

**Working for NHS Lanarkshire**

**Locum Appointment for Training (LAT)**

**In Emergency Medicine**

**NHS Lanarkshire**

**Recruitment Pack**

**Application Closing Date: XXXXX**

HR Medical & Dental

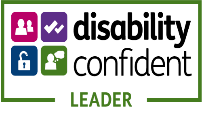
Law House

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)](#)

**Application Process:**

The first part of the process is to complete the gateway questions applicable to the role you are applying for. Should you meet the requirements of the gateway questions you will then have the opportunity to complete the full application form, which asks you to complete your top three preferences of location and specialty.

**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 longlisted 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. If you are successful after this stage you will receive an invite to interview email.

**Stage 2**

Interview and Competency Assessment.

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| **Section 2: Contact Information** |

**Programme / Post Queries**

Prospective applicants are encouraged to make contact with:

Dr Neil Hughes

Clinical Lead

Emergency Medicine

(Email: [neil.hughes@lanarkshire.scot.nhs.uk](#))

Dr Laura Gillan

Consultant / Rota Co-Ordinator

Emergency Medicine

(Email: [laira.gillan@lanarkshire.scot.nhs.uk](#))

Dr Stewart Teece

Training Programme Director / Consultant

Emergency Medicine

(Email: [stewart.teece@lanarkshire.scot.nhs.uk](#))

**Application Queries**

If you have any queries regarding the application process please email Gill Swinburne at [medical.dentalrecruitment@lanarkshire.scot.nhs.uk](#)

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

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| **Section 3: Person Specification - Clinical Development Fellow** |

EMERGENCY MEDICINE – st3

(DEFIned route of entry & ACCS route)

*two routes – either cct or CEsr cp*

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| **ENTRY CRITERIA** | |
| **Essential Criteria**  ***Qualifications:***  **All applicants** must have:   * MBBS or equivalent medical qualification   **Applicants who are on, or have completed, an approved UK Core Surgical Training programme** (CCT Route) or equivalent (CESR CP Route) must have:   * Successfully completed MRCS by the offer date[[1]](#endnote-2) (*FRCS/ MFAEM will be CESR CP route)* | **When is this evaluated?**[[2]](#endnote-3)  Application form |
| ***Eligibility:***  **All applicants** must:   * Be eligible for full registration with, and hold a current licence to practise[[3]](#endnote-4) from, the GMC at intended start date[[4]](#endnote-5) * Be eligible to work in the UK. * Current certification in ALS or equivalent OR supporting evidence as work based assessment/simulation/faculty statement (must have all 3 types) at time of application.   *(Further information can be found on the next page under \*Eligibility Continued)* | **When is this evaluated?**  Application form |
| ***Fitness to practise:***  Is up to date and fit to practise safely and is aware of own training needs. | **When is this evaluated?**  Application form, References |
| ***Language skills:***  Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues, as assessed by the General Medical Council[[5]](#endnote-6) | **When is this evaluated?**  Application form, interview/selection centre |
| ***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[[6]](#endnote-7). * Applicants must not have previously relinquished or been released / removed from a specialty training programme, except if they have received an ARCP outcome 1 (outcome 6 for associated core training) or under exceptional circumstances[[7]](#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 | **When is this evaluated?**  Application form |
| ***Application completion:***  ALL sections of application form completed FULLY according to written guidelines. | **When is this evaluated?**  Application Form |

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| ***\*Eligibility Continued*** | | | | |
| **For appointment to ST3 Emergency Medicine posts** | **For appointment to Defined Route of Entry – Emergency Medicine (DRE-EM) posts** | | |  |
| **Applicants who are on, or have completed, an approved UK ACCS Training programme.**  **(CCT Route)** | **Applicants who are on, or have completed, an approved UK Core Surgical Training programme.**  **(CCT Route)** | **Applicants who are on, or have completed, the equivalent of a Core Surgical Training programme.**  **(CESR CP or CCT Route)** | **All other applicants**  **(CESR CP or CCT Route)** | **When is this evaluated?**  Application form |
| Applicants must have:   * **Successfully completed 2 years of ACCS training within an approved UK training programme** by the time of appointment[[8]](#endnote-9).   AND   * **Not already completed, or be in the process of completing, CT/ST3 Emergency Medicine** within an approved UK Training programme at the time of application.   AND   * Evidence of achievement of **CT/ST1 competences in ACCS specialties** at time of application and **CT/ST2 competences in ACCS specialties** by time of appointmentviii, Acceptable evidence includes satisfactory ARCP outcome. | Applicants must have:   * **Successfully completed MRCS** by offer date.   AND   * **Successfully completed Core Surgical Training or the first 2 years of run through training in a surgical specialty, within an approved UK training programme** by the time of appointmentviii.   AND   * Completed at least six months of experience in Emergency Medicine at time of application evidenced by achievement of ACCS CT/ST1 competences supported by evidence from workplace-based assessments of clinical performance (DOPs, Mini-CEX, CBD, ACAT) and Multi Source Feedback at the time of application   AND   * Evidence of achievement of **CT/ST1 competences in surgery** at time of application and **CT/ST2 competences in surgery** by time of appointmentviii, Acceptable evidence includes satisfactory ARCP outcome of completion of Core Surgical Training programme | Applicants must have:   * **Successfully completed MRCS** by offer date.   AND   * **Successfully completed the equivalent of Core Surgical Training** by the time of applicationviii.   AND   * Completed at least six months of experience in Emergency Medicine at time of application evidenced by achievement of ACCS CT/ST1 competences supported by evidence from workplace-based assessments of clinical performance (DOPs, Mini-CEX, CBD, ACAT) and Multi Source Feedback at the time of application   AND   * Evidence of achievement of **CT/ST1 competences in surgery** at time of application and **CT/ST2 competences in surgery** by time of application, Acceptable evidence is a completed Certificate of Readiness to Enter Higher Surgical Training at time of application | Applicants must have:   * Evidence of a minimum of **24 months’ experience[[9]](#endnote-10) (not including Foundation modules)** at core trainee level[[10]](#endnote-11) in ACCS specialties[[11]](#endnote-12) by time of appointmentviii of which at least **12 months must be in Emergency Medicine**   AND   * Evidence[[12]](#endnote-13) of achievement of **ACCS CT/ST1 competences at time of application** For Posts not GMC approved for EM or ACCS training the alternative certificate of readiness to enter ST3 DRE-EM specialist training should be completed and signed by an appropriate supervisor, by the time of application. |  |

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| **SELECTION CRITERIA** | | | |
| ***Qualifications*** | | | |
| **Essential Criteria**   * As above | | **Desirable Criteria**   * FRCEM Primary or Intermediate; **or** * Full MRCEM * Any additional postgraduate examinations | **When is this evaluated?**  Application form |
| ***Career Progression*** | | | |
| **Essential Criteria**   * As Above | | **Desirable Criteria**   * Evidence of experience in specialties of acute care common stem training | **When is this evaluated?**  Application form |
| ***Courses*** | | | |
| **Essential Criteria**   * Up to date and demonstrable advanced life support skills (current certification in advanced life support or equivalent OR supporting evidence as work-based assessment/simulation/faculty statement (must have all 3 types) at time of application | | **Desirable Criteria**   * Any short training course related to Emergency Medicine e.g., airway course, ultrasound course | **When is this evaluated?**  Application form |
| ***Clinical Governance*** | | | |
| **Essential Criteria**   * Is able to demonstrate an understanding of CG and risk management. * Evidence of personal work in a completed audit or Quality Improvement Project (QIP) | | **Desirable Criteria**   * Evidence of CG activity e.g., presentation at CG meeting, involvement with incident reporting, dealing with complaints * Evidence of change introduced as an outcome of audit | **When is this evaluated?**  Application form |
| ***Clinical skills*** | | | |
| **Clinical Knowledge and Expertise**  **Essential Criteria**   * Capacity to apply sound clinical knowledge and judgement. * Able to prioritise clinical need |  | | **When is this evaluated?**  Application form, interview/selection centre  References |

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| ***Academic skills*** | | | | |
| **Essential Criteria**  **Teaching:**   * Evidence of interest in, and experience of, teaching | | **Desirable Criteria**  **Research skills:**   * Evidence of degrees (not including intercalated BSc or ‘Honorary’ MA), prizes, awards, distinctions, publications, presentations, posters, contribution to e-learning modules * Evidence of contribution to departmental guidelines * Evidence of active participation in research * Publications in peer review journals, presentations at academic meetings or poster presentations   **Teaching:**   * Membership of faculty for a local, regional or national training event or course * Evidence of structured feedback for teaching * Evidence of completion of a teaching course | | **When is this evaluated?**  Application form |
| ***Personal skills*** | | | | |
| **Personal Skills – Essential Criteria**  **Communication skills:**   * Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate.   **Problem solving and decision making:**   * Capacity to use logical/lateral thinking to solve problems/make decisions.   **Empathy and sensitivity:**   * Capacity to take in others’ perspectives see patients as people.   **Managing others and team involvement:**   * Capacity to work cooperatively with others and demonstrate leadership when appropriate. * Capacity to work effectively in multi-professional teams.   **Organisation and planning:**   * Capacity to organise oneself and prioritise own work. * Demonstrates punctuality, preparation and self-discipline. * Understands importance of information technology   **Vigilance and situational awareness:**   * Capacity to be alert to dangers or problems, particularly in relation to clinical governance. * Demonstrates awareness of developing situations   **Coping with pressure and managing uncertainty:**   * Capacity to function under pressure * Demonstrates initiative, flexibility and resilience to cope with setbacks and adapt to rapidly changing circumstances. * 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 form  Interview/selection centre  References | |
| ***Probity – professional integrity*** | | | | |
| **Essential Criteria**   * Demonstrates probity (as outlined by the GMC) |  | | **When is this evaluated?**  Application form, interview/selection centre  References | |
| ***Commitment to specialty – learning and personal development*** | | | | |
| Essential Criteria   * Demonstrates interest and realistic insight into Emergency Medicine * Demonstrates self-awareness and ability to accept feedback. * Evidence of achievements relevant to Emergency Medicine within and outside of medicine | |  | | **When is this evaluated?**  Application form  Interview/selection centre  References |

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

**Job Title:** Locum Appointment for Training (LAT)

**Department:** Emergency Medicine

**Base:** University Hospital Monklands

**Post Summary:**

We are delighted that you are interested in applying for a Locum Appointment for Training post within the Medical & Emergency Care Directorate at University Hospital Monklands (UHM), where we are committed to providing you with an enjoyable and rewarding working experience. We would be happy to show you around, introduce you to colleagues and provide you with further information about the post.

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| **Section 5: Departmental and Directorate Information** |

University Hospital Monklands’ clinical team includes Consultants, Higher Specialty Trainees (middle grade), Junior trainees, Advanced Care Practitioners and Minor Injury Nurse Practitioners. Successful applicants would join the middle grade rota which includes weekend and night shift work.

University Hospital Monklands is a busy district general hospital. You will see Minor, Major and acute life-threatening presentations in both children and adults. Around 25% of our patients are children.

NHS Lanarkshire has three acute sites with a mix of specialties present on each. Specialties based on the UHM site are -

General medicine (Resp/Cardio/Endo/Gastro)

Care of the elderly

Stroke Medicine

Renal

Infectious Disease

Critical Care

General Surgery

Urology

ENT

We are not a designated trauma center/unit. Patients for specialties not onsite are acutely managed and stabilized by the ED before transfer. Doctors working in our department develop a broad clinical skill set and management experience as they care for our very varied patient group. (Please see essential and desired skill sets in person specification section).

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| **Section 6: The Post** |

The Consultant team work in the Emergency Department from 8:00 – 23:00. Overnight you will manage a small team of junior trainees and will be supported by an on-call Consultant who is always contactable by phone.

This post included educational development time as outlined in the guidance by the Royal College of Emergency Medicine.

The department runs a regular middle grade teaching program. There will be ample opportunity to take part in quality improvement, audit, research, M&M and other governance activities.

This post is for a senior LAT at middle grade level – please ensure you have read and considered the essential criteria before processing your application.

A LAT appointment is recognized for training purpose. The decision to award training recognition to any given post has to be determined by the interview panel based on an assessment of the applicant’s experience.

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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 (12 months) |
| **GRADE AND SALARY** | Locum Appointment for Training (LAT)  £40,995 to £64,461 per annum (pro rata) |
| **HOURS OF WORK** | Full Time – 40 hours plus out of hours work |

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| **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 (26/03/2024) Round 2 (18/04/2024) Round 3 (22/10/2024) [↑](#endnote-ref-2)
2. ‘When is this evaluated’ is indicative but may be carried out at any time throughout the selection process. [↑](#endnote-ref-3)
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-4)
4. ‘Intended start date’ refers to the date at which the post commences, not (necessarily) the time an offer is accepted. [↑](#endnote-ref-5)
5. Applicants are advised to visit the GMC website which gives details of evidence accepted for registration. [↑](#endnote-ref-6)
6. 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)
7. 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 NHS England Local Office / Deanery that the training took place. No other evidence will be accepted. [↑](#endnote-ref-8)
8. Time of appointment refers to the date at which the post commences. [↑](#endnote-ref-9)
9. Any time periods specified in this person specification refer to full time employment. [↑](#endnote-ref-10)
10. Non-training posts will be recognised, where evidence is available of competences achieved equivalent to training posts. Recognition of non-training posts will lead to a Certificate of Eligibility for Specialist Registration – Combined Programme rather than a Certificate of Completion of Training [↑](#endnote-ref-11)
11. ACCS CT1 and CT2 specialties are Emergency Medicine, Acute Internal Medicine, Anaesthetics & Intensive Care Medicine [↑](#endnote-ref-12)
12. Evidence must include all of the following:

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    | Letter on hospital headed paper confirming dates, grade and specialty |
    | Appraisal documentation |
    | Workplace based assessment confirming achievement of ST1 Emergency Medicine that the applicant wishes to be taken into consideration |
    | Evidence of an education programme |
    | 360 degree feedback from a range of colleagues / multisource feedback |

    [↑](#endnote-ref-13)