside * Flexibility in working hours |  |

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| **SECTION 7: FURTHER INFORMATION / CONTACT DETAILS** |

Informal enquiries and visits are strongly encouraged and should initially be made to:

Mr Peter McAllister

Consultant

Oral and Maxillofacial Surgeon

[peter.mcallister2@nhs.scot](#)

All adverts will close at midnight on the advertised closing date of 5th April 2024

**Regulatory Body: General Medical Council & General Dental Council:** In the UK, the General Medical Council (GMC) and the General Dental Council (GDC) are the public bodies that maintain the official register of medical and dental practitioners within the United Kingdom. Their chief responsibility is to “protect, promote and maintain the health and safety of the public” by controlling entry to the register, and suspending or removing members when necessary. It also sets the standards for medical schools in the UK. To practice medicine and dentistry in Scotland, you must have a valid GMC/GDC Registration with a Licence to Practice – this is known as Full Registration. To find out more visit the [GMC website](#).

We are a Skilled Worker visa sponsorship employer and as such, welcome applications from international candidates. Further information can be found at [https://www.gov.uk/skilled-worker-visa](#)

NHS Tayside is proud to be a Disability Confident Employer and is committed to the employment and career development of people with disabilities and will interview applicants who consider themselves to have a disability and who meet the ‘minimum criteria’ for a job vacancy. A request under the ‘Job Interview Guarantee’does not guarantee a job. It allows the opportunity to apply for a vacancy and be interviewed.

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| **SECTION 9: TERMS AND CONDITIONS OF EMPLOYMENT** |

This appointment is offered on the terms and conditions of service in accordance with the Hospital Medical & Dental Staff (Scotland) and current General Whitley Council. Further information can be found here [https://www.msg.scot.nhs.uk/pay/medical](#)

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| **JOB TITLE** | Clinical Fellow St Equivalent |
| **TYPE OF CONTRACT** | Fixed Term for 12 months starting 6th August 2024. |
| **Hours of work** | 40 hours per week full time |
| **Location** | Ninewells Hospital, Dundee. You may be required to work at any of NHS Tayside sites as part of your role. |
| **Salary** | £40,995 to £64,461 per annum (pro rata if applicable)  Placing on the salary scale will be on the minimum point unless the successful applicant has previous experience in a NHS Clinical Fellow ST post or previous non-NHS experience equivalent to that gained in a NHS Clinical Fellow ST post.  Salary is paid monthly by Bank Credit Transfer into a UK bank account |
| **Leave** | You are entitled to 28 days annual leave with full pay each year, plus 8 statutory holidays. For part-time staff, this will be calculated on a pro-rata basis based on the days and/or hours worked each week. Your annual leave will rise to 33 days on reaching the 3rd incremental point. |
| **References** | Jobs are offered following receipt of two satisfactory written references. At least one reference must be from your current/most recent employer. |
| **Occupational Health Check** | All appointments will be made subject to the receipt of a satisfactory Pre-Employment Occupational Health Check |
| **Superannuation** | New entrants to NHS Tayside who are aged over 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 [https://pensions.gov.scot/nhs](#) |
| **General Provisions** | You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with 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 Tayside, 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 |
| **Tobacco Policy** | NHS Tayside 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 Tayside has a legal obligation to ensure that it’s employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdon. Before any person can commence employment with NHS Tayside 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 $ 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 Tayside. 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 the 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. |
| **HEALTH AND SAFETY** | All employees have a responsibility for their own health & safety and the health & safety of others who may be affected by what they do. Employees also have a duty to co-operate with their employer by following NHS Tayside policies and procedures and safe systems of work; by using equipment safely and by bringing any shortcomings in health and safety arrangements to the attention of their employer. Where something is provided in the interests of health & safety employees must not interfere or misuse it. All employees have a legal responsibility to report any shortcomings in terms of this in their area. Managers and supervisors have a responsibility for monitoring health & safety arrangements and ensuring staff are following policies and procedures and safe systems of work. |
| **MONITORING OF WORKING PATTERNS** | You are required to work with your employer to identify appropriate working arrangements or other organisational changes in working practices in line with the requirements of the European Working Time Regulations and the New Deal and to comply with reasonable changes following such discussion. |
| **Notice** | Employment is subject to three months’ notice on either side, subject to appeal against dismissal |
| **Social Media Policy** | You are required to adhere to NHS Tayside’s Social Media policy, which highlights the importance of confidentiality, professionalism and the acceptable behaviours when using social media. It sets out the organisation’s expectation to safeguard staff in their use of social media |
| **Responsibility for Records Management** | All records created in the course of the business of NHS Tayside are corporate records and are public records under the terms of the Public Records (Scotland) Act 2011. This includes email messages and other electronic records. It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with the NHS Tayside Records Management Policy and with any guidance produced by NHS Tayside specific to your employment. |

 

Ninewells Hospital, Dundee Perth Royal Infirmary