

**Consultant Sexual and Reproductive Health**

**Applicant Information**







V&A Dundee: Visit Scotland / Kenny Lam



Tay Rail Bridge seen from The Law: Visit Scotland / Kenny Lam

Closing Date:

Interview Date:

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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| **Contents** |

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| --- | --- | --- |
| **Section** | |  |
| Section 1: | Advertisement | |
| Section 2: | Living in Tayside | |
| Section 3: | NHS Tayside | |
| Section 4: | Sexual and Reproductive health Services in Tayside | |
| Section 5: | Main Duties and Responsibilities (Job Description) | |
| Section 6: | Indicative Job Plan | |
| Section 7: | Person Specification | |
| Section 8: | Further Information / Contact Details | |
| Section 9: | Terms and Conditions of Employment | |



The McManus Dundee Art Gallery Museum: Visit Scotland / Kenny Lam

NHS Tayside



Tayside Sexual and Reproductive Health Service

Consultant in Sexual and Reproductive Health

Part Time

8 PAs per week

We have an exciting opportunity available in one of the UK’s most up and coming and rapidly developing Cities.

Applications are invited for a part time Consultant in Sexual and Reproductive Health (SRH) within Tayside sexual and reproductive health service (TSRHS) NHS Tayside. This post offers the opportunity to join a motivated and friendly multidisciplinary team. We are looking for an enthusiastic, pro-active individual with a commitment to improving sexual and reproductive health services. The successful applicant will be able to shape clinical services and be part of an exciting period of service and professional development. This post currently comprises of 8 programmed activities (PAs) but there is likely scope to increase the number of PAs over time, in line with service succession planning. NHS Tayside is supportive of continuous professional development, and all of our posts include 2 PAs for supporting professional activities (pro-rata).

The post holder will be based at Ninewells Hospital, Dundee - a University Teaching Hospital with an excellent reputation.

Applicants are required to be on the GMC’s Specialist Register or within 6 months of obtaining a CCT or having a CESR accreditation in SRH or Obstetrics and gynaecology at the time of interview.

For informal enquiries please contact Dr Ciara Cunningham, Consultant GUM, Clinical lead TSRHS, telephone 01382 425533 or Dr Heike Gleser, Consultant SRH on 01382 425533.

Closing Date:

Interview Date:

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.

NHS Scotland is committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination. The aim is for our workforce to be truly representative and for each employee to feel respected and able to give their best. To this end, NHS Scotland welcomes applications from all sections of society.

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

NHS Tayside covers the area of Tayside and North Fife, with an associated population of half a million. Tayside includes the delightful rolling countryside of Angus, Perth and Kinross, bordering the Highlands to the North, the coast to the East, with the two main cities of Perth and Dundee situated along the river Tay to the South. The river setting of Dundee, Scotland’s 4th largest city, is impressive. A formerly industrial interior has given way to a waterfront redevelopment, which now includes the striking riverside architecture of the V&A design museum. Praised by the New York Times as “Scotland’s coolest city”, Dundee now also has an Eden project in development.

Dundee’s heritage was previously coined: ‘Jute, Jam and Journalism’. Having modernised, the ‘city of discovery’ includes two large universities (Dundee and Abertay) with a thriving life sciences research hub and associated biomedical enterprises. In recent years the importance of IT has grown, and Dundee has become famous for video game development. There is a vibrant cultural scene focused on venues like Dundee’s Caird Hall, the Perth Concert Hall and the riverside Slessor Gardens. Rich musical offerings range from the energetic live band scene, which has given rise to bands like The View and Snow Patrol, to classical concerts. Alternatively, traditional music can be found in warm cosy pubs like the Fisherman’s in Broughty Ferry.

Whether living in town or in the surrounding countryside, Tayside is a fantastic place to live or to bring up a family. Commuting is minimal, and property prices are extremely competitive with a lower cost of living than in many parts of the UK. In Dundee, the riverside scene, with its two bridges, compliments the view of many residential properties. In the countryside, the hills and highlands can often punctuate the horizon. From either, there is easy access to hiking, mountain biking, sea kayaking, and road cycling in some of the best of Scottish countryside. There is a busy Parkrun in the elegant setting of Camperdown Park, with many sports clubs, pools and fitness facilities available in the area. Dundee is well served by the usual larger shops, with high quality independent boutiques particularly in Dundee’s West-end, Broughty Ferry, and Perth. Across Perth and Dundee there is also a decent range of state and private schools available, with suitable extracurricular provision. Due to our convenient location, there is ready and easy access to both the Highlands to the north and the central belt, including Edinburgh and Glasgow, to the south.

A group of people walking on a beach

Description automatically generatedA couple of people sitting on a hill looking at a valley

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

Cairngorms National Park Visit Scotland / Jakub Iwanicki Lunan Bay, Near Montrose Visit Scotland / Paul Tomkins

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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.

Each of the three local councils now have a Health and Social Care Partnership (HSCP). Medicine for the Elderly is also hosted by the HSCPs and further development for other health services to be hosted by HSCPs rather than NHS Tayside is ongoing. NHS Tayside has a national reputation for models of service development, health informatics and quality improvement.

More information on the HSCPs can be found at

Angus: [https://www.angushscp.scot/](#)

Dundee: [https://www.dundeehscp.com/](#)

Perth & Kinross: [https://www.pkc.gov.uk/integration](#)

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](#)

**Teaching and Training Opportunities**

NHS Tayside has one of the largest and most successful teaching hospitals in Scotland. The University of Dundee Medical School was ranked 1st in the UK 2021 Complete University Guide. We have a growing national and international reputation for medical teaching and research and are recognised as a centre of excellence.

We successfully train Doctors, nurses and other healthcare professionals from all of the UK and the world, many of whom choose to remain in employment with NHS Tayside and continue to contribute to the development of the organization, promoting new techniques and going on to train the doctors, surgeons and nurses of tomorrow.

NHS Education for Scotland (NES) and NHS Tayside 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 East of Scotland rotating through our Tayside Hospitals and Raigmore in Inverness.

Information regarding training with links to the appropriate UK websites can be found at [https://www.scotmt.scot.nhs.uk/](#) and [https://nes.scot.nhs.uk/](#)

We enjoy close links with the University of Dundee ([https://www.dundee.ac.uk/](#)) whose Medical School is renowned for preparing its medical students to become world-class doctors. Alongside NHS Tayside, the University of Dundee offers start-of-the-art medical teaching facilities including lecture theatres, seminar rooms, clinical skills training area, simulation rooms, computing suites, as well as library facilities at the main campus and within UDOTS on he Ninewells Site.

**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
* On-site Community Gardens within grounds of Ninewells Hospital



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

Tayside Sexual & Reproductive Health Service (TSRHS) clinics provide an integrated sexual and reproductive health service for Tayside, which covers the local authority areas of Dundee City, Angus, and Perth and Kinross. It also provides services to patients living in parts of North East Fife, with patients from here typically attending the clinic in Dundee. There are approximately 18,000 patient attendances per year. TSRHS is organisationally hosted within Dundee Health and Social Care Partnership (DHSCP) but provides care to patients from all the above areas. There are two main sites providing a variety of services: Ninewells Hospital, Dundee and Drumhar Health Centre, Perth. TSRHS services at both Ninewells Hospital and Drumhar Health Service operate from dedicated areas for Sexual and Reproductive Health services with clinical rooms and office space for staff.

Clinical care is also provided from other sites including the option of virtual appointments by telephone or ‘Near Me’. The service provides online STI self sampling and facilitates access through telephone triage, online booking, clinician referral and fast track referral for those in a priority group.

Scoping work is underway with local stakeholders to improve service provision to difficult to access populations.

Specialist clinics within TSRHS include:

* Acute SRH and GUM clinics
* Implant and IUC (LARC) clinics
* Complex SRH Procedure clinic
* Complex SRH clinic
* Specialist Menopause clinic
* Complex GUM clinic
* Learning Disability clinic
* Sexual Problem clinic
* Young People's clinic
* Pre-exposure prophylaxis clinic (PrEP)
* Health Advisor service
* HIV Clinic

The Service supports the development of the role of nurses in the provision of sexual and reproductive healthcare. The majority of nurses work to Patient Group Directions or are Nurse Prescribers. Most nurses are trained to insert and remove sub-dermal implants or intrauterine contraception.

The service utilises the National Sexual Health IT system (NaSH) and appropriate training will be provided to the successful applicant. All routine consultations are paperless. STI test results are available to patients via automated text or a telephonetic system.

Strategic direction and governance is provided by the NHS Tayside Sexual Health and BBV managed clinical network (MCN). This also has a remit for the identification and agreement of priorities for prevention, treatment, care, support needs and service development in sexual health and BBV.

TSRHS also provides education and support to the many local GPs who are engaged and interested in providing SRH care to their patients.

**Tayside Sexual and Reproductive Health clinical staff**

**Consultants**

Dr Ciara Cunningham Clinical Lead TSRH/Consultant GUM/HIV

Dr Heike Gleser Consultant SRH

Dr Graham Leslie Consultant GUM/HIV

Dr Sarah Allstaff Clinical Lead HIV/Consultant GUM/HIV/Year 5 Lead

**Specialty doctors**

Dr Jo Green

Dr Laura Jarvis

Dr Omiretsuli Aikulola

Dr Joyce McDonald

**Nursing team**

17.8 WTE

**Senior charge nurse**

Roslyn O’Brien

**Charge Nurse**

Stacey Ross – Ninewells Sexual & Reproductive Health Department (Dundee)

**Clinical Nurse Specialist**

Sarah Walton – Ninewells Sexual & Reproductive Health Department (Dundee)

**Admin/Clerical**

11.14 WTE

**Managerial Accountability Dundee HSCP**

Associate Locality Manager– Russell Wood

Associate Medical Director – TBC

Service Co-ordinator for Specialist services – Deborah Syme

Clinical Lead – Dr Ciara Cunningham

**Support Staff and Facilities**

The consultant will have a shared office at TSRHS and administrative and secretarial support.

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

NHS Tayside requires the appointee to be fully committed to the provision of high quality services in integrated Sexual & Reproductive Health.

The aims of this post are to:

* Assist in fulfilling the recommendations and aspirations of the Tayside Sexual Health Strategy by providing leadership in partnership with clinical and managerial colleagues.
* Sustain and enhance the reputation of the Sexual and Reproductive Health Service in Tayside by reducing the levels of unintended pregnancy, improving the testing and management of STIs and increasing capacity within the specialist service especially focusing on the needs of the priority population groups.
* Support the MCN in implementing the recommendations of the Sexual Health and Blood Borne Action plan 2023- 2026.
* Provide clinical expertise in Sexual and Reproductive Health.
* Provide specialist leadership to the Sexual and Reproductive Health staff.
* Be involved in the Tayside-wide education and training programme.
* Support the development of new models of SRH care across NHS Tayside.

All consultants within TSRHS will participate in the local and network multidisciplinary teams and will contribute to operational and strategic management.

The successful candidate will contribute to the Department, Dundee Health and Social care Partnership and to NHS Tayside as a whole through the Managed Care Network, working as part of a team to shape the future of the service. They will be aware of the importance of working closely with the clinical management team and other colleagues in the department, furthering the relationships with other specialities and the wider NHS Tayside community.

**Direct Clinical Care:**

This is a substantive post for a part time (0.8 WTE) Consultant in Sexual & Reproductive Health within NHS Tayside. The post is for a Consultant with a specific interest in integrated Sexual & Reproductive Health services and menopause care.

The part time Consultant in Sexual & Reproductive Health job will include acute integrated SRH clinics, Specialist Menopause clinics, Complex SRH and Procedure clinics.

The appointee will be based at Ninewells Hospital in Dundee and the majority of their work will be carried out from here. The appointee may also be expected to provide some clinical work in Perth particularly complex SRH procedures.

There are opportunities both to be involved in the redesign of services for hard-to-reach populations and to support staff both within and outside of TSRHS providing SRH care to this population.

**Supporting Professional Activities**

* Special interest sessions will be available and tailored to balance the interest and skills of the successful applicant and needs of the service through the job planning process

**YOUR ROLES**

**Provide high quality care to patients:**

* Maintain GMC specialist registration and hold a licence to practice
* Participate in the annual appraisal process
* 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.

**Research, Teaching and Training:**

TSRHS are very teaching active and is seeking to promote existing and develop innovative methods to deliver clinical skills and teaching to undergraduates and postgraduates from within the service and from other organisations.

There is provision of clinical teaching across the undergraduate curriculum of the University of Dundee medical school. This includes lectures, small group sessions and clinical skills sessions. There are also opportunities for Student Selected Components (SSC) and 4/5th year project supervision in the department. The post holder will be expected to support existing clinicians in this teaching.

Postgraduate clinical teaching is provided to speciality trainees in Dermatology, Infectious Diseases, Obstetrics & Gynaecology, General Medicine and General Practice. The department regularly has postgraduate GP trainees working within the service. In addition there is provision of in-house teaching to different staff groups, local GPs, and other medical and clinical staff. The post-holder will be expected to support essential training and education required for the provision of long-acting reversible contraception (LARC) and also to support the teaching provided within the Tayside Sexual & Reproductive Health Services GP update days.

NHS Tayside encourages all Consultants to contribute to research in their specialties, whether in basic or clinical areas or in the evaluation of health care. Collaboration with other clinical colleagues is encouraged.

**Governance**

* Participate in clinical audit, incident reporting and analysis to ensure resulting actions are implemented
* Ensure clinical guidelines and protocols are adhered to 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 Tayside 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 Tayside and departmental guidelines on leave including reporting absence
* Adhere to NHS Tayside values

**Annual Appraisal & Job Planning**

You shall be required to participate in annual appraisal. Job planning is linked closely with, but is separate to, the agreed appraisal scheme for consultants. The job plan review will take into account the outcome of the appraisal discussion and reflect the agreed personal development plan

**Professional**

The appointee will be expected to be registered for continuing professional development (CPD) with the appropriate Royal College and to fulfil requirements for annual appraisal. Annual leave is worked out pro rata on a basis of 33 days per annum and 8 statutory public holidays for full time staff. Ten days study leave per annum and a personal study budget is granted. Requests for study and professional leave are agreed in discussion with the clinical lead of the service. So far as is consistent with the proper discharge of the duties of the post, the appointee undertakes to deputise from time to time for absent colleagues. In such cases post holders may be required to move between Dundee and Perth.

**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 1937. 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.

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| **Section 6: NHS Tayside – Indicative Job Plan** |

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| Post: | Consultant |
| Specialty: | Sexual and Reproductive health |
| Principal Place of Work: | Ninewells Hospital, Dundee. You may be required to work at any of NHS Tayside sites as part of your role. |
| Contract: | Permanent |
| Availability Supplement: | Nil |
| Out-of-Hours | Nil |
| Managerially responsible to: | Dr Ciara Cunningham |

Indicative job plan at 8 PAs

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| **TYPE OF ACTIVITY** | **DESCRIPTION OF ACTIVITY** | **PA ALLOCATION** |
| **Direct Clinical Care** | **Complex SRH Clinic** | **6** |
| **Integrated acute SRH Clinic** |
| **Specialist Menopause Clinic** |
| **Complex SRH Procedure Clinic** |
| **Admin, email, triaging referrals, telephone advice** |
| **Supporting** | **CPD, personal job planning and appraisal**  **Contribution to management and service development** | **2** |
| **TOTAL** |  | **8 PA** |

The job plan is a provisional outline and will be negotiable and agreed between the successful applicants and the Clinical Lead / Operational Medical Director. The described post is a standard full time post of 8 PAs made up of 6 PAs in Direct Clinical Care (DCC) and 2 core SPAs for appraisal/revalidation and for audit, clinical governance, job planning, internal routine communication and management activity. There is no on call commitment with this post. One consultant each week acts as the duty consultant for queries from nurses, specialty doctors, other specialties and local GPs and answering emails to the departmental advice email address. The main base of this post is within the Sexual & Reproductive Health clinic at Ninewells Hospital, Dundee. Current hours of work are 9am – 5pm this may be subject to change with service development. Job planning will be discussed and agreed through the job planning process.

As a major teaching and research contributor, NHS Tayside would expect to allocate additional SPA time for activities to do with undergraduate education, educational supervision of trainee medical staff, research, service development and other activities. These are all areas where NHS Tayside has a strong commitment and we recognise the contribution that consultants are both willing and eager to make. Precise allocation of SPA times and associated objectives will be agreed with the successful application and will be reviewed at annual job planning.

Extra programmed activities may be available by negotiation with the Operational Medical Director.

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| **SECTION 6: PERSON SPECIFICATION** |

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** |
| **EXPERIENCE:** | * Recent experience of providing complex integrated sexual and reproductive healthcare to patients of all genders * Recent experience working with young people within sexual and reproductive healthcare. * Demonstrable understanding of child protection issues * Demonstrable recent evidence of competency in pelvic scanning of patients with IUC issues * Demonstrable recent experience in complex menopause care and PMS/PMDD | * Demonstrable recent evidence of competency in scanning and removing complex implants. |
| **QUALIFICATIONS:**  (Training; Research; Publications) | * Full GMC Registration * On Specialist Register or within 6 months of obtaining CCT in CSRH or O&G, or completed CESR accreditation in CSRH, or equivalent. * MFSRH * SSM Menopause Care (Advanced) or equivalent * LoC SDI I-R * LoC IUT | * SSM in Ultrasound * Being recognised as BMS-registered Menopause Specialist * Postgraduate university accredited course in Medical Education * Faculty registered trainer (FRT) * Dip GUM |
| **KNOWLEDGE & SKILLS:** | * Evidence of maintaining CPD * Evidence of child protection training Level 3 or equivalent * Evidence of adult protection training * Ability to work as part of a multidisciplinary team. * Ability to communicate and liaise effectively with colleagues and patients. | * Attendance at appropriate training courses |
| **TEACHING:** | * Commitment to teaching undergraduates, postgraduates, nursing and allied health professionals. | * Evidence of participation in educational skills training |
| **RESEARCH AND AUDIT:** | * Evidence of continuing personal development * Understanding principles of research | * Peer reviewed publications |
| **MANAGEMENT:** | * Understanding of the management responsibilities of NHS Consultants * Evidence of commitment to audit * Involvement in service development * Computer literacy | * Previous management role * Evidence of relevant CPD or training in management * Administrative roles during training |
| **OTHER:** | * Valid driving licence * Will be required to work across the NHS Tayside sites. |  |

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

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

For informal enquiries please contact Dr Ciara Cunningham, Consultant GUM, Clinical lead TSRHS, telephone 01382 425533 or Dr Heike Gleser, Consultant SRH on 01382 425533.

www.sexualhealthtayside.org

Application Process:

To apply for this post please complete the application via [https://apply.jobs.scot.nhs.uk/](#). NHS Scotland does not accept CV’s in addition to/instead of a completed application form. Your CV will not be provided to the interview panel for shortlisting. NHS Tayside is unable to accept written applications; all applications must be submitted via eRecruitment system, jobtrain.

All adverts will close at midnight on the advertised closing date.

**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](#).

Appointment to a substantive consultant post in the UK National Health Service requires the applicant to be listed on the [General Medical Council (GMC) Specialist Register](#). Doctors with a Certificate of Completion of Training (CCT) or a Certificate of Eligibility for Specialist Registration via the Combine Programme (CESR)(CP) who have completed an approved training programme in the UK and are eligible for entry onto the Specialist Register. Applicants can be short-listed if they are within six months of obtaining a CCT, CESR (CP) and must have written evidence of the confirmed date.

You may be eligible for direct entry onto the Specialist Register if you are a national of an EEA country (or Switzerland) and you have a specialist medical qualification that is acceptable for mutual recognition. Alternatively, the applicant should possess a Certificate of Eligibility for Specialist Registration (CESR). A CESR enables doctors who have not completed an approved UK training programme to demonstrate their knowledge, skills and experience are equivalent to the relevant CCT curriculum to join the Specialist Register. Further information is available for those interested in the [CESR route](#)

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 of the Consultant Contract 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** | Consultant |
| **TYPE OF CONTRACT** | Permanent |
| **Hours of work** | 8 PAs (32 hours per week) |
| **Location** | Ninewells Hospital. You may be required to work at any of NHS Tayside sites as part of your role. |
| **Salary** | £91,474 to £121,548 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 Consultant post or previous non-NHS experience equivalent to that gained in a NHS Consultant post.  Salary is paid monthly by Bank Credit Transfer into a UK bank account |
| **Arrangement of Duties** | To be organised through Job Planning after appointment |
| **Leave** | 33 days annual leave and 8 public holidays |
| **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 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 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. |
| **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