**MEDICAL & DENTAL CANDIDATE**

**INFORMATION PACK**

**Locum Appointment for Training LAT (StR3) in Vascular Surgery**

**Based within NHS Lanarkshire (Including covering Regional Services)**

**Application Closing Date: 20th June 2024**

HR Medical & Dental

Law House

Airdrie Road

Carluke

 ML8 5EP



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

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| **Section 1: HOW TO APPLY** |

**In order to apply:**

Applicants are required to complete an Application Form via the following link: https://apply.jobs.scot.nhs.uk/vacancies.aspx.

**Please complete applications by MIDNIGHT ON THE CLOSING DATE.**

**You will receive an email acknowledging receipt of your application once submitted.**

Please follow the link below should you wish any further information on NHS Lanarkshire

Recruitment | NHS Lanarkshire (scot.nhs.uk)

**It is important that you demonstrate you meet the eligibility criteria detailed in the person specification on your application.**

**Shortlisting Process:**

**Stage 1**

Applications will be shortlisted in line with the person specification for the job. If you are successful, you will receive an email from Jobtrain advising you have been successful.

**Stage 2**

Interview and Competency Assessment.

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| **Section 2: Contact Information** |

**Post Queries**

Prospective applicants are encouraged to make contact with:

Mr Tamim Siddiqui

Deputy Clinical Director

Surgery and Associated Services

University Hospital Hairmyres

(Email: Tamim.Siddiqu@lanarkshire.scot.nhs.uk)

Dr Andrew Mitchell

Clinical Director

Surgery and Associated Services

University Hospital Hairmyres

(Email: Andrew.Mitchell@Lanarkshire.scot.nhs.uk)

Mr Alex Vesey

Clinical Lead

Vascular Surgery

University Hospital Hairmyres

(Email: Alex.Vesey@lanarkshire.scot.nhs.uk )

Mr Stuart Suttie

Training Programme Director

National Education for Scotland

(Email: Stuart.Suttie@nhs.scot

**Application Queries**

If you have any queries regarding the application process please email Isabel Rankin at medical.dentalrecruitment@lanarkshire.scot.nhs.uk

**Please note interviews will be conducted over Microsoft Teams**

**NHS Lanarkshire is committed to working towards equal opportunities for all.**

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| **Section 3: Person Specification**  |

vascular surgery – ST3

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| **ENTRY CRITERIA** |
| **Essential Criteria*****Qualifications:***Applicants must have:* MBBS or equivalent medical qualification
* Successful completion of MRCS by examination by offer date[[1]](#endnote-1)
 | **When is this evaluated?[[2]](#endnote-2)**Application form |
| ***Eligibility:***Applicants must:* Be eligible for full registration with, and hold a current licence to practise[[3]](#endnote-3) from, the GMC at intended start date[[4]](#endnote-4)
* Have evidence of achievement of **foundation competences** from a UKFPO-affiliated foundation programme or equivalent, in line with GMC standards / Good Medical Practice.
* Have evidence of achievement of core surgical competences, for the round of application, via one of the following methods:
	+ Current employment in a UK core surgical training programme which leads to successful completion of the programme by the advertised post start date.
	+ Successful completion of a UK core surgical training programme, evidenced by a satisfactory ARCP outcome
	+ Evidence of achievement of core surgical competences at time of application via a completed *Certificate of Readiness to Enter Higher Surgical Training*.
* Be eligible to work in the UK
 | **When is this evaluated?**Application form, interview/selection centre[[5]](#endnote-5) |
| ***Fitness to practise:***Is up to date and fit to practice safely and is aware of own training needs. | **When is this evaluated?**Application formReferences |
| ***Language skills:***Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues, assessed by the General Medical Council [[6]](#endnote-6) | **When is this evaluated?**Application form, pre-employment health screening |
| ***Health:***Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).  | **When is this evaluated?**Application form, pre-employment health screening |
| ***Career progression:***Applicants must:* Be able to provide complete details of their employment history
* Have evidence that their career progression is consistent with their personal circumstances
* Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training
* Have notified the Training Programme Director of the Specialty Training Programme they are currently training in if applying to continue training in the same specialty in another region[[7]](#endnote-7).
* Not have previously relinquished or been released / removed from a surgical training programme, except if they have received an ARCP outcome 1 or under exceptional circumstances[[8]](#endnote-8).
* Not already hold, nor be eligible to hold, a CCT/CESR in the specialty they are applying for and/or must not currently be eligible for the specialist register for the specialty to which they are applying
* **For those wishing to be considered for Locum Appointment for Training posts (where available):** no more than 24 months experience in LAT posts in the specialty by date of interview
 | **When is this evaluated?**Application formInterview/selection centre |
| ***Application completion:***ALL sections of application form completed FULLY according to written guidelines. | **When is this evaluated?**Application form |
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| **SELECTION CRITERIA** |
| ***Career Progression*** |
| **Essential Criteria*** As above
 | **Desirable Criteria*** Have completed a minimum of 6 months in Vascular Surgery by intended start date in post – *can include a redeployment due to Covid during this time*
* Less than 72 months’ experience in Vascular Surgery at CT/ST level (not including foundation modules)
 | **When is this evaluated?**Application formInterview/selection centreReferences |
| ***Clinical skills – clinical knowledge and expertise*** |
| **Essential Criteria*** Capacity to apply sound clinical knowledge and judgement to problems
* Ability to prioritise clinical need
* Demonstrates appropriate technical and clinical competence and evidence of the development of diagnostic skills and clinical judgement
* Validated logbook documentation of surgical exposure to date.
 |  | **When is this evaluated?**Application formInterview/selection centreReferences |
| **Academic Skills** |
| **Essential Criteria****Research, Audit and Quality Improvement:*** Demonstrates understanding of the basic principles of audit, clinical risk management and evidence-based practice
* Understanding of basic research principles, methodology and ethics, with a potential to contribute to research
* Evidence of participation in audit

**Teaching*** Evidence of contributing to teaching and learning of others
 | **Desirable Criteria****Research, Audit and Quality Improvement:*** Evidence of relevant academic and research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements
* Evidence of participation in risk management and/or clinical/laboratory research
* Evidence of knowledge of the principles of audit and skills in audit design, performance and implementation

**Teaching:*** Evidence of knowledge of principles of adult education and effective design and delivery of teaching and learning
 | **When is this evaluated?**Application formInterview/selection centreReferences |
| ***Personal Skills*** |
| **Personal Skills – Essential Criteria****Communication skills:*** Capacity to communicate effectively and sensitively with others
* Able to discuss treatment options with patients in a way they can understand

**Problem solving and decision making:*** Capacity to think beyond the obvious, with analytical and flexible mind
* Capacity to bring a range of approaches to problem solving
* Demonstrates effective judgement and decision-making skills

**Managing others and team involvement:*** Capacity to work effectively in a multi-disciplinary team
* Demonstrate leadership, when appropriate
* Capacity to establish good working relationships with others.

**Organisation and planning:*** Capacity to manage time and prioritise workload, balance urgent and important demands, follow instructions
* Understands importance and impact of information systems

**Vigilance and situational awareness:*** Capacity to monitor and anticipate situations that may change rapidly

**Coping with pressure and managing uncertainty:*** Capacity to operate effectively under pressure and remain objective in highly emotive/pressurised situations
* Awareness of own limitations and when to ask for help

**Values:*** Understands, respects and demonstrates the values of the NHS (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion)
 |  | **When is this evaluated?**Application formInterview/selection centreReferences |
| ***Probity – Professional Integrity*** |
| **Essential Criteria*** Takes responsibility for own actions
* Demonstrates respect for the rights of all
* Demonstrates awareness of ethical principles, safety, confidentiality and consent
* Awareness of importance of being the patients’ advocate, clinical governance and the responsibilities of an NHS employee
 |  | **When is this evaluated?**Application formInterview/selection centreReferences |
| ***Commitment to Specialty – Learning & Personal Development*** |
| **Essential Criteria*** Shows realistic insight into Vascular Surgery and the personal demands of a commitment to surgery
* Demonstrates knowledge of training programme and commitment to own development
* Shows critical and enquiring approach to knowledge acquisition, commitment to self-directed learning and a reflective/analytical approach to practice
 | **Desirable Criteria*** Achievements relevant to vascular surgery, including elective or other experience
* Attendance at, or participation in, national, international, departmental, regional and online meetings relevant to vascular surgery
* Attendance at relevant surgical courses
 | **When is this evaluated?**Application formInterview/selection centreReferences |

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| **Section 4: Introduction to Appointment** |

**Job Title:** Locum Appointment for Training in Vascular Surgery

**Base:** University Hospital Hairmyres including covering Regional Services

**Post Summary:**

This LAT (ST3) Vascular Surgery post, commencing October 2024, is for the South West Scotland Vascular Network (SWSVN) based at University Hospital Hairmyres. This is the second major vascular unit in the West of Scotland providing elective and emergency vascular services for the populations of NHS Lanarkshire, Ayrshire and Arran and Dumfries and Galloway. This post offers an excellent opportunity to contribute to vascular and endovascular surgery in a large, expanding unit serving a population of approximately 1.2 million and therefore one of the largest vascular units in Scotland. Significant investment and infrastructure has been put in place to support the centralized unit including a state-of-the-art hybrid endovascular operating theatre and refurbished angiography suite to compliment the fantastic surgical facilities already available.

The emphasis will be on contributing to a strong team structure to support all aspects of the regional vascular service. Due to the volume of both elective and emergency work currently done by both units, it is expected that the post holders will have ample opportunity to develop vascular surgical and endovascular skills and previous post holders have been successful in National Selection. The current consultant staff are involved in the process of National Selection for Specialty Trainees and also reviewing Certificate of Eligibility for Specialist Registration (CESR) applications.

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| **Section 5: Departmental and Directorate Information** |
| University Hospital Hairmyres has received excellent education feedback at an undergraduate and postgraduate level. Hairmyres has also demonstrated success in supporting junior staff toward application for training programs and examinations.The constituents of the team are the following- * x11 Permanent Vascular Consultants (4 posts currently vacant)
* x3 Specialty Vascular Trainees – allocated by Training Programme
* x3 Vascular Specialty Doctors
* x1 Vascular Clinical Fellow
* x2 Final Year 1 Doctors (FY1s)
* x2 Vascular Nurse Specialists
* x2 Vascular Scientists
* There is close collaboration and team working with colleagues in Interventional Vascular Radiology of whom there are 6 substantive consultants based at the Hairmyres site who provide an interventional day time on-call rota, and a further 2 Interventional radiologists at University Hospital Ayr. Ample opportunities will be provided for endovascular training for the successful candidates

The unit provides a wide range of elective and emergency vascular surgical and endovascular services. These include patients with aortic and peripheral aneurysms for which both open and endovascular treatments are provided as standard (including standard, branched and fenestrated EVAR procedures), thoracic outlet surgery, carotid artery surgery (with clear referral pathways from stroke / ophthalmology teams to the vascular service), peripheral vascular reconstruction and endovascular interventions, endovenous treatments for varicose veins, and renal access surgery. Renal access surgery is currently performed at University Hospital Hairmyres, University Hospital Monklands and University Hospital Crosshouse.Superficial venous incompetence is treated via minimally invasive endovenous treatments including Radiofrequency Ablation and Ultrasound Guided Foam Sclerotherapy, and also surgically when indicated.The full spectrum of emergency vascular surgery is performed with a dedicated CEPOD theatre.The SWSVN will continue to be forward looking – University Hospital Hairmyres was historically the first unit in Scotland to deploy an iliac bifurcating endograft and, was one of the first to routine offer predominantly endovenous treatments for varicose veins as standard. We have developed treatment for protocols for iliofemoral DVT and are at the forefront of new procedures including intravascular lithotripsy. Our team goal is to ensure high quality care for our patients and excellent training and development opportunities for trainees and middle grade staff, via a strong team working ethic.The department has a strong commitment to teaching, training and career advancement. As a result of the experience and training provided in the unit, a number of our permanent middle grade staff in recent years have gone on to substantive consultant posts in prestigious vascular units across the country. Previous Clinical Fellow and LAT appointees have subsequently been successful in National Selection. The current staff are involved in National Selection for Specialty Trainees and also reviewing Certificate of Eligibility for Specialist Registration (CESR)applications.Applications will be considered from those wishing to work less than full-time. We are supportive of applications from individuals with well-developed ideas for improving services who are able to demonstrate a commitment to quality improvement, patient safety (including human factors training), Medical Education and Research & Development. The Clinical fellow will be supported to participate in audit/research projects and encouraged to deliver teaching to medical undergraduates from the University of Glasgow and appropriate post-graduate groups. Our team goal is to build a large regional centre of excellence in vascular and endovascular surgery. |
| **Section 6: Main Duties and Responsibilities** |

The appointee will be expected to perform at a level equivalent to that of a ST3 trainee.

At University Hospital Hairmyres you will be expected to work closely with colleagues providing team based delivery of care including team ward rounds and reviews, out-patient clinics, elective/emergency theatre, interventional/endovascular/hybrid theatre and on-call duties, and time will be allocated for clinical admin.

You will be expected to work towards achieving targets in respect of early intervention for symptomatic carotid patients, early assessment and treatment of Screen Detected Aortic Aneurysm patients, ensuring maximum native fistula rates in the renal dialysis patient population, and out-patient and treatment time targets.

The successful candidate will participate in a vascular on-call rota on a 1 in 6 basis with prospective cover, based at Hairmyres. From Friday to Monday the on call Specialty Doctor will cover the three health Boards and from Monday to Thursday the on call will be for NHS Lanarkshire and Dumfries only.

Opportunities for continued professional development will be provided.

*In addition to the above, other activities not occurring at fixed times include:*

* Provision of cover for colleagues during period of annual, study or sickness leave within the terms and conditions of service.
* Participation in the supervision and training of junior medical staff.
* Involvement in undergraduate and postgraduate teaching.
* Compliance with recommendations on Continuing Medical Education.
* Participation in clinical audit.
* Participation in annual appraisal and revalidation.

Participation in appropriate internal and external quality assurance activities.

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| **Section 7: Working for NHS Lanarkshire** |

For more information on the role please visit Recruitment | NHS Lanarkshire (scot.nhs.uk)

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

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| **TYPE OF CONTRACT**  | Fixed Term until August 2025 |
| **GRADE AND SALARY** | Locum Appointment for Training£40,995 to £64,461 per annum (pro rata)  |
| **HOURS OF WORK** | Full Time – 40 hours plus out of hours’ work  |
| **SUPERANNUATION** | New entrants to NHS Lanarkshire who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to "opt out" arrangements can be made to do this via: www.sppa.gov.uk  |
| **REMOVAL EXPENSES** | Assistance with removal and associated expenses may be awarded |
| **EXPENSES OF CANDIDATES FOR APPOINTMENT** | NHS candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement shall not normally be made to employees who withdraw their application, refuse an offer of appointment. Non NHS employees are not normally awarded travel expenses.  |
| **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 Lanarkshire are required to check the entitlement to work in the UK of all prospective employees, regardless of nationality or job category. UK Visas & Immigration rules are available at www.bia.homeoffice.gov.uk. Prospective applicants are encouraged to check eligibility in advance of applying for vacancies in NHS Lanarkshire. |
| **MEDICAL NEGLIGENCE** | In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme. |
| **NOTICE** | Employment is subject to one month notice on either side. |
| **PRINCIPAL BASE OF WORK** | You may be required to work at any of NHS Lanarkshire sites as part of your role. Your base will be clarified for expenses purposes.  |
| **REFERENCES** | All jobs are only offered subject to receiving two satisfactory 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. |

1. The published deadline’ refers to a deadline date set in each recruitment round; Round 1 (30/03/2023) Round 2 (20/04/2023) Round 3 (23/10/2023) [↑](#endnote-ref-1)
2. ‘When is this evaluated’ is indicative but may be carried out at any time throughout the selection process. [↑](#endnote-ref-2)
3. The GMC introduced the licence to practise in 2009. Any doctor wishing to practise in the UK after this date must be both registered with and hold a licence to practise from the GMC at time of appointment. [↑](#endnote-ref-3)
4. ‘Intended start date’ refers to the date at which the post commences, not (necessarily) the time an offer is accepted. [↑](#endnote-ref-4)
5. ‘Selection centre’ refers to a process, not a place. It involves a number of selection activities which may be delivered within the unit of application. [↑](#endnote-ref-5)
6. Applicants are advised to visit the GMC website which gives details of evidence accepted for registration [↑](#endnote-ref-6)
7. The Support for Application to another region form, signed by the Training Programme Director of their current Specialty Training Programme confirming satisfactory progress must be submitted to the recruitment office at time of application. [↑](#endnote-ref-7)
8. Exceptional circumstances may be defined as a demonstrated change in circumstances, which can be shown on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train. Applicants will only be considered if they provide a ‘support for reapplication to a specialty training programme’ form signed by both the Training Programme Director / Head of School and the Postgraduate Dean in the LETB / Deanery that the training took place. No other evidence will be accepted. [↑](#endnote-ref-8)