**Working for NHS Lanarkshire**

**Clinical Fellow in**

**Public Health Medicine**

**NHS Lanarkshire**

**Recruitment Pack**

**Application Closing Date: 1st August 2024 at 9 a.m.**

  

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 9 A.M. 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 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. 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 Femi Oshin

Consultant in Public Health Medicine

(Email: femi.oshin@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

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

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

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| **8. CORE SKILLS, QUALIFICATIONS AND JOB SPECIFICATION** |
| **Education/Qualifications:** | **Essential** | **Desirable** |
| MBBS or equivalent medical qualification | X |  |
| Masters in Public Health (MPH) |  | X |
| **Eligibility and experience:** |
| Applicants must be eligible to work in the UK and be eligible for full registration with, and hold a current licence to practise from the GMC. | X |  |
| Applicants must have evidence of achievement of foundation competences, in the three and a half years preceding the advertised post start date, via one of the following methods: ➢ Current employment in a UKFPO-affiliated foundation programme; or ➢ Having been awarded an FPCC (or FACD 5.2) from a UK affiliated foundation programme within the 3.5 years preceding the advertised post start date; or ➢ 12 months medical experience after full GMC registration (or equivalent post licensing experience) | X |  |
| Minimum of 2 years of postgraduate medical experience by time of appointment (equivalent to that obtained in a UK Foundation Training Programme) | X |  |
| **Fitness to practise:** |
| Is up to date and fit to practise safely and is aware of own training needs | X |  |
| **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 | X |  |
| **Communication:** |
| Applicants must have excellent verbal and written communication skills | X |  |
| **Health:**  |
| Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice) | X |  |
| **Technical skills – technical knowledge and clinical expertise:** |
| Demonstrates an understanding of the concepts of health, disease and illness and of structural, environmental and behavioural determinants of health at a population level |  | X |
| Demonstrates understanding of public health concepts and inequalities and an appreciation of the importance of health protection |  | X |
| Demonstrates awareness of situations in which work is undertaken, including political awareness, understanding of the impact of national policy on health, and awareness of the importance of clinical and corporate governance |  | X |
| **Academic & Research Skills:** |
| Demonstrates understanding of the importance and basic principles of scientific research and evidence based practice  |  | X |
| Demonstrates basic understanding of research methodology including research ethics, statistics and epidemiology, basic ability to appraise critically a scientific research paper |  | X |
| **Communication skills:**  |
| Capability to communicate effectively in written and spoken English to a wide variety of audiences, adapting language as appropriate, to the situation  | X |  |
| Capability to listen, build rapport, persuade and negotiate with individuals and groups  |  | X |
| **Conceptual thinking and problem solving:**  |
| Capability to use critical and strategic thinking to understand and solve complex problems  |  | X |
| Capability for numerical, critical thinking and verbal reasoning |  | X |
| Capability to handle uncertainty  |  | X |
| **Managing others and team involvement:**  |
| Capability to work effectively in partnership with others and demonstrate leadership where appropriate  |  | X |
| Demonstrates a facilitative, collaborative approach and respects others’ views  |  | X |
| Demonstrates capability and willingness to work in multi-disciplinary teams and respects multi-agency contribution to health  |  | X |
| **Organisation and planning**:  |
| Capability to manage and prioritise time, information and resources in an organised and systematic way  |  | X |
| Demonstrates preparation and self-discipline  |  | X |
| Capability to work with long time scales for delivery within agencies with differing priorities  |  | X |
| Demonstrates basic computer literacy, including electronic communication  |  | X |
| Demonstrates initiative and resilience to adapt and respond to changing circumstances, timescales, organisational structures and systems  |  | X |
| Capability to operate under pressure and awareness of own limitations |  | X |
| **Values:**  |
| Understands, respects and demonstrates the values of the NHS | X |  |
| **Probity – Professional Integrity:** |
| Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)  | X |  |
| Capacity to take responsibility for own actions | X |  |

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| **Section 4: The Post** |

**Job Title:** Clinical Fellow

**Department:** Acute Services

**Base:** Kirklands

**Job Purpose:**

Health Protection is a sub-speciality of public health medicine responsible for the investigation and management of communicable diseases and environmental hazards in order to protect population health.

The COVID-19 pandemic has placed considerable pressures on many services including that of NHS Board Health Protection Teams (HPTs). The post holder will work primarily in conjunction with the HPT to support NHS Lanarkshire’s service to prevent and mitigate communicable diseases and environmental hazards and threats.

The training needs of the individual, for example, will be by incorporating time for management, research, education or leadership projects. The successful candidate will also benefit from a named clinical supervisor. Applications are invited for individuals at ST1 level or above.

The Public Health Directorate serves the population and focuses on the prevention of ill health, promotion of healthy life styles and provision of good health care services. The post holder will work primarily within the HPT working alongside a specialist health protection consultant, Health Protection Nurses and Specialty Registrars on the Specialist Training programme.

As a member of the Consultant-led HPT, using evidence based knowledge and best practice, the post holder will be expected to provide advice on health protection issues including communicable diseases; infection prevention control; immunisation and environmental health, and assist with the implementation of the public health response in relation to health protection incidents. This service is provided across the community and public health settings to a wide-range of professional and non-professional staff from NHS and non-NHS organisations and members of the public within Lanarkshire.

The post-holder will be expected to contribute to resilience for the HPT.

**Dimensions:**

The post holder will:

* Work primarily, in conjunction with the HPT, to support NHS Lanarkshire’s COVID-19 recovery
* Assist the Immunisation Co-ordinator for NHS Lanarkshire with respect to the coordination of immunisation programmes and the provision of specialist advice and guidance regarding vaccination and immunisation in NHS Lanarkshire
* Outwith the COVID-19 recovery, assist in the investigation and management of confirmed, probable and possible cases of infection (e.g. Legionella) and other communicable diseases (e.g. meningococcal meningitis, diphtheria) and also in the control of specific outbreaks locally (i.e. gastro intestinal infections in care homes and nurseries)
* Infrequently, provide clinical care management via Infectious Diseases (ID) Consultant-led out-patient clinic for patients with tuberculosis
* Provide specialist advice, information and training to NHS professionals, local authority, Scottish Prison Service, private and voluntary organisations, educational establishments and the general public on health protection issues
* Undertake or support other general public health projects or pieces of work

The Public Health Directorate aims to:

* Build healthy public policy locally
* Focus on the major issues of health protection, health improvement, addressing inequalities in health, and provision of high-quality healthcare services
* Safeguard the health of the local population
* Inform planning to improve health and ensure high standards of clinical practice based on evidence

The Health Board is a publicly-owned health organisation and the Public Health Directorate is central to the delivery of the Board’s responsibilities and objectives.

Functions

* Health protection and emergency planning
* Health and healthcare needs assessment
* Health Intelligence
* Policy and strategy development to improve and protect health, reduce inequalities and ensure delivery of high-quality healthcare services
* Planning and implementation of projects and programmes of work
* Training and development
* Public information and awareness raising
* Research and Evaluation
* Ensuring the development and evaluation of services for improving and maintaining health

An important statutory responsibility for NHS Lanarkshire health board is the surveillance, prevention and control of communicable disease and environmental health. The Health Protection function of the directorate:

* advises NHS Lanarkshire its partners on health protection policies, procedures and programmes;
* delivers services and supports NHS Lanarkshire and other agencies to protect people from communicable diseases, poisons, chemical and radiological hazards;
* responds to new threats to public health;
* and provides a rapid response to health protection incidents and outbreaks.

There are 3 Consultants in Public Health Medicine (CPHM/CPH) and one Nurse Consultant in Health Protection, all of whom are NHS Lanarkshire Competent Persons.

**Assignment & Review of Work**

* The post holder will be subject to annual appraisal in accordance with national guidance.
* A work plan will be agreed with the successful candidate in collaboration with the Consultant in Public Health Medicine (Health Protection). Work is subject to regular review as part of ongoing professional development and target setting.
* Works with a high level of autonomy and a great deal of self-direction covering a wide range of different areas and disciplines in health protection. This includes the use of analytical thinking, decision making and other specialist skills.
* Acknowledges own limitations and seeks advice from those with specific expertise (e.g. Consultant in Public Health Medicine, Consultant Microbiologist, Director of Public Health, and Public Health Scotland).

**Professional Obligations**

The post holder will be expected to:

* Practice in accordance with all relevant sections of the General Medical Council’s Good Medical Practice and Faculty of Public Health’s Good Public Health Practice.
* Participate in the undergraduate teaching programme.
* Participate in the organisation’s departmental audit.

**Health & Safety**

You are required to comply with NHS Lanarkshire Health and Safety Policies.

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| **Section 5: Working for NHS Lanarkshire** |

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

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| **Section 6: Terms and Conditions of Employment** |

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| **TYPE OF CONTRACT**  | Fixed Term From August 2024 to March 2025 |
| **GRADE AND SALARY** | Clinical Fellow£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: https://pensions.gov.scot |
| **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.gov.uk/government/organisations/uk-visas-and-immigration. 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. |

 Author: Swinburne, Gillian (LH) HR Advisor

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Security Classification: Green

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**HR Directorate –** *providing workforce support, solutions, advice and information*