

Working for NHS Lothian

JOB TITLE: Consultant in Paediatric Cardiology

JOBTRAIN REFERENCE: 193827

CLOSING DATE: 4th September 2024

INTERVIEW DATE: 11th September 2024 - AM



<http://careers.nhslothian.scot.nhs.uk>

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We cannot accept CV's as a form of application and only application forms completed via the Jobtrain system will be accepted. Please visit <https://apply.jobs.scot.nhs.uk> for further details on how to apply.

You will receive a response acknowledging receipt of your application.

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

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



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Section 1: Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Training	GMC registered medical practitioner Licence to practice On specialist register for paediatric cardiology or within six months of being eligible for the register at the time of interview	Additional post-graduate qualifications, e.g. MD/ PhD/MSc Additional sub-specialty training e.g. recognised post CCT training fellowship in paediatric cardiology sub-specialities
Experience	Broad experience in all aspects of paediatric cardiology Level 2 Child protection training	Expertise in one or more paediatric cardiology sub-specialities
Ability	Ability to take full responsibility for independent management of patients Ability to communicate effectively and clearly with patients and other team members	
Academic Achievements	Evidence of quality improvement, research activity and presentations Evidence of poster or oral presentations at national or international meetings	Evidence of research and publications in peer reviewed journals
Teaching and Audit	Evidence of commitment to: Clinical audit Formal and informal teaching and training of trainee doctors, medical students, and other clinical staff Learning and continuing professional development	Experience of designing audits Experience of simulation training Evidence of training in clinical and / or educational supervision
Motivation	Evidence of commitment to: Patient-focused care	Desire to develop services for patients



	<p>Continuous professional development and life-long learning</p> <p>Effective and efficient use of resources</p>	
Team Working	<p>Ability to work in a team with colleagues in own and other disciplines</p> <p>Ability to organise time efficiently and effectively</p> <p>Reliability</p> <p>Excellent communication skills</p>	<p>Ability to motivate colleagues</p> <p>Evidence of previous managerial training and experience</p>
Circumstances of Job	<p>Will contribute to Cardiology services in GGC and may be required to work at any of NHS Edinburgh and the Lothian's sites</p>	

Section 2: Introduction to Appointment

Job Title: Consultant Paediatric Cardiologist

Department: Cardiology

Base: Royal Hospital for Children and Young People, Edinburgh

You may also be required to work at any of NHS Lothian sites.

This is a substantive post available from 01 October 2024. The post holder will support the current cardiologists in providing a cardiology service to children in Lothian region, South-East Scotland and contribute to out of regional outreach clinics.

The post holder will be expected to diagnose and manage children with heart disease. Inpatient work is predominantly offering consultation and advice to our paediatric intensive care unit, tertiary neonatal unit, oncology service, national spinal service, medical and surgical subspecialty patients, and the acute receiving unit.

The Scottish Paediatric Cardiac Surgical and Interventions Service is based in the Royal Hospital for Children (RHC), Glasgow. The post holder will be expected to participate in clinical duties in RHC including participation in multidisciplinary meetings, outpatient clinics and clinical duties as agreed through job planning.



Section 3: Departmental and Directorate Information

Description of department and activity levels

The paediatric cardiology service at RHCYP provides medical care to the children of Edinburgh and the Lothians. The RHCYP also provides specialist care in respiratory, genetics, metabolic disorders, gastroenterology, nutrition, haematology, oncology, neurology, neurodevelopment, and tertiary general paediatrics. Additionally, there are a full range of surgical specialities, including the national paediatric spinal service, national paediatric epilepsy service, paediatric intensive care, and high dependency care.

There are medical cardiology emergencies admitted to acute inpatients in RHCYP. There are approximately 400 new cardiology patients seen at RHCYP and around 1,500 outpatient attendances. A genetic/cardiology clinic for Marfan patients is held in the department of paediatric cardiology at RHCYP every two months. A supra-regional cardiomyopathy clinic is held annually. In addition, a pacemaker clinic is held every third month for children living in and around Edinburgh. RHCYP cardiology supports an extensive network of outreach services for the north and northeast of Scotland in addition to Southeast Scotland. Approximately one thousand new and review patients are seen at these clinics annually.

The regional neonatal intensive care unit is at the Royal Infirmary Edinburgh (RIE). There are approximately 7000 deliveries each year as well as the transfer in utero of sick infants from other units. The successful appointee will be expected to share in the supervision and care of infants with congenital heart disease in the neonatal unit at RIE (SMMP). Some neonates may be transported from other regions to the SMMP, this is predicted to increase with the introduction of Best Start. Other neonates are admitted directly to RHCYP but the majority of sick newborns with congenital cardiac problems requiring cardiac surgical intervention from out with Lothian, go directly to RHSCG.

a) Facilities for Investigation

Investigative facilities available in the cardiology department at the RHCYP include electrocardiography, exercise, 24 hour and 7-day E.C.G monitoring facilities, cardio memo recording, and full echocardiography facilities. There are currently three dedicated cardiology ultrasound machines on site at RHCYP and data is archived on central ECHOPAC system. There are on-site CT and MRI scanners.

There are no cardiac catheterisation facilities on site, although the radiology department is equipped with single plane angiographic equipment and hemodynamic monitoring can be carried out. Diagnostic and therapeutic cardiac catheterisation procedures are undertaken at Royal Hospital for Children Glasgow.

b) Fetal Cardiology

The fetal cardiac service is well established in Edinburgh and regular joint fetal cardiac clinics are held at the Royal Infirmary of Edinburgh. These clinics are well supported by the team of medical and midwifery professionals. Pregnant women with suspected fetal defects are referred to this service from Lothian, Border and Fife Health Boards. The majority of babies with prenatally diagnosed cardiac disease are delivered in the local tertiary neonatal



unit. The pregnancies affected by complex heart disease are delivered in Queen Elizabeth Hospital Glasgow to facilitate emergency intervention, if needed.

c) Outreach Services

Currently, outpatient clinics for children with cardiology problems are held in Ninewells Hospital Dundee (bimonthly) Borders General Hospital, Melrose (quarterly), the Victoria Hospital, Kirkcaldy (bimonthly), Royal Aberdeen Children's Hospital (monthly), Raigmore Hospital, Inverness (monthly) and the Gilbert Bain Memorial Hospital, Lerwick in Shetland (annually).

d) Scottish Paediatric Cardiac Surgical and Interventions Service, Glasgow

The cardiac surgery and therapeutic cardiac catheterisation services are based at the Royal Hospital for Children in Glasgow. The post holder will be offered an honorary consultant paediatric cardiology contract in Glasgow. The post holder will participate in the Glasgow joint cardiac conference CME, M&M with acute contributions delineated after job planning.

Current staff:

Dr Muhammad Walayat	Consultant Paediatric Cardiologist
Dr Richard Ferguson	Consultant Paediatric Cardiologist
Dr Mairi MacInnes	Consultant paediatrician with expertise in cardiology
Cardiac physiology team	Ruth Hunt, Evelyn Wand

Medical Paediatrics

General Paediatric services are provided at the Royal Hospital for Children Young People in Edinburgh and at St John's Hospital, Livingston.

Members of the wider medical departments.

RHCYP

Dr Mairi Stark, Consultant Paediatrician
Dr Nke Nwafor, Consultant Paediatrician
Dr Claire Hathorn, Consultant Paediatrician
Dr Daniela Ellis, Consultant Paediatrician
Dr Anya Wilson, Consultant Paediatrician
Dr Rosalyn Ardill, Consultant Paediatrician with an interest in Nephrology
Dr Sonia Joseph, Consultant Paediatrician, Clinical Director, Specialty Paediatrics
Dr Guy Millman, Consultant Paediatrician
Dr Venita Sharma, Consultant Paediatrician
Dr Lois Biggerstaff, Consultant Paediatrician
Dr Jenny Horne Consultant Paediatrician
Dr Philippa Wood Consultant Paediatrician
Dr Sarah Henderson Locum Consultant Paediatrician

Professor Steve Cunningham, Consultant Respiratory Paediatrician
Dr Don Urquhart, Consultant Respiratory Paediatrician
Dr Stefan Unger, Consultant Respiratory Paediatrician
Dr Florian Gahleitner, Consultant Respiratory Paediatrician
Dr Kenneth McLeod, Consultant Respiratory Paediatrician



Dr Manjith Narayanan, Consultant Respiratory Paediatrician
Dr Catherine McDougall, Consultant Intensive Care & Respiratory Paediatrician
Dr David Armstrong, Consultant High Dependency Care & Respiratory Paediatrician

Professor David Wilson, Professor of Paediatric Gastroenterology and Nutrition
Dr Peter Gillett, Consultant Paediatric Gastroenterologist
Dr David Mitchell, Consultant Paediatric Gastroenterologist
Dr Paul Henderson, Consultant Paediatric Gastroenterologist
Dr Victoria Merrick, Consultant Paediatric Gastroenterologist
Professor Richard Russell, Consultant Paediatric Gastroenterologist, Clinical Lead
Dr. Rosalind Rabone, Locum Consultant Gastroenterologist

Dr Laura Jones, Consultant Paediatrician Infectious Diseases and Immunology

Dr Elizabeth Bayman, Consultant Paediatrician Endocrinology and Diabetes
Dr Harriet Miles, Consultant Paediatrician Endocrinology and Diabetes
Dr Sarah Kiff, Consultant Paediatrician Endocrinology and Diabetes
Dr Kathryn Cox, Consultant Paediatrician Endocrinology and Diabetes
Dr Daniela Elleri, Consultant Paediatrician Endocrinology and Diabetes
Dr Tarini Chetty, Consultant Paediatric Endocrinology and Diabetes

Dr Sarah Clegg, Consultant Paediatrician and Community Paediatrician
Dr Charlotte Kirk, Consultant Paediatrician and Community Paediatrician

Dr Dylan Broomfield, Consultant Paediatrician interest in Emergency Medicine
Dr Sarah Alexander, Consultant Paediatrician interest in Emergency Medicine
Dr Jennifer Smith, Consultant Paediatrician interest in Emergency Medicine

Professor Jurgen Schwarze, Head of University Department of Child life and Health,
Consultant Paediatrician in Allergy and Inflammation

Dr Alex Baxter, Consultant in Paediatric Neurodisability
Dr Ailsa McLellan, Consultant Paediatric Neurologist
Dr Elizabeth Pilley, Consultant Paediatric Neurologist
Dr Kamath Tallur, Consultant Paediatric Neurologist
Dr Jay Shetty, Consultant Paediatric Neurologist
Dr Kenneth McWilliam, Consultant Paediatric neurologist
Professor Richard Chin, Consultant Paediatric Neurologist

Dr Susan Baird, Consultant Haematologist
Dr Mark Brougham, Consultant Oncologist
Dr Angela Edgar, Consultant Oncologist
Dr Emma Johnson, Associate Specialist in Oncology
Dr Matthew Howard, Consultant Haematologist
Dr Shona Mair, Associate Specialist Haematology
Dr Vijal Parmar, Specialist Haematology Oncology
Dr Rosina Shujaat, Consultant Paediatric Haematologist
Dr Lesley Simpson, Consultant Paediatric Oncologist

Dr Alison Cozens, Consultant in Metabolic Medicine
Dr Alana Christie, Consultant General Paediatrician with special interest in Metabolic
Medicine (GGC and RHCYP)



Dr Mary Brennan, Consultant Paediatric Rheumatologist
Dr Catriona Anderson, Consultant Paediatric Rheumatologist

St John's Hospital

Dr Mariwan Babani, Consultant Paediatrician with an interest in Gastroenterology
Dr Elizabeth Eaton, Specialty Doctor in Paediatrics
Dr Ruth Gibbs, Consultant Paediatrician with an interest in Diabetes
Dr Helen Rhodes, Consultant Paediatrician with an interest in Asthma and Allergy
Dr Aniela Tybulewicz, Consultant Paediatrician with an interest in Gastroenterology
Dr Julie Duncan, Consultant Paediatrician with an interest in Rheumatology
Dr David Cordiner, Consultant paediatrician with an interest in Allergy
Dr Henry Preston, Consultant Paediatrician with an interest in Emergency Medicine
Dr Deepa Patil, Consultant Paediatrician with an interest in Neonatology

Section 4: Main Duties and Responsibilities

Clinical:

- Responsible for cardiac in-patients
- Providing support and advice for Critical Care patients as required
- Assisting A&E and PARU with suspected cardiac disease and known patients
- Participating in CME, M+M and acute activities in GGC, delineated after job planning

Location:

- The principal base of work will be RHCYP, Edinburgh
- As part of your role, you may be required to work at any of NHS Lothian's sites

Provide high quality care to patients:

- Maintain GMC specialist registration and hold a licence to practice
- Develop and maintain the competencies required to carry out the duties of the post
- Develop patient pathways through effective e-triage and service review
- Ensure patients are involved in decisions about their care and respond to their views

Governance:

- Participate in clinical audit, incident reporting and analysis and to ensure resulting actions are implemented
- Ensure clinical guidelines and protocols are adhered to by doctors in training and updated on a regular basis
- Keep fully informed about best practice in 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
- Ensure they follow the GMC guidance on Duties of a Doctor

Leadership and Team Working:

- To demonstrate excellent leadership skills with regard to individual performance, clinical teams and NHS Lothian 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 Lothian and departmental guidelines on leave including reporting absence
- Adhere to NHS Lothian values

Research, Teaching and Training:

- Where possible, to collaborate with academic and clinical colleagues to enhance NHS Lothian’s research portfolio, at all times meeting the full requirements of Research Governance
- To provide high quality teaching to medical undergraduates and members of other health care professions as required by the Clinical Director and Medical Education Directorate, NHS Lothian
- To act as educational supervisor and appraiser as delegated by the clinical Director to ensure external accreditation of training posts with an appropriate allocation of SPA time for these role.

Section 5: NHS Lothian – Indicative Job Plan

Post:	Consultant paediatric cardiologist
Specialty:	Paediatric cardiology
Principal place of work:	RHCYP, Edinburgh
Contract:	10 PA 9.00 DCC 1.0 SPA
Managerially responsible to:	Clinical Director Medical Paediatrics Specialties, RHCYP Edinburgh

Timetables of activities that have a specific location and time:

Indicative Job Plan for RHCYP

Day	Time	Type of work	Location
Monday RHSCE I in 2	0900-1300 1300-1700	In patient review Outpatient clinic	RHCYP Edinburgh
Tuesday RHSCE		None working day (flexible)	
Wednesday Variable location	0900-1700	Alternate weeks Outreach clinics	RHCYP or out of region clinic



Thursday RHSCE 1 in 2	0900-1700	Outpatients' clinic or Ward round/inpatient review	RHCYP
Friday RHSCG	0900-1600	ITU and cardiology handovers CME Joint cardiac conference	RHC Glasgow

The job plan in its present form describes a 9:1 split between direct clinical care and supporting professional activities. NHS Lothian allocates all consultants one SPA for CPD, audit, clinical governance, personal appraisal, revalidation job planning and routine internal communication and management meetings. As a major teaching and research contributor, we would normally expect to allocate additional SPA time for activities related to undergraduate education, educational supervision of trainee medical staff, research, and other service specific activities. These are all areas where NHS Lothian has a strong commitment, and we recognise the contribution that consultants are both willing and eager to make. The precise allocation of SPA time and associated objectives will be agreed with the successful applicant.

The post holder is employed by NHS Lothian and will be supported by NHS Lothian line management infrastructures.

The post holder will be expected to undertake clinical duties in Glasgow, subject to job planning. The two Indicative Job Plans for GGC resident weekday and weekend activity are depicted in the tables below. These are delivered by the current consultant cardiologists in GGC. The current 1 in 9 on call pattern in GGC attracts a 5% availability supplement; however, the GGC service is in the process of reviewing on call commitments, therefore details of contributions to the GGC service will be delineated at job planning. The successful candidate will have the opportunity to be part of this service, contributing to the discussions and planning for children under their care, who require cardiac interventions.

Current In-patient resident duty week (1:9) Royal Hospital for Children Glasgow: GGC, at the time of advert.

DAY	HOSPITAL/ LOCATION: GGC
Monday	0830 – 1800
Tuesday	0830 – 1800
Wednesday	0830 – 1800
Thursday	0830 – 1800
Friday	0830 – 0930
On call hours outside these times	
<ul style="list-style-type: none"> ▪ Predicted to be In hospital till 2000 Hrs (i.e. 2 hours unpredictable work each night) ▪ Further 3 Hrs work predicted between 2000 Hrs & 0830 Hrs each night (i.e. 3 hours unpredictable work each night) <p>Total 5 Hours unpredictable work each night = 20 Hrs in total</p>	

Current Weekend resident duty cover (1:9) Royal Hospital for Children Glasgow: GGC, at the time of advert.

Day	HOSPITAL/ LOCATION: GG&C
Friday	0830 – 1800
Saturday	0830 – 1400



Sunday	0830 – 1400
Monday	0830 – 0930
On call hours outside this	
Friday	
<ul style="list-style-type: none"> ▪ Predicted to be In hospital till 2000 Hrs (i.e. 2 hours unpredictable work overnight) ▪ Further 3 Hrs work predicted between 2000 Hrs & 0830 Hrs overnight (i.e. 3 hours unpredictable work overnight) <ul style="list-style-type: none"> ▪ Total 5 Hours unpredictable work ▪ Saturday - predicted to need to attend for 4 hours after 1400 Hrs (i.e. 4 Hrs unpredictable work) ▪ Sunday - predicted to need to attend for 4 hours after 1400 Hrs (i.e. 4 hours unpredictable work) 	
Total 8 Hours unpredictable work (Saturday & Sunday)	

Section 6: Contact Information

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

Dr Muhammad Walayat, Consultant Cardiologist RHCYP
muhammad.walayath@nhs.scot

Dr Sonia Joseph, Clinical Director, Medical Paediatric Specialities RHCYP
sonia.joseph@nhs.scot

Dr Corinne Love, Associate Medical Director, Women's and Children's Services NHS Lothian
corinne.love@nhs.scot

Dr Mark Davidson, Clinical Director, Scottish Paediatric Cardiac Service, Royal Hospital for Children, Glasgow.
mark.davidson3@ggc.scot.nhs.uk



Section 6: Working for NHS Lothian

Working in Edinburgh and the Lothians

Who are we?

NHS Lothian is an integrated teaching NHS Board in Scotland providing primary, community, mental health and hospital services. Calum Campbell is the Chief Executive, Professor John Connaghan CBE is the Chair and Tracey Gillies is the Executive Medical Director.

NHS Lothian provides services for the second largest residential population in Scotland – circa 850,000 people. We employ approximately 26,000 staff and are committed to improving all patient care and services and engaging staff in service planning and modernisation.

Over the next year across Scotland there will be significant changes in the way health and social care services are provided. In April 2015, integration came into effect in local areas led by four Health and Social Care Partnerships in East Lothian, Edinburgh, Midlothian and West Lothian. Working together will help us provide even better services for our communities and, where appropriate, people will receive high quality care closer to home. There is work underway in relation to the operational and governance capacity required, ensuring that planning for unscheduled and scheduled care is done in tandem between the four Integrated Joint Boards and the acute service.

Further information about Edinburgh and NHS Lothian can be found at <https://org.nhslothian.scot/Pages/default.aspx>

Location

Edinburgh and the Lothians are on the eastern side of Scotland's central belt in the heart of the country. Four main areas make up Edinburgh and the Lothians – Edinburgh, East Lothian, Mid Lothian and West Lothian.

Edinburgh and the Lothians are a place of exceptional beauty and contrast, from Edinburgh's historic skyline to the scenic countryside and coastline that surround it. Edinburgh is famous for its castle, military tattoo, fringe and international festival.

Edinburgh and the Lothians are home to top-ranking state and private schools and world class universities and colleges. Edinburgh offers a rich diversity of parks and gardens to spend time relaxing with friends and family. Whether you want to buy or rent Lothian also offers a diversity of accommodation ranging from city centre based flats, waterfront living, Victorian or Georgian villas to more rural farm houses or coastal homes.

Local and wider transport networks are excellent. Glasgow is less than 50 minutes away by train. The Scottish Highlands are accessible in a few hours offering opportunities for skiing and walking. National and international transport links make it easy to keep in touch with friends and family via Edinburgh Airport which offers a variety of international flight opportunities.

If you are thinking about joining us from overseas further information can be found at www.talentscotland.com. For a comprehensive list of services to help moving to the City of Edinburgh, please visit the City of Edinburgh Council Website at: www.edinburgh.gov.uk.



<http://careers.nhslothian.scot.nhs.uk>

What we can offer you

Working with NHS Lothian offers a variety of opportunities and benefits:

- Access to the NHS pension scheme
- Assistance relocating to Edinburgh
- NHS Lothian is an equal opportunities employer and promotes work-life balance and family-friendly policies
- A beautiful setting to live and work and to take time out after a busy day or week
- Access to a transport network offering easy travel links to the rest of the UK and Europe, as well as international options

Teaching and Training Opportunities

NHS Lothian has one of the largest and some of the most successful teaching hospitals in Scotland. We have a growing national and international reputation for medical teaching and research and are recognised as a centre of excellence.

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

NHS Education for Scotland (NES) and NHS Lothian recruits junior medical staff both UK and worldwide. We are committed to providing a high standard of medical education and are able to offer training in a variety of specialties at foundation and specialty level, with the majority of training posts in the South East of Scotland rotating through Edinburgh and Lothian hospitals.

Information regarding training with links to the appropriate UK websites can be found at <http://www.scotmt.scot.nhs.uk/> and <http://nes.scot.nhs.uk/>

We enjoy close links with the University of Edinburgh (<http://www.ed.ac.uk/home>) whose Medical School is renowned for preparing its medical students to become world-class doctors. Alongside NHS Lothian, the University of Edinburgh offers state-of-the-art medical teaching facilities at the Chancellors Building, including lecture theatres, seminar rooms, clinical skills training area, computing suites, as well as library facilities at the main university, Western General Hospital and Royal Hospital for Sick Children.



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Our vision, values and strategic aims

We strive to provide high quality, safe, effective and person centred healthcare, continually improving clinical outcomes for patients who use our services and for our population as a whole.

To achieve this, we are committed to ever-closer integrated working with patients and our other partners in healthcare and to embedding a culture of continuous improvement to ensure that:

- Our staff can contribute fully to achieving the best possible health and healthcare, based on evidence and best practice
- Everything we do maximises efficiency and delivers value for patients and the public

We have identified six strategic aims to ensure we can deliver safe, effective and person-centred health and social care:

1. Prioritise prevention, reduce inequalities and promote longer healthier lives for all
2. Put in place robust systems to deliver the best model of integrated care for our population – across primary, secondary and social care
3. Ensure that care is evidence-based, incorporates best practice and fosters innovation, and achieves seamless and sustainable care pathways for patients
4. Design our healthcare systems to reliably and efficiently deliver the right care at the right time in the most appropriate setting
5. Involve patients and carers as equal partners, enabling individuals to manage their own health and wellbeing and that of their families
6. Use the resources we have – skilled people, technology, buildings and equipment – efficiently and effectively.

The specific areas of focus and actions needed to achieve each of these aims are detailed in “Our Health, our Future: NHS Lothian Strategic Clinical Framework 2014 – 2024,” consultation document which you will find at: <https://org.nhslothian.scot/Strategies/Pages/default.aspx>



Our Health, Our Care, Our Future

NHS Lothian works to help people live healthier, longer lives – no matter who they are or where in the region they live. Much progress has been made, but significant challenges and opportunities lie ahead. NHS Lothian draft strategic plan - Our Health, Our Care, Our Future – sets out what we propose to do over the coming decade to address these challenges and continue to provide a high quality, sustainable healthcare system for the people of Lothian.

In developing the strategic plan we have:

- asked staff and patients what and how things need to change to deliver our aims
- brought together local plans into an integrated whole
- identified opportunities to make better use of existing resources and facilities
- prioritised areas that will make most difference to patients

The plan outlines a range of proposals, which will allow us to:

- improve the quality of care
- improve the health of the population
- provide better value and financial sustainability

Over the coming months we will discuss the need for change and the proposals set out in the plan with staff, patients, communities and other stakeholders. A summary of the plan can be found at

<https://org.nhslothian.scot/Strategies/OurHealthOurCareOurFuture/Pages/default.aspx>

NHS Lothian's Clinical Quality Approach – Quality Driving Improvement

This is a new way of approaching quality in NHS Lothian. With this approach to service improvement we aim to deliver 'high quality, safe and person-centered care at the most affordable cost'. This acknowledges that every £1million of waste, unnecessary or inappropriate costs in one area of our system, denies us the opportunity to invest that £1million in another area of our system.

In all highly reliable healthcare organisations, it is clear that senior leadership commitment to the importance of the work, the introduction of consistent improvement methodology, the use of good quality data and building improvement capability within the workforce, are key to the successful delivery of improvement strategies.

To allow NHS Lothian to meet the needs of our population today and in the future, we need to build on the good work that is already being done to redesign services and create a whole organisation approach to quality improvement.

Our Values and ways of working

NHS Lothian is determined to improve the way their staff work so they have developed a set of common values and ways of working which they now need to turn into everyday reality - to the benefit of everyone working in the organisation and, most importantly, to the benefit of their patients.



<http://careers.nhslothian.scot.nhs.uk>

NHS Lothian – Our Values into Action:

Care and Compassion

- We will demonstrate our compassion and caring through our actions and words
- We will take time to ensure each person feels listened to, secure, understood and is treated compassionately
- We will be visible, approachable and contribute to creating a calm and friendly atmosphere
- We will provide a safe and caring setting for patients and staff, and an efficient, effective and seamless care experience
- We will meet people's needs for information and involvement in all care, treatment and support decisions.

Dignity and Respect

- We will be polite and courteous in our communications and actions
- We will demonstrate respect for dignity, choice, privacy and confidentiality
- We will recognise and value uniqueness and diversity
- We will be sincere, honest and constructive in giving, and open to receiving, feedback
- We will maintain a professional attitude and appearance.

Quality

- We will demonstrate a commitment to doing our best
- We will encourage and explore ideas for improvement and innovation
- We will seek out opportunities to enhance our skills and expertise
- We will work together to achieve high quality services
- We will use our knowledge and enthusiasm to implement positive change and overcome challenges.

Teamwork

- We will understand and value each other's role and contribution
- We will be fair, thoughtful, welcoming and kind to colleagues
- We will offer support, advice and encouragement to others
- We will maximise each other's potential and contribution through shared learning and development
- We will recognise, share and celebrate our successes, big and small.

Openness, Honesty and Responsibility

- We will build trust by displaying transparency and doing what we say we will do
- We will commit to doing what is right – even when challenged
- We will welcome feedback as a means of informing improvements
- We will use our resources and each other's time efficiently and wisely
- We will maintain and enhance public confidence in our service
- We will be a positive role model.

Throughout the recruitment process candidates will need to demonstrate they meet all of Our Values.

Further information on our values into action can be found at

<https://org.nhslothian.scot/OurValues/Pages/default.aspx>



<http://careers.nhslothian.scot.nhs.uk>

Section 7: Terms and Conditions of Employment

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

TYPE OF CONTRACT	FIXED TERM: INSERT DURATION
GRADE AND SALARY	INSERT GRADE INSERT SALARY SCALE
HOURS OF WORK	XX HOURS PER WEEK
SUPERANNUATION	New entrants to NHS Lothian who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to "opt out" arrangements can be made to do this via: www.sppa.gov.uk
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. Reimbursement shall not normally be made to employees who withdraw their application, refuse an offer of appointment. Non NHS employees are not normally awarded travel expenses.
TOBACCO POLICY	NHS Lothian operates a No Smoking Policy in all premises and grounds.
DISCLOSURE SCOTLAND	This post is considered to be in the category of "Regulated Work" and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership.
CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK	NHS Lothian has a legal obligation to ensure that it's employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS Lothian they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until right to work in the UK has been verified.



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REHABILITATION OF OFFENDERS ACT 1974	<p>The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Lothian. Any information given will be completely confidential.</p>
MEDICAL NEGLIGENCE	<p>In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board indemnity will cover only Health Board responsibilities. Paragraph 63 of the General Medical Council's Good Medical Practice requires you to have adequate insurance or indemnity cover. You may wish to consider taking out additional medical indemnity e.g. with a Medical Defence Organisation to ensure that you have indemnity for the whole of your practice.</p>
NOTICE	<p>Employment is subject to one month notice on either side, subject to appeal against dismissal.</p>
PRINCIPAL BASE OF WORK	<p>You may be required to work at any of NHS Lothian sites as part of your role.</p>
SOCIAL MEDIA POLICY	<p>You are required to adhere to NHS Lothian’s Social Media Policy, which highlights the importance of confidentiality, professionalism and acceptable behaviours when using social media. It sets out the organisation’s expectations to safeguard staff in their use of social media.</p>



Section 8: General Information for Candidates

Data Protection Legislation

During the course of our activities we will collect, store and process personal information about our prospective, current and former staff. The law determines how organisations can use personal information. For further information on the type of data that is handled, what the purpose is of processing the data and where and why we share data, please see the NHS Lothian Staff Privacy Notice, found at: [NHS Lothian Staff Privacy Notice](#)

For the purposes of this privacy notice, 'staff' includes applicants, employees, workers (including agency, casual and contracted staff), volunteers, trainees and those carrying out work experience.

Counter Fraud

NHS Lothian is under a duty to protect the public funds it administers, and to this end will use the information you have provided on your application form for the prevention and detection of fraud. It will also share this information with other bodies responsible for auditing or administering public funds for these purposes. More detail on this responsibility is on NHS Lothian intranet (Counter-Fraud and Theft page) and further information is available via [Audit Scotland](#).

References

All jobs are only offered following receipt of three satisfactory written references. At least one reference must be from your current/most recent employer or your course tutor if you are currently a student. If you have not been employed or have been out of employment for a considerable period of time, you may give the name of someone who knows you well enough to confirm information given and to comment on your ability to do the job.

Disclosure Scotland

Where a Disclosure or Protection of Vulnerable Groups Check is deemed necessary for a post, the successful candidate will be required to undergo an appropriate check. Further details on the Recruitment of Ex-Offenders are available from the recruitment centre.

Work Visa

If you require a Work Visa, please seek further guidance on current immigration rules, which can be found on the [UK Government Home Office website](#).

Job Interview Guarantee Scheme

As a Disability Symbol user, we recognise the contribution that all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities, all applicants who are disabled and who meet the minimum criteria expressed in the job description will be guaranteed an interview.



Overseas Registration and Qualifications

NHS Lothian will check you have the necessary professional registration and qualifications for this role. You will need to provide an official translation of qualifications notarized by a solicitor of your overseas qualifications to be checked by the recruiting panel. Please ensure that this is available before applying for the post.

Workforce Equality Monitoring

NHS Lothian is committed to supporting and promoting dignity at work by creating an inclusive working environment. We believe that all staff should be able to fulfil their potential in a workplace free from discrimination and harassment where diverse skills, perspectives and backgrounds are valued.

In order to measure and monitor our performance as an equal opportunities employer, it is important that we collect, store and analyse data about staff. Personal, confidential information will be collected and used to help us to understand the make-up of our workforce that will enable us to make comparisons locally, regionally and nationally.

Equal Opportunities Policy Statement

NHS Lothian considers that it has an important role to play as a major employer and provider of services in Lothian. We are committed to encouraging equality and diversity among our workforce, and seek to eliminate discrimination. The aim is for our workforce to be truly representative and for each employee to feel respected and able to give their best.

The objectives of its policy are that no person or employee receives less favourable treatment on the grounds of gender identity, gender expression, disability, marital status, age, race (including colour, nationality, ethnic or national origin), religion or belief, sexuality, responsibility for dependants, socio-economic status, political party or trade union membership or activity, HIV/AIDS status or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Our Equal Opportunities in Employment policy can be viewed on our careers website: <https://careers.nhslothian.scot/equal-opportunities/>



NHS Scotland Application Process

- The purpose of an application form is to help evidence that the applicant has all the requirements applicable to carry out the job applied for.
- It is essential to read both the job description and the person specification to gain a full understanding of what the job entails and the minimum criteria required.
- Please note for equal opportunity purposes NHS Lothian do not accept CV's as a form of application.
- Your personal information will not be sent with the application for shortlisting. The application form will be identified by the candidate number only to ensure that no applicant will be unfairly discriminated against.
- Please complete all sections of the application form. Those sections that are not relevant please indicate 'not applicable', do not leave blank.
- Please visit <https://apply.jobs.scot.nhs.uk> for further details on how to apply.

