

Working for NHS Lothian

Part time Consultant Psychiatrist in the Intellectual Disability (SE Regional Specialist ID Low Secure Forensic Service, Daleview).

Job Ref: 183105

Closing Date: 12/05/2024

Interview Date: 06/06/2024



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You will receive a response acknowledging receipt of your application.

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

All NHS Scotland and NHS Lothian Medical vacancies are advertised on our medical jobs microsite: www.medicaljobs.scot.nhs.uk

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

Section 1: Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Training	<p>GMC registered medical practitioner.</p> <p>Licence to practice</p> <p>Included on the General Medical Council (GMC) Specialist Register (Intellectual Disability), or ST6 within 6 months of completing their CCT.</p> <p>Applicants must be an Approved Medical Practitioner as under the Mental Health (Care & Treatment) (Scotland) Act 2003 or be willing to gain the approval once in post.</p>	<p>Additional post-graduate qualifications, e.g. MD/ PhD/MSc</p> <p>Additional Sub-speciality training</p>
Experience	<p>Relevant experience in the specialty.</p> <p>Extensive experience of multi-disciplinary team working</p> <p>Evidence of leading team meetings, CPA meetings, family meetings etc</p> <p>Experience of undertaking Mental Health Act assessments in the community</p> <p>Experience of giving evidence at Mental Health Tribunals</p>	
Ability	<p>Clinical expertise in ID Forensic Psychiatry and knowledge of modern treatment options, complex case management</p>	

	<p>Excellence in multidisciplinary team working</p> <p>Ability to train and supervise junior medical staff/medical students/staff from other disciplines</p> <p>Excellent written, verbal and interpersonal communication skills.</p> <p>A commitment to developing services and working in partnership with service users and carers.</p> <p>Excellent time management skills, an ability to work flexibly, competently and sensitively when faced with competing demands</p>	
Academic Achievements	<p>Evidence of research activity and presentations</p> <p>Evidence of poster or oral presentations at national or international meetings.</p>	<p>Evidence of research and publications in peer reviewed journals</p>
Teaching and Audit	<p>Evidence of commitment to:</p> <p>Clinical audit / quality improvement</p> <p>Formal and informal teaching and training of trainee doctors, medical students and other clinical staff.</p> <p>Learning and continuing professional development</p>	<p>Experience of designing audits</p> <p>Evidence of training in clinical and / or educational supervision</p> <p>Completed audit leading to change in practice</p>
Motivation	<p>Evidence of commitment to:</p>	<p>Experience of involvement in service development projects</p>

	<p>Patient-focused care</p> <p>Continuous professional development and life-long learning</p> <p>Effective and efficient use of resources</p>	<p>Clear commitment to developing role in relation to community services</p>
Team Working	<p>Ability to work effectively in a team with colleagues in own and other disciplines</p> <p>Ability to organise time efficiently and effectively</p> <p>Reliability & flexibility</p> <p>Excellent communication skills</p>	<p>Ability to motivate colleagues</p> <p>Leadership training</p> <p>Good liaison and negotiation skills</p>
Circumstances of Job	<p>May be required to work across various NHS Fife sites</p> <p>Full Driving License required.</p>	

Section 2. Introduction to Appointment

The post: Consultant Psychiatrist in Intellectual Disabilities
Sessions: 6 sessions
Department: NHS Fife Adult Intellectual Disability Service
Base: Lynebank Hospital, Dunfermline. Fife. KY11 4UW.

Post Summary:

This part-time post has become available based at Lynebank Hospital, Dunfermline with Consultant responsibilities for the SE Regional Specialist ID Low Secure Forensic Service (Daleview).

Section 3. Departmental and Directorate Information

Introduction to the Intellectual Disability Service

Specialist Intellectual Disability Services in South-East Scotland are provided under the auspices of the South East and Tayside Intellectual Disability Managed Care Network. The area covered by the network includes Fife, Forth Valley, Lothian and Borders. All consultant psychiatry posts are part of the Network and one board area (NHS Lothian) has responsibility for hosting those contracts. The arrangements are governed by agreed principles and protocols.

Although post holders will be appointed to the Network, account will be taken of each constituent area's needs in the spread of responsibilities. Each post holder has an agreed base which, in the case of split posts, will be in the area where they have the largest responsibility. Where a post is evenly divided between 2 areas, then a dual base may be agreed. Some posts carry with them a particular regional or area responsibility such as for Forensic Intellectual Disability, Epilepsy, Psychological Therapies including Specialist Positive Behaviour Team, Autism, Older people with Intellectual Disability etc. There are opportunities for individuals to develop areas of expertise which will complement the existing spread across the network area.

In **Lothian** (population 850,000) the Service is mostly community based with a small number of assessment and treatment beds and longer term rehabilitation beds. Currently, these are provided in two acute facilities of 12 beds each on the Royal Edinburgh Hospital campus and 3 rehabilitation houses, placed throughout the area. The total number of beds available is 68 currently.

The NHS Lothian Intellectual Disability Service is now working within the framework provided by Health & Social Care Integration in four partnerships across Lothian.

There are seven Community Intellectual Disability Teams and an Intermediate Tier of services comprising the Specialist Positive Behavioural Team, the Mental Health Intensive Support Team (Outreach and Crisis Intervention Service into the REH and community), and the specialist ID Forensic Assessment and Treatment Team. The ID Service also has a Specialist Hospital Nurse Liaison Service, the ID Specialist Epilepsy Service and Special Needs Service. The ID Service is part of the SE Scotland Higher Training Scheme in the Psychiatry of Intellectual Disability and also the General Core Psychiatry Training Scheme.

The ID Service in Lothian is currently undergoing significant modernisation and change in line with the SEAT approved ID MCN Model of Care and the need to continue to shift the balance of care from in-patient to community based services. There is the intention to continue the development of more clearly defined pathways of care for people with ID and forensic needs, mental health difficulties or challenging behaviour/ASD. In particular, inpatient services are to be remodelled and designed to ensure that these facilities are fit for purpose. Whilst this will involve in a reduction in bed numbers, community based services will need to be enhanced to support community living, especially for those with more complex needs.

It has been agreed that the Inpatient Services will be reprovisioned as part of the Royal Edinburgh Hospital campus re-design and modernisation programme. This has already started with the inpatient behavioural support services providing new, person centred services in remodelled environments fit for purpose for this client group.

In **Forth Valley**, (population 275,000), 26 acute and short term beds are available at Lochview. Two Community ID Teams, covering the Falkirk area and Stirling and Clackmannan are now managed jointly with colleagues in Social Work. Psychiatry and Clinical Psychology are managed separately. There are links with the West of Scotland Psychiatry Training schemes.

In **Borders**, (population 106,000) there are two active Community Intellectual Disability Teams that are jointly managed with Social Work colleagues. There are currently no specialist inpatient beds with access to inpatient care accessed nationally when required. This position is under review and jointly managed services are being developed.

NHS Fife (population 350,000) provides primary, community, mental health and hospital services. Ms [Carol Potter](#) is Chief Executive and Dr Christopher McKenna is Medical Director. Dr Helen Hellewell is Associate Medical Director in the Fife Integrated Health & Social Care Partnership.

The NHS Fife Board is situated at Hayfield House, Victoria Hospital, Kirkcaldy. The Director of Public Health is Dona Milne.

Fife Health & Social Care Partnership

The NHS Fife Intellectual Disability Service is operationally managed within the Fife-Wide Division of the Fife Health and Social Care Partnership following integration of Health and Social Care services.

Ms Nicky Connor is Director of the Fife Health and Social Care Partnership and Ms Rona Laskowski is the Head of Complex and Critical Care Services for Fife HSCP.

Adult Intellectual Disability Services in Fife

The Intellectual Disability Service in NHS Fife has undergone a period of significant change following the completion of the discharge programme from the traditionally long stay inpatient model of care to the development of community based services supported by an Assessment and Treatment Facility and a local forensic unit. The Service has well established Community Intellectual Disability Teams (East and West Fife CLDTs) and an area wide Forensic Team (FFLDS). In addition, the Service has a 10 bedded Acute Assessment & Treatment Unit (Mayfield) and a 2 bedded unit (Tayview) which supports Fife patients with forensic needs and / or challenging behaviour. In addition the Service also **manages the SE Regional Specialist ID Low Secure Forensic Service (Daleview) for patients with Intellectual Disability from the health boards in the Managed Care Network (MCN) area (Fife, Lothian, Forth Valley and Borders). All these inpatient services are based on the Lynebank Hospital site.**

The NHS Fife Intellectual Disability Service has a lead clinician and medical care is currently provided by consultants (4.7 wte) and two specialty doctors (1.6 wte), with support from a core psychiatry trainee, a full time Clinical Fellow and intermittently a higher trainee in Psychiatry of Intellectual Disability, delivering the services to Lynebank Hospital and the community in Fife.

There are also close working relationships with colleagues within both Social Work and various care agencies and the Care Programme Approach is widely used to ensure consistency of care.

All substantive Consultant Psychiatry staff in the department are employed as part of the South East Scotland Intellectual Disability Managed Care Network (MCN) hosted by NHS Lothian, which allows for sharing of resources, peer support and Continuing Professional Development for medical staff in the service. The MCN was set up to share resources regarding those adults with Intellectual disability with additional Forensic problems, 'challenging behaviour' and Autism Spectrum Disorder. The focus of the Fife Intellectual Disability Service is on the mental health, behavioural and forensic needs of the patients although provision of an appropriate level of physical healthcare to inpatients is also included in the service.

General Community Intellectual Disability Services for Adults

The general Intellectual Disability Service in Fife in the community is divided into two sectors – West Fife (Dunfermline and Kirkcaldy) and East Fife (Glenrothes and North East Fife). Each sector has a multidisciplinary Community Intellectual Disability Team comprising professionals working in psychiatry, nursing, psychology, occupational therapy, speech and language therapy, physiotherapy, dietetics, podiatry and pharmacy.

Each Community Intellectual Disability Team provides specialist, high quality healthcare services for people with Intellectual disability. In providing such specialist care, each team aims to:

- Deliver effective, specialist healthcare using evidence based practices
- Support General Practitioners and Primary Healthcare teams to identify and meet the health needs of people with Intellectual disability
- Work with Community Health Partnerships and Social Services to provide co-ordinated services
- Facilitate access to primary and secondary healthcare services
- Encourage and facilitate a healthy lifestyle
- Provide education and advice to clients, their families, carers and other professionals.

The Fife Intellectual Disability Service also employs a number of senior specialist nurses in the fields of Challenging Behaviour, Acute Services and Primary Care Liaison, Epilepsy and Child to Adult Transition.

Forensic Intellectual Disability Services

The Fife Forensic Learning Disability Service (FFLDS) provides a Fife-wide service to adults with Intellectual Disability and forensic issues. The FFLDS is multi-agency and multidisciplinary and forms part of the NHS Fife Intellectual Disability Service. The service includes professionals working in psychiatry, nursing, psychology, occupational therapy, speech and language therapy, physiotherapy, dietetics and podiatry. The service liaises closely with social work and social care services providing support to service users (currently employed by Fife Council and TRFS).

The FFLDS objectives include:

- Assessment and management of risk with promotion of defensible decision making in forensic contexts
- Provision of treatment, support and care to individuals with Intellectual disability and forensic needs, reflecting the nature of risks identified
- Promotion of individual rights, social inclusion and quality of life whilst recognising the importance of community safety
- Promotion of inter-agency and inter-disciplinary co-operation in the management of risk

The FFLDS aims to achieve these objectives via:

- Comprehensive risk assessment, risk management and review
- Commissioning, supporting and monitoring care packages
- Therapeutic interventions (including offence focussed interventions)
- Identifying, supporting and monitoring relevant structured occupational and leisure activities
- Consultancy and advice

- Liaison with other agencies including via Multi-Agency Public Protection Arrangements

Services for Children with an Intellectual Disability in NHS Fife

NHS Fife employs a 'tiered stepped approach' to service provision allowing children to be referred to Specialist Services when needed and ensuring professionals work together in providing co-ordinated care for children. There is a Core Community Team which accepts referrals for children with Intellectual Disability and additional persistent social, behavioural, mood and developmental difficulties which are causing concern and interfering with daily living / access to usual activities. The team can also provide advice and additional / intensive consultation, assessment, intervention and support for those children and adolescents with more complex needs and/or challenging behaviours.

Medical Staff

Consultants:

Dr Swaraj Alkanti (Clinical Lead)	1.0 wte (Mayfield, EST & Clinical Lead)
Dr Karthik Bommu	1.0 wte (Kirkcaldy & FFLDS)
Dr Fionnuala Williams	0.7 wte (Dunfermline)
Vacancy 1 (this post)	0.6 wte (Daleview and restricted patients)
Vacancy 2	0.7 wte (North East Fife)
Vacancy 3 (recruited but yet to start)	0.7 wte (Glenrothes & Tayview)

Specialty Doctors:

Dr Rosalind Vallance (Specialty Doctor)	0.6 wte (West Fife Community Team)
Dr Stephanie Crawford (Locum Specialty Doctor)	1.0 wte (Inpatient Forensic LD, East Fife Community Team and Multi Disciplinary Epilepsy Team)

Trainee Posts:

Dr Achsa Mary Andrews (Clinical Fellow)	1.0 wte (Glenrothes & Inpatients)
Core Trainee (CT2/3)	1.0 wte (Dunfermline & Inpatients)

Section 4. Main Duties and Responsibilities

Current Post Available

The post is a part time (0.6 wte including 1 SPA) substantive consultant post with responsibilities for the Regional (South East Scotland) Specialist ID Low Secure Forensic Service (Daleview).

Daleview is a 10-bedded, regional low secure forensic unit which is situated in the grounds of Lynebank Hospital, Dunfermline, Fife. It accommodates patients with a diagnosis of learning disability and those that have come into contact with the criminal justice system. It is a male-only ward and admits patients over the age of 18 years with no upper age limit. It is a locked facility. Daleview is able to offer this resource to NHS boards and partnerships across the east of the country including Grampian, Fife, Lothian, Forth Valley, and Borders. The unit was purpose built and has a reception space, large communal areas, and en-suite bedrooms. It is a modern space and is well-presented.

The post holder will be supported by an experienced multidisciplinary team including a Staff Grade Psychiatrist (3 sessions). The base of the post is at Lynebank Hospital where office accommodation will be provided with administrative support in the form of a full time secretarial post shared with one consultant colleague.

The post holder will be required to keep adequate records in accordance with good professional practice and to undertake such correspondence and administrative duties as required. They will be required to provide effective liaison and support, and develop close contacts with multi-disciplinary teams and clinicians across the Managed Care Network and criminal justice services. Within Lynebank Hospital, there is the support of a peer group of Consultant Intellectual Disability Psychiatrists (providing cross cover).

The post holder will work closely with Consultants in Intellectual Disability Psychiatry, and will also be responsible for providing appropriate supervision of clinical duties. Professional accountability is to medical management within NHS Lothian via the Clinical Lead of the Fife Intellectual Disability Service and Clinical Director of the ID Service, NHS Lothian. Operational accountability is via the relevant General Manager for the service in Fife. The post holder will be allowed appropriate opportunity to engage in annual professional Appraisal. Opportunities will be afforded for Continuing Professional Development in addition to Journal Clubs.

The post holder will be expected to attend and contribute to other professional meetings e.g. teaching, training, management and audit, as appropriate to clinical duties.

Clinical Commitments

- ◆ Responsibility for inpatients with intellectual disability and forensic needs.
- ◆ RMO responsibility under the Mental Health (Care & Treatment) (Scotland) Act 2003 as required and participation in activities appropriate to an RMO under the Adults with Incapacity (Scotland) Act 2000, Adult Support & Protection (Scotland) Act 2007 and any other relevant procedures.
- ◆ Provision of cover for emergency psychiatric assessments for people with an Intellectual Disability when necessary.
- ◆ Responsibility as Clinical supervisor for Core trainee or Clinical Fellow and / or Higher trainees in the Psychiatry of ID, as appropriate.
- ◆ Participation in the SE regional out of hours arrangements on a 1 in 17 basis.

Current Staffing

There are currently 10 consultants working in Lothian, 3 in Forth Valley, 1 in the Borders and 3 in Fife. A newly created 4th consultant post in Forth Valley has just been recruited to; the successful candidate will start later this year-2024. As described above, there are 3 unfilled

consultant posts in Forth Valley (including this one); one of these has been recruited to but the doctor is yet to start. Thus if all posts are filled, there will be 21 consultants working across the LD MCN region in a combination of full-time and LTFT roles.

Lothian is served by 3 associate specialists and 1 specialty doctor in a combination of full-time and LTFT roles. The MCN also has four ST4–6 posts (across Borders, Fife and Lothian), and in Edinburgh two CT 2/3 Trainees and in Fife one GP Trainee. NHS Borders, Fife and Forth Valley all have additional Associate and Specialty Doctor support.

Qualifications Required

Candidates should be fully GMC registered and licensed Medical Practitioners and hold membership of the Royal College of Psychiatrists. A CCT in Psychiatry of Intellectual Disability and/or Forensic Psychiatry with inclusion on the Specialist Register is also required.

Teaching

The Fife and Lothian ID Service have strong local university links. There are also links with the West of Scotland training scheme through Forth Valley based responsibilities.

In addition to teaching and lecturing opportunities, there is a specialist Intellectual Disability Continuing Professional Development Forum (Journal Club) held fortnightly in Lothian for all ID MCN wide doctors.

Continuing Medical Education / Personal Development

Opportunities are afforded for continuing medical education in line with agreed personal development plans. All staff are encouraged to broaden their knowledge base and skills throughout their employment. In addition to CPD accredited by the Royal College of Psychiatrists, there may be opportunities for other academic study or training in, for example, management skills, epilepsy etc. Research and audit (clinical and single speciality) are encouraged and supported. Annual consultant appraisal and job planning are mandatory.

Management Structure

In Lothian, the Intellectual Disability Service is currently a separate Clinical Directorate managed within the Royal Edinburgh and Associated Hospitals (REAS). All seven Community Intellectual Disability Teams within Lothian are now working in partnership through Health and Social Care Integration. In Fife, the ID Service is hosted by the Fife-wide Health and Social Care Partnership. In Forth Valley, the Service is hosted by Falkirk CHP and in Borders the service is jointly managed with Social Work. As previously indicated, the Intellectual disabilities Directorate of NHS Lothian hosts all consultant medical staff for the Intellectual Disability MCN. All Consultants are professionally line managed by the Clinical Director of the ID Directorate, NHS Lothian.

Advisory Structure / Administration

The post holder will be a member of the appropriate Area Division of Psychiatry depending on their area of responsibility.

He / she will be expected to reside within reasonable travelling distance of all areas of responsibility and to provide, on a pro rata basis, reciprocal cover for colleagues during periods of annual, professional and sickness absence.

The appointee will have the option of being superannuable under the terms of the Scottish Health Service Scheme.

Section 5. Indicative Job Plan

DAY	HOSPITAL / LOCATION	TYPE OF WORK	DCC (PAs)	SPA (PAs)
Monday	Off	-----	-----	-----
Tuesday 9am-1pm	Daleview	Team admin/trainee supervision/appraisal	1	-----
	Daleview	MDT	1	-----
Wednesday	Off	-----	-----	-----
Thursday 9am-1pm	Daleview	Home visits / Urgent reviews	1	-----
1pm-5pm	Daleview	Complex case discussions / patient related administration / MHA / AWI / APCCs	1	-----
Friday 9am-1pm	Daleview	Clinical Governance / CPD / Job Planning / Revalidation / Medical staff meetings	-----	1
1pm-5pm	Daleview	Complex case discussions / patient related administration / MHA / AWI / APCCs	1	-----

Section 6. Contact Information

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

Dr Ganesan Rajagopal, Clinical Director, Intellectual Disability Service
Tel: 0313 446 4483

Dr Swaraj Alkanti, Clinical Lead, NHS Fife Adult Learning Disability Service.
Tel: 01383 565245

Ms Tracey McKigen, Services Director, REAS, Tel: 0131 537 6402

Mr Fraser Ross, Interim CSM, NHS Fife. Tel: 01383 565454

Section 7. Working for NHS Lothian

Working in Edinburgh and the Lothians

Who are we?

NHS Lothian is an integrated NHS Board in Scotland providing primary, community, mental health and hospital services. Calum Campbell is the Chief Executive, John Conaghan is the Chair and Dr 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 NHS Edinburgh and the Lothians can be found at <http://www.nhslothian.scot.nhs.uk/OurOrganisation/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, Mid 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. London is a short, one hour, flight away and flight connections with London, Amsterdam and Paris offer 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.

In conjunction with England, Wales, Northern Ireland and NHS Education for Scotland (NES) 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 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 2013 – 2020,” consultation document which you will find at

www.nhslothian.scot.nhs.uk/OurOrganisation/KeyDocuments.

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

<http://www.nhslothian.scot.nhs.uk/OurOrganisation/OurHealthOurCareOurFuture/Documents/NHSL%20Strategy%20Summary%20final.pdf>

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.

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 <http://www.nhslotian.scot.nhs.uk/OurOrganisation/Pages/OurValues.aspx>

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

TYPE OF CONTRACT	PERMANENT
GRADE AND SALARY	CONSULTANT £96,963 - £128,841
HOURS OF WORK	1 WTE = 40 hours / week; 0.6 WTE = 24 hours/week
SUPERANNUATION	New entrants to NHS Lothian who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to "opt out" arrangements can be made to do this via: www.sppa.gov.uk
GENERAL PROVISIONS	You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions, you are expected to observe the organisation's agreed policies and procedures and to follow the standing orders and financial instruction of NHS Lothian, in particular, where you manage employees of the organisation, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.
REMOVAL EXPENSES	Assistance with removal and associated expenses may be awarded (up to 10% of salary)
EXPENSES OF CANDIDATES FOR APPOINTMENT	Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursment 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	<p>The Rehabilitation of Offenders Act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Lothian. Any information given will be completely confidential.</p>
MEDICAL NEGLIGENCE	<p>In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board indemnity will cover only Health Board responsibilities. Paragraph 63 of the General Medical Council's Good Medical Practice requires you to have adequate insurance or indemnity cover. You may wish to consider taking out additional medical indemnity e.g. with a Medical Defence Organisation to ensure that you have indemnity for the whole of your practice.</p>
NOTICE	<p>Employment is subject to three months' notice on either side, subject to appeal against dismissal.</p>
PRINCIPAL BASE OF WORK	<p>You may be required to work at any of NHS Lothian's sites as part of your role.</p>
SOCIAL MEDIA POLICY	<p>You are required to adhere to NHS Lothian's Social Media policy, which highlights the importance of confidentiality, professionalism and acceptable behaviours when using social media. It sets out the organisation's expectations to safeguard staff in their use of social media.</p>

Section 9: General Information for Candidates

Data Protection Legislation

Please note that any personal information obtained from you throughout the recruitment process will be collected, stored and used in line with the Data Protection Legislation. Information will be available to the recruiting manager and to Human Resources staff.

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 at the Audit Scotland website.

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 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 Edinburgh and the Lothians and accepts its obligations both legal and moral by stating commitment to the promotion of equal opportunities and elimination of discrimination.

The objectives of its policy are that no person or employee receives less favourable treatment on the grounds of sex, disability, marital status, age, race (including colour, nationality, ethnic or national origin), creed, sexuality, responsibility for dependants, 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 at the NHS Lothian website.

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.