

Working for NHS Lothian

JOB TITLE: Locum Appointment for Training in Intensive Care Medicine (ST3+)

JOB REFERENCE: 198607

CLOSING DATE: 02/11/2024



Image courtesy of Edinburgh Inspiring Capital (www.edinburgh-inspiringcapital.com/)



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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>



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

Section 1: Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Training	<p>GMC registered medical practitioner</p> <p>Licence to practice</p> <p>MBBS or equivalent medical qualification</p> <p>Primary FRCA OR MRCP OR MRCEM OR FRCEM intermediate or equivalent</p> <p>Must have at least 24 months experience in a UK core training programme (ACCS, core anaesthetics or core medicine) or equivalent</p> <p>Minimum of three months experience in Intensive Care Medicine (post foundation training)</p> <p>Should not be on the specialist register in intensive care medicine</p>	<p>Intercalated degree</p> <p>Higher degree</p>
Clinical Skills, Knowledge and expertise	<p>Demonstrates awareness of the basics of managing acute medical conditions, including emergencies such as GI bleeding, severe asthma, heart failure etc.</p> <p>Appropriate knowledge base and ability to apply sound clinical judgement to problems</p> <p>Awareness of the basics of managing acute medical disease</p> <p>Able to demonstrate proficiency in a range of medical procedures, necessary for participation in a middle grade ICU on call rota</p> <p>Evidence of competence in management of medical emergencies and in-patients.</p> <p>Evidence of competence to work without direct supervision where appropriate</p>	<p>Evidence of some competences in the specialty as defined by the relevant curricula</p> <p>Evidence of skills in the management of acute medical emergencies (e.g. ALERT, IMPACT, certification)</p> <p>Instructor status or nominated as instructor potential in above courses as appropriate or equivalent</p> <p>Successful completion of relevant skills course(s) e.g. ALS, PALS, ATLS, BASICS, IMPACT, TEAM etc. or equivalent</p>
Clinical Governance	<p>Is able to demonstrate an understanding of clinical governance and risk management</p> <p>Understands the importance of audit and QIP (Quality</p>	<p>Evidence of active involvement in quality improvement activity</p>

	Improvement Projects) to the practice of Intensive Care Medicine	
Academic skills	<p>Demonstrates understanding of research, including awareness of ethical issues</p> <p>Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety, and clinical quality improvement initiatives</p> <p>Demonstrates knowledge of evidence-informed practice</p> <p>Evidence of teaching experience and/or training in teaching</p>	<p>Demonstrates an understanding of research methodology</p> <p>Evidence of relevant academic and research achievements and involvement in a formal research project</p> <p>Evidence of relevant academic publications</p> <p>Evidence of a portfolio of audit projects including where the audit loop has been closed</p> <p>Evidence of involvement in teaching students, postgraduates and other professionals, with feedback</p> <p>Evidence of participation in a teaching course</p>
Motivation	<p>Demonstrable interest in, and understanding of the specialty</p> <p>Commitment to personal and professional development</p> <p>Evidence of self-reflective practice</p>	<p>Evidence of participation at meetings and activities relevant to the specialty</p> <p>Active involvement with the FICM or equivalent</p> <p>Affiliation to professional societies relevant to ICM</p>
Interpersonal Skills	<p>Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate</p> <p>Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach.</p> <p>Able to work in multi-professional teams and supervise junior medical staff or other staff members as part of the MDT</p>	<p>Evidence of effective multi-disciplinary team working and leadership.</p>

	<p>Ability to show leadership, make decisions, organise and motivate other team members; for the benefit of patients through, for example, audit and quality improvement projects</p> <p>Understands, respects and demonstrates the values of the NHS</p>	
Circumstances of Job	May be required to work at any of NHS Lothian's sites	

Section 2: Introduction to Appointment

Job Title:	Locum Appointment for Training in Intensive Care Medicine
Departments:	Critical Care Medicine
Base:	Royal Infirmary of Edinburgh
Start Date:	November 2024 or by arrangement, no later than February 2025
Post Summary:	Full time temporary contract until August 2025.

Applicants are invited for the above full term temporary post. The successful applicant will work a band 1A compliant full shift rota (including out-of-hours and weekend working) in the Intensive Care Unit of the Royal Infirmary of Edinburgh. This post would suit a trainee who is ready to apply for specialist training in intensive care medicine who wishes to consolidate their clinical experience..

LAT posts have training recognition from the Postgraduate Dean and offer excellent educational opportunities.

NHS Lothian : Royal Infirmary of Edinburgh

NHS Lothian

NHS Lothian provides a full range of secondary and tertiary clinical services to the populations of Edinburgh, Midlothian, East Lothian and West Lothian.

The **Royal Infirmary** (RIE) is a major acute teaching hospital on a green field site in the South East of the city of Edinburgh built in 2003. With a 24-hour accident and emergency department, it provides a full range of acute medical and surgical services for patients from across Lothian and specialist services for people from across the South East of Scotland and beyond.



It comprises 25 wards, 869 beds, and 24 operating theatres, and is equipped with modern theatre and critical care equipment and monitoring. Within the main building is a dedicated, multidisciplinary, 5 theatre day surgery complex.

The RIE is 1 of the 4 Major Trauma Centres within the newly developed Scottish Trauma Network (STN). The commitment was set out by Scottish Government in 2016 with a strategic plan to implement a bespoke Scottish Trauma Network (STN) comprising of an inclusive network of hospitals, four major trauma centres (MTCs) and integrated network infrastructure. The development of an inclusive trauma network for Scotland is in line with the aims and ambitions of the National Clinical Strategy, designed to meet the needs of the population of Scotland, working across traditional speciality and geographical boundaries to deliver better outcomes for trauma patients.

The hospital provides for most specialities and is the centre for:

- Regional major Emergency Department & Major Trauma Centre
- Acute medicine
- Cardiology and cardiothoracic surgery
- Gastroenterology including Scottish Liver Transplant Unit
- General surgery
- Hepato-biliary and Upper GI surgery
- Obstetrics, gynaecology and neonatology
- Elective and Trauma Orthopedic surgery
- Neurology, Neurosurgery and Neuropathology
- Renal medicine and dialysis
- Respiratory medicine
- Sleep medicine
- Transplant medicine and surgery (Kidney, pancreas and liver transplantation)
- Vascular surgery (including Scottish TAAA service)

There is a Combined Assessment Unit which takes unselected GP or direct emergency referrals, and from the Emergency Department. CAU includes the Dept of Liaison Psychiatry and the Scottish Poisons Bureau and Treatment Centre. There are full supporting Laboratory and Diagnostic Radiology Services (including CT, MR, Ultrasound and NM and PET scanning). There is a full range of lecture theatres, a library and AV facilities.

University Of Edinburgh

The University of Edinburgh was established in 1582 and is one of the largest in the United Kingdom located on a number of prominent sites in Scotland's capital city and one of the world's leading centres of medical research.

The University of Edinburgh's College of Medicine and Veterinary Medicine (CMVM) is an internationally leading force in basic-to-clinical translational research. It has established several major interdisciplinary research centres including:

MRC Centre for Inflammation Research,
Centre for Cardiovascular Science, incorporating the BHF Centre of Research Excellence,
Centre for Reproductive Biology and MRC Human Reproductive Sciences Unit, MRC Centre for Regenerative Medicine,
Centre for Molecular Medicine, Centre for Cancer Research, MRC Human Genetics Unit and the Usher Institute For Population Health which hosts Acute Care Edinburgh and the Critical Care Research programme



Section 3: Departmental and Directorate Information – Critical Care

Facilities

The Critical Care Directorate is responsible for patients requiring general critical care on all 3 Lothian acute hospital sites. The Critical Care Directorate encompasses:

Royal Infirmary of Edinburgh

The Royal Infirmary has one of the largest and busiest Critical Care departments in Scotland and one of the busiest in the UK with over 2500 admissions per annum.

The case mix is diverse, reflecting the acute nature of the hospital. The hospital has a busy Emergency Department and is a Major Trauma Centre. It houses the Scottish Liver Transplant Unit, Pancreatic Transplant and Regional Renal Transplant Unit. It is the Scottish centre for thoraco-abdominal aortic aneurysm repair and the adult scoliosis and spinal deformity service. It also houses the regional neurosurgical, interventional neuroradiology and neurology services.

ICU (Ward 118A, 118B and 116D)

The Intensive Care Unit lies within the Critical Care corridor. It is immediately above the Emergency Department and X ray departments, and adjacent to theatres.

The ICU has a total of 31 mixed level 2/3 beds and is a regional referral centre for liver failure and liver transplantation. It offers a full range of organ support. There are approximately 1600 admissions per year. There is a separate Cardiothoracic surgical ICU and HDU.

The principal interests of the unit are in the management of fulminant hepatic failure, neuro-intensive care, major trauma, severe acute respiratory failure/ARDS, post-cardiac arrest care, complex vascular surgery, toxicology and post-ICU Follow Up.

HDU (116C):

Ward 116 is an 11 bedded Level 2 mixed Medical/Surgical HDU. There are approximately 1300 admissions per year. There is a separate 12 bedded Renal and Transplant HDU.

Western General Hospital

The Western General Hospital is a 660-bedded teaching hospital situated in the leafy north of the city, enjoying excellent travel-links to the rest of Edinburgh and beyond. In addition to medical and surgical specialties, it is home to the regional Cancer Centre and the Wellcome Trust/MRC clinical research facilities.

Department of Critical Care

Ward 20

Ward 20 is a 10 bedded mixed 2/3 facility. There are approximately 550 admissions per year including admissions of patients from special interest areas such as haemo-oncology, infectious diseases, colorectal and urology surgery. The principal interests of the unit include management of complications and sepsis in immunocompromised haematology/oncology patients and the management sepsis/ARDS and long-term ventilation and weaning

Ward 52

Ward 52 provides surgical Level 1-2 HDU facilities on the Western site.



St John's Hospital

ICU

A 7 bedded mixed level 2-3 Unit, includes postoperative maxillofacial and plastics work and regional burns unit.

Medical Staff

Professor Michael Gillies is the Site Medical Director for the Royal Infirmary of Edinburgh

Dr Kallirroi Kefala is Associate Medical Director for Theatres, Anaesthetics and Critical Care in NHS Lothian.

Dr Alastair Hurry is the Professional Lead for Critical Care at the Royal Infirmary

Dr Murray Blackstock is Professional Lead for Critical Care at the Western General Hospital.

Dr Jen Service is Professional Lead for Critical Care at St John's Hospital.

The current critical care consultant establishment at the **Royal Infirmary of Edinburgh** is:

Professor Kenneth Baillie (Critical Care)

Dr Monika Beatty (Critical Care)

Dr Tom Craven (Critical Care and Anaesthesia)

Dr Annemarie Docherty (Critical Care)

Dr Mark Dunn (Critical Care and EMRS)

Dr Cameron Ferguson (Critical Care and Anaesthesia)

Dr Gilly Fleming (Critical Care)

Dr Alistair Gibson (Critical Care and Anaesthesia)

Professor Michael Gillies (Site Medical Director RIE, Critical Care)

Dr Stuart Gillon (Critical Care)

Dr David Griffith (Critical Care and Anaesthesia)

Dr David Hall (Critical Care and Anaesthesia)

Dr Louise Hartley (Critical Care)

Dr Alastair Hurry (Professional lead, Critical Care and Anaesthesia)

Dr Kallirroi Kefala (Associate Medical Director, Critical Care and Respiratory Medicine)

Dr Dean Kerslake (Critical Care and Emergency Medicine, Clinical Director Major Trauma)

Professor Nazir Lone (Critical Care)

Dr John Livesey (Critical Care and Anaesthesia)

Dr Gregor McNeil (Critical Care)

Dr Thalia Monro-Somerville (Critical Care and Anaesthesia)

Dr Jonathan Rhodes (Critical Care and Anaesthesia)

Dr Grant Price (Critical Care and Anaesthesia)

Dr Jennifer Service (Critical Care and Anaesthesia)

Professor Manu Shankar-Hari (Critical Care)

Professor Tim Walsh (Chair of Critical Care)

Dr Elizabeth Wilson (Critical Care and Anaesthesia)

Dr Julie Wilson (Critical Care)

Dr Neil Young (Critical Care and Anaesthesia)

The following consultants in **Transplant Anaesthesia** form part of the Critical Care Directorate.

Dr Craig Beattie (Transplant Anaesthesia)

Dr David Cameron (Critical Care and Transplant Anaesthesia)

Dr Phil Docherty (Transplant Anaesthesia)

Dr Zareena Khan-Orakzai (Transplant Anaesthesia)

Dr Mort Kelleher (Transplant Anaesthesia)

Dr Rory Mayes (Transplant Anaesthesia)

Dr Scott McNeill (Critical Care and Transplant Anaesthesia)



Dr Oliver Robinson (Critical Care and Transplant Anaesthesia)
Dr Euan Thomson (Transplant Anaesthesia)
Dr Tom Bloomfield (Transplant Anaesthesia)
Dr Helen Usher (Transplant Anaesthesia)

The current critical care consultant establishment at the **Western General Hospital** is:

Dr Rosie Baruah (Critical Care and Anaesthesia)
Dr Murray Blackstock (Professional Lead, Critical Care and Anaesthesia)
Dr Zoeb Jiwaji (Critical Care)
Dr Alastair Morgan (Critical Care and Anaesthesia)
Dr Ross Paterson (Critical Care)
Dr Duncan Philp (Critical Care)
Dr Frauke Weidanz (Critical Care and Acute Medicine)

The current critical care consultant establishment at **St John's Hospital** is:

Dr Patrick Armstrong (Critical Care and Anaesthesia)
Dr Rowena Clark (Critical Care and Anaesthesia)
Dr Murray Geddes (Professional Lead, (Critical Care and Anaesthesia)
Dr Thalia Monro-Somerville (Critical Care and Anaesthesia)
Dr Sam Moultrie (Critical Care and Anaesthesia)
Dr Grant Price (Critical Care and Anaesthesia)
Dr Jennifer Service (Critical Care and Anaesthesia)
Dr Craig Walker (Critical Care and Emergency Medicine)

Section 4: Main Duties and Responsibilities

Clinical:

- Maintain GMC specialist registration and hold a licence to practice
- To take part in a band 1a on call rota in intensive care

Team Working:

- To work collaboratively with all members of the team
- Adhere to NHS Lothian and departmental guidelines on leave including reporting absence

Location:

- It is anticipated the principal base of work will be ICU at the Royal Infirmary of Edinburgh
- As part of your role, you may be required to work at any of NHS Lothian's sites



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

Section 5: Contact Information – Critical Care

Dr Ben Slater, Training Programme Director for
Intensive Care Medicine, South East Scotland
Consultant in ICM and Anaesthetics,
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Dr Neil Young,
Consultant in ICM and Anaesthetics
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Royal Infirmary of Edinburgh, 51 Little France Crescent, Edinburgh,
EH16 4SA Tel. 0131 242 1186
Email: neil.young@nhs.scot



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

Section 7: 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/>



<http://careers.nhslothian.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.

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.

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.



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

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>

Section 8: 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: until August 2025
GRADE AND SALARY	Specialty Registrar As per national scale
HOURS OF WORK	40 HOURS PER WEEK with band A supplement to make up to 48 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



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

GENERAL PROVISIONS	You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions, you are expected to observe the organisation's agreed policies and procedures and to follow the standing orders and financial instruction of NHS Lothian, in particular, where you manage employees of the organisation, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.
REMOVAL EXPENSES	Assistance with removal and associated expenses may be awarded (up to 10% of salary)
EXPENSES OF CANDIDATES FOR APPOINTMENT	Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursment 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.
REHABILITATION OF OFFENDERS ACT 1974	The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as "spent" after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 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.
MEDICAL NEGLIGENCE	In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board indemnity will cover only Health Board responsibilities. Paragraph 63 of the General Medical Council's Good Medical Practice requires you to have 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.
NOTICE	Employment is subject to three months' notice on either side, subject to appeal against dismissal.
PRINCIPAL BASE OF WORK	You may be required to work at any of NHS Lothian's sites as part of your role.
SOCIAL MEDIA POLICY	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.



Section 9: 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 fulfill 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/>



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

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.



