

**Consultant Microbiologist**

**Applicant Information**







V&A Dundee: Visit Scotland / Kenny Lam



Tay Rail Bridge seen from The Law: Visit Scotland / Kenny Lam

Closing Date: 22/05/2025

Interview Date: 03/06/2025

Welcome from the Recruitment Team

Welcome to NHS Tayside

Thank you for your interest in working for NHS Tayside and we hope you are encouraged to apply for one of the many excellent employment opportunities we currently have on offer.

If you are new to making an application to NHS Tayside we ask you to take the time to read through this information to learn more about us. We have also included links you may wish to read.

NHS Tayside follows a fair and consistent recruitment and selection process to ensure recruitment decisions are based on candidate skills, knowledge, experience and qualifications. To ensure fairness to all applicants, decisions to shortlist you for interview will be based solely on the information you supply within your application. Therefore, it is important that you complete all sections of the application with as much information as possible.

If you have a disability or long-term health condition, the Board is committed to offering reasonable adjustments throughout the recruitment process and employment. If you require further information or support please contact the Recruitment Team.

If this is the first time you have applied for an NHS Tayside vacancy via our eRecruitment system (Jobtrain), you will be asked to create an account. Please make sure the email address submitted is correct as this will be our primary method of contact during each stage of the recruitment process. You will receive emails from our eRecruitment system throughout the process, you can reply to these and they will be received by our Medical Recruitment Team. Please ensure you check the email account, including junk/spam folders regularly.

We look forward to hearing from you and wish you success with your application.

  

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The McManus Dundee Art Gallery Museum: Visit Scotland / Kenny Lam

Blue and white logo with text

AI-generated content may be incorrect.NHS Tayside

Medical Microbiology

Consultant in Microbiology

Full Time

10 PAs per week

We have an exciting opportunity available in one of the UK’s most up and coming and rapidly developing Cities.

NHS Tayside seeks to appoint a Microbiology Consultant

The post holder will join a team of seven other Consultants responsible for providing Bacteriology/Virology and Infection Prevention and Control services. The job plan will be offered as a 10 PA contract.

The department of Medial Microbiology has recently received significant investment in new technology and laboratory space,and is a pioneer of automated molecular diagnostics in Scotland.

The Department is situated in Ninewells Hospital and carries out over 350,000 investigations per year. Bacteriology employ the MALDI-TOF, BacTAlert, Vitek 2 and Cepheid GeneXpert, while in virology the Siemens Atellica, Diasorin Liaison, Hologic Panther and SeeGene platforms are used alongside a wide range of commercial and in-house developed real-time PCR assays. The LIMS (LabCentre) is linked to electronic test requesting (ICE). The department is UKAS accredited (ISO 15189:2022).

You will be responsible for providing diagnostic, treatment and IPC advice across the health board area. The out-of-hours on-call rota is currently 1:7 and attracts an availability supplement and on-call payment. There is regular liaison with a number of clinical areas, including ICU, surgical HDU, orthopaedics and Neonatology. The department has two Specialist Trainee posts, four Higher Specialist Scientist Trainees, provides Core Infection Training, and has one pre-registration Clinical Scientist in training. Ninewells hospital has a purpose-built Infectious Diseases unit and there are close links with ID.

The department of Infection Prevention and Control is well-staffed with IPC nurses and there is also administrative support. ICNET is interfaced with the LIMS. The post will include a commitment to IPC with the number of Pas to be discussed and agreed with the successful applicant.

NHS Tayside is supportive of continuous professional development, and all of our posts include 2 PAs for supporting professional activities.

**Applications will be considered from those wishing to work less than full time.**

Applicants should have full GMC registration and a licence to practise and be on the specialist register or be within 6 months of the anticipated award of a CCT at the time of interview.

We are a Skilled Worker visa sponsorship employer and as such, welcome applications from international candidates. Further information can be found at https://www.gov.uk/skilled-worker-visa.

Short-listed applicants will be contacted by email.   Please check your emails regularly, including your junk/spam folder.

NHS Scotland is committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination. The aim is for our workforce to be truly representative and for each employee to feel respected and able to give their best. To this end, NHS Scotland welcomes applications from all sections of society.

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| **Section 2: Living in Tayside** |

When choosing somewhere to work and live, quality of life is key. Tayside is one of the few locations in the UK which combines the best of both worlds – city facilities in Dundee and Perth on a friendly community scale, and easy access to some of the most stunning countryside in Scotland. Set on the spectacular Tay Estuary, Dundee, the principal city in Tayside and the sunniest city in Scotland, sits in a landscape of wild beaches, championship golf courses, quaint coastal villages and beyond them, Scotland’s famous mountains and glens.

Dundee is conveniently located within easy reach of three other large cities in Scotland – Edinburgh, Glasgow and Aberdeen and within a 90-minute drive from 90% of Scotland’s population. There are excellent road, rail and bus links to all 3 cities and London is six hours by rail and just over an hour by air from Dundee airport, flying direct to London City Airport. There is a vibrant arts scene in Dundee and beyond. Scotland’s first design museum, The V&A Museum of Design, opened in 2019 as part of significant ongoing investment and redevelopment of Dundee waterfront including the forthcoming development of the Eden Project, Dundee. Dundee is the UK’s only UNESCO City of Design. Within Dundee, in addition to the new waterfront development, there are several attractions to suit all ages including Discovery point, the Dundee Contemporary Arts centre and the Dundee Science Centre.

Beyond Dundee, the River Tay and its estuary, the coasts of Angus and Fife and the nearby hills and mountains of Perthshire offer scope for almost any outdoor activity. Furthermore, St. Andrews home to several world-famous golf courses, picturesque town and beach, is only a short drive away. Whether you want to live in the rural countryside, a seaside village or one of Tayside’s vibrant cities or towns, there is a variety of housing choices to suit all budgets. The salaries of employees in Dundee currently go further on the property ladder than almost any other city in the UK. There are a good variety of primary and secondary schools. There is also the option of private schooling with schools to choose from in Dundee City, St Andrews and Perth and Kinross. Further information about these areas can be found by clicking these links Dundee Angus Perth & Kinross Fife Scotland

Cairngorms National Park Visit Scotland / Jakub Iwanicki Lunan Bay, Near Montrose Visit Scotland / Paul Tomkins

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| **Section 3: NHS TAYSIDE** |

This post offers the opportunity to live and work in the Tayside region of central Scotland, widely regarded as one of the most scenic areas in the UK with a high quality of life.

NHS Tayside is the 4th largest board in Scotland led by our Chief Executive, Nicky Connor, our Medical Director, Dr James Cotton and our Executive Director of Nursing, Mr Simon Dunn.

Our NHS Tayside Vision

“Everyone has the best care experience possible”

Our NHS Tayside Aim

To be the best at getting better

Our NHS Tayside Values

Care and Compassion

Dignity and Respect

Openness, Honesty and Responsibility

Quality and Teamwork

Tayside covers a wide area and three local councils (Perth & Kinross, Angus and Dundee City) and patients from North Fife also access services in Tayside. There are joint services between NHS Tayside and NHS Fife including ENT, Vascular Surgery and Interventional Radiology.

The approximate populations are:

* Tayside Population 410,000
  + Angus 116,000
  + Dundee 149,000
  + Perth and Kinross 148,000
* North East Fife 74,000

Ranked 1st in Scotland and 2nd in UK by The Times and The Sunday Times Good University Guide 2025, the University of Dundee Medical School is integrated into the Ninewells Hospital campus and has an international reputation for excellence in teaching and high impact clinical research placing it amongst the best places in the world to study and to practice medicine.

Each of the three local councils now have a Health and Social Care Partnership (HSCP). Medicine for the Elderly is also hosted by the HSCPs and further development for other health services to be hosted by HSCPs rather than NHS Tayside is ongoing. NHS Tayside has a national reputation for models of service development, health informatics and quality improvement.

More information on the HSCPs can be found at

Angus: https://www.angushscp.scot/

Dundee: https://www.dundeehscp.com/

Perth & Kinross: https://www.pkc.gov.uk/integration

There are two hospitals which admit acute general medical patients and provide in-patient services: Ninewells Hospital, Dundee and Perth Royal Infirmary. The hospitals are 20 miles apart and there is a direct bus service to facilitate travel. Ninewells Hospital has 810 beds and Perth Royal Infirmary has 200 beds. On Ninewells site, there are all major disciplines including general medicine and surgery, through to specialist areas such as gynaecological oncology, ENT, plastics, neurosurgery. Also, Ninewells Hospital has been designated one of the Regional Cancer Centres in Scotland and provides all Surgical, Radiotherapy, and Medical Oncology services on a single site.

There are a number of intermediate care hospitals in Angus and Perth & Kinross which also provide out-patient services. Ninewells Hospital and Medical School is a large teaching hospital for the University of Dundee, and houses most medical and surgical disciplines with supporting laboratory services. Stracathro Hospital has been developed as an outpatient diagnostic and treatment centre.

Further information about NHS Tayside can be found at https://www.nhstayside.scot.nhs.uk/

If you are thinking about joining us from overseas, further information can be found at https://www.scotland.org/work/career-opportunities/healthcare

**Teaching and Training Opportunities**

NHS Tayside has one of the largest and most successful teaching hospitals in Scotland. The University of Dundee Medical School was ranked 2nd in the UK 2025 Complete University Guide. We have a growing national and international reputation for medical teaching and research and are recognised as a center of excellence.

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

NHS Education for Scotland (NES) and NHS Tayside 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 East of Scotland rotating through our Tayside Hospitals and Raigmore in Inverness.

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

We enjoy close links with the University of Dundee (https://www.dundee.ac.uk/) whose Medical School is renowned for preparing its medical students to become world-class doctors. Alongside NHS Tayside, the University of Dundee offers start-of-the-art medical teaching facilities including lecture theatres, seminar rooms, clinical skills training area, simulation rooms, computing suites, as well as library facilities at the main campus and within University Department of Orthopaedic and Trauma Surgery (UDOTS) on the Ninewells Site.

**What we can offer you**

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

* Access to the NHS pension scheme
* Assistance relocating to Tayside
* NHS Tayside 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
* A wide range of affordable housing and some of the best schools in Scotland
* Access to a transport network offering easy travel links to the rest of the UK
* Offers and discounts through https://www.nhsstaffbenefits.co.uk/ and https://www.bluelightcard.co.uk/
* Access to corporate passes and staff lottery through Tayside TREATS
* Supportive staff health and wellbeing services
* On-site accommodation
* On-site Community Gardens within grounds of Ninewells Hospital
* The department of Microbiology strongly believes in collaborative, supportive and compassionate teamwork. The successful candidate will have access to office space, modern IT equipment, and administrative support. They will be encouraged to explore their own area of interest in a friendly atmosphere.



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| **Section 4: SPECIALITY / DEPARTMENT SERVICES IN TAYSIDE** |

The Department of Medical Microbiology, based at Ninewells Teaching Hospital, Dundee provides a comprehensive diagnostic service for Dundee, Perth & Kinross, Angus and the surrounding areas including North Fife. Area services are provided for microbiology, molecular microbiology, bacterial serology, mycology and other specialised techniques.

The Department carries out over 350,000 investigations (45% GP) including bacterial culture and sensitivity, viral serology and molecular testing for a wide range of pathogens, including TB and Gonococcal/Chlamydia PCR. Also, basic mycology and parasitology are performed on site. The department offers the syndromic SeeGenePCR assay for the investigation of diarrhoea and vomiting, being the first health board in Scotland to introduce this test.

A 24-hour service is provided 365 days per year. An extended working day is in operation in Bacteriology from 08.00 to 21.00 Monday to Friday, for routine work at Ninewells with Saturday (9am-5pm) and Sunday (morning) working. On-call operates out with these hours.

The Department is equipped with a wide range of automation in Virology. The department is fully computerised with LabCentre as the LIMS and ICE for Electronic test requesting and reporting. The laboratory is currently undergoing transition to a new LIMS (WinPath).

Significant investment has been made to provide a secure resilient service which has allowed us to keep pace with the ever-changing demands of pandemic work such as SARS-CoV-2. The department has 5 SeeGene Starlet analysers, 1 Hologic Panther analyser, 4 ABI 7500 thermal cyclers, and one eMag nucleic acid extractor.

NHS Tayside has been at the forefront of innovation during the period of SARS-Cov-2 with establishment of a drive-through testing for SARS-CoV-2 in symptomatic health and social care workers and household members which was the first in the country. NHS Tayside was the third health board to implement SARS-CoV-2 testing in the country. The department has also provided rapid SARS-Cov-2 testing for inpatients with the establishment of a “rapid Covid-19 hot lab”. Delivering a <4 hour TaT and recognised as an exemplar service across Scotland and the UK. NHS Tayside also offers 7 days week extended respiratory testing and multiplex gastrointestinal PCR. The team have worked closely with local health protection teams and the national reference laboratory as part of the implementation process.

The Department is

* A UKAS accredited medical laboratory (ISO 15189:2022). Accredited by the IBMS/HCPC for BMS/CS training laboratory and Royal College of Pathologists for Core Infection and Microbiology training of junior medical staff.

The Ninewells department was fully refurbished in 2004 with additional upgrading in 2012. Analytical platforms and services have been extensively redesigned.

In 2020 a new “state of the art” Virology laboratory was instigated, followed up in 2021 with the establishment of a Molecular (PCR) Service. Bacteriology is currently being automated utilising the Biomerieux Wasp system.

The Microbiology Department operates the laboratory van service for uplift of specimens and delivery of mail and vaccines in the Dundee area. It acts as a source of expertise on control of infection, health and safety (with regard to microbiological hazards) and related topics. There is a considerable commitment to teaching across a diverse range of students and healthcare groups.

**Office accommodation**

A workspace in form of a shared office is available with a personal laptop computer linked to the laboratory network and the internet.

**Secretarial support**

The consultant will be supported with Secretarial support available from infection prevention and control team for IPC related work and from microbiology for typing of documents.

**Teaching and training**

All Consultants are expected to participate in the supervision and training of medical and scientist staff in Medical Microbiology and Virology, and in teaching undergraduate medical students, postgraduates and others, both locally and regionally.

There are currently 2 RCPath accredited training posts in Medical Microbiology/Virology, four Higher Specialist Scientist Trainees and one pre-registration clinical scientist training post.

The Department also participates in Core Infection Prevention & Control Training.

The Department has close links with the University of Dundee Medical School; additional PAs for teaching may be available to interested successful candidates on appointment, following discussion with the Clinical Lead.

**Administrative**

Consultants will contribute to management within NHST, via the Directorate structure and will act as custodian of data under the Data Protection Act, and custodian for stored samples. Service and administrative duties on various committees may be included such as the department meetings, Consultant Medical Staff meetings etc.

**Clinical governance and audit**

Consultants are expected to participate in multidisciplinary clinical audits, and in the implementation of an on-going clinical audit program within the department. Consultants are also expected to provide advice in the development of guidelines, investigation protocols, and use of antimicrobials, appropriate to the clinical units served.

**Professional**

Consultants will be expected to be registered for continuing professional development (CPD) with the Royal College of Pathologists, and to fulfil requirements for annual certification and for appropriate revalidation. Time for study leave and a study budget are granted in accordance with the consultant contract.

**Arrangements for annual and study leave**

The arrangements for covering the absence of the consultant during annual and study leave are that the consultants swap any on-call commitments and at least two Microbiologists are expected to be available in Tayside, unless previously agreed with the Clinical Lead. Locum cover is not provided. There is at least one duty virologist every working day.

**Other information**

Research interests of staff include Infection Prevention and Control, genomics for outbreak detection and antimicrobial resistance, antibiotic resistance in Gram negative bacilli, big data, machine learning, demand optimisation, molecular diagnostics, hepatitis and antibiotic stewardship.

**Medical / Clinical Scientist Staff**

Dr A Bradley-Stewart, Consultant Clinical Scientist in Virology and joint Clinical Lead for Medical Microbiology, 0.6 WTE, special interest in Public Health.

Dr D Munteanu Consultant Infectious Diseases and joint Clinical Lead for Medical Microbiology, 1 WTE, special interest in Bone and joint infections.

Dr B Parcell, Consultant Microbiologist, 0.5 WTE, special interest in Research.

Dr J Shone, Consultant Clinical Scientist in Microbiology 1 WTE, special interest Molecular diagnostic.

Dr. A Jarchow-MacDonald, Consultant Microbiologist, 0.4 WTE, special interest in Paediatrics and neonatology.

Dr S Jose, Locum Consultant in Microbiology, 1 WTE, special interest in IPC in built environment and decontamination.

Dr P Chaskar, Locum Consultant in Microbiology, 1 WTE, special interest in Mycology.

ST posts x 2.0

HSST posts x 4.0 (one vacancy, to be advertised)

Pre-registration Clinical Scientist posts x 1.0 (funded by NHS Education Scotland)

**Biomedical Scientist Staff (BMS)**

Clinical Laboratory Manager x 1.0 WTE

Scientific/Technical x 38.4 WTE

Support staff x 10.5 WTE

A&C staff x 4.0 WTE

**Managerial accountability:**

Associate Medical Director- - - - - - - - - - - - Associate Director

(Patient Access & Assurance Division) (Patient Access & Assurance Division)

Clinical Care Group Director - - - - - - - - - - - - - -Clinical Care Group Manager

(Diagnostics) (Diagnostics)

Clinical Lead- - - - - - - - - - - - - - - - - - - - - - Clinical Laboratory Manager

(Microbiology) (Diagnostics)

Consultant BMS staff

MLA staff

Medical Microbiology disciplines of Bacteriology, Virology & Molecular Diagnostics sit within the Diagnostics laboratory service within the Diagnostics Group which includes the diagnostic laboratories, radiology and medical physics. The Diagnostic Group sits within Patient Access & Assurance.

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| **SECTION 5: MAIN DUTIES AND RESPONSIBLITIES**  **(Job Description)** |

**Direct Clinical Care:**

Diagnostic Services:

The appointee will be part of the clinical rota during which they will fully participate in the day-to-day running of the Medical Microbiology diagnostic laboratory service at a Consultant level, for consolidation and maintenance of existing services and for future development of the service.

Working alongside other departmental Consultant staff, the appointee will be involved in routine supervision of diagnostic methods and will supervise and provide an integrated and adequately assured specimen examination, test selection, report authorisation and interpretative service for hospital and general practitioners of the type required to maintain laboratory accreditation and will supervise BMS staff in their routine laboratory work and the performance of the laboratory in external and internal quality control procedures.

The Consultant will always support and promulgate safe working practices. You will also participate in audit of laboratory usage in conjunction with other hospital departments and General Practitioners. As with other Consultants, the appointee will be encouraged to have or to develop a specialist interest and expertise in a particular field of Microbiology and IPC, and to provide a repository of knowledge and advice in relation to diagnosis of difficult or unusual cases or introduction of clinical and laboratory protocols within that particular area. You will also be expected to develop close and profitable working relationships within the Department and with other relevant clinical services and management structures.

You will undertake necessary administrative duties associated with the post and take an appropriate share in the running of the service, its management and development and of the Department as a whole.

Consultant staff are expected to contribute to, and develop:

* Departmental policy-making and strategic direction
* Written, operational policies and procedures
* Good internal and external quality assurance performance
* Maintenance of current external accreditation to ISO 15189:2022 with UKAS
* Business and strategic planning for the service, including assessment and introduction of new methods and technologies, staff development and succession arrangements and equipment replacement requirements.
* Departmental Bacteriology Services, Virology Services and Infection Prevention & Control as appropriate.

Clinical Services and Liaison:

You will maintain and develop the current provision of advisory services and direct input into individual patient care (e.g. with the clinical haematology, orthopaedics, renal, surgical HDU and ICU departments). There is also a close working relationship with the Departments of Infectious Diseases and Sexual and Reproductive Health.

Liaison will be undertaken in a timely manner with clinicians, hospital staff, departmental colleagues, Infection Prevention & Control team, General Practitioners and Health Protection team structures concerning the diagnosis and management of patients and in control and prevention of infection. This may include provision of telephone advice and commitment to ward rounds, multidisciplinary team meetings and other clinical or audit meetings including Antimicrobial Management Group meetings as necessary.

**Supporting Professional Activities**

* Special interest sessions will be available and tailored to balance the interest and skills of the successful applicant and needs of the service through the job planning process

**Out of Hours Commitment**

The out-of-hours on-call rota is currently 1:7, equivalent of 1.2 PAs and attracts an availability supplement and on-call payment. Weeknights are done from home and weekends on site Saturdays from 9am to 5pm followed by remote working for the rest of the day, while Sundays are done form home.

**YOUR ROLES**

**Provide high quality care to patients:**

* Maintain GMC specialist registration and hold a licence to practice
* Participate in the annual job planning and appraisal process
* Develop and maintain the competencies required to carry out the duties of the post

**Research, Teaching and Training:**

* Where possible to collaborate with academic and clinical colleagues to enhance NHS Tayside’s research portfolio, always 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 Operational Medical Director
* To act as educational and/or clinical supervisor as delegated by the Clinical Lead to ensure external accreditation of training posts with an appropriate allocation of SPA times for these roles

**Medical Staff Management:**

* To work with colleagues to ensure junior doctors are complaint in line with EWTD and New Deal
* To ensure that adequate systems and procedures are in place to control and monitor leave for junior medical staff and to ensure that there is appropriate cover within the clinical areas, including on-call commitments
* To participate in the recruitment of junior medical staff as and when required
* To participate in team objective setting as part of the annual job planning process

**Governance**

* Participate in clinical audit, incident reporting and analysis 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 the specialty areas and ensure implications for practice changes are discussed with the Clinical Lead
* Role model good practice for infection control to all members of the multidisciplinary team

**Strategy and Business Planning**

* To participate in the clinical and non-clinical objective setting process for the directorate

**Leadership and Team Working**

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

**Annual Appraisal & Job Planning**

You shall be required to participate in annual appraisal. Job planning is linked closely with, but is separate to, the agreed appraisal scheme for consultants. The job plan review will consider the outcome of the appraisal discussion and reflect the agreed personal development plan.

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| **Section 6: NHS Tayside – Indicative Job Plan** |

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| Post: | Consultant |
| Specialty: | Medical Microbiology |
| Principal Place of Work: | Ninewells Hospital. |
| Contract: | Permanent |
| Availability Supplement: | 5% |
| Out-of-Hours | 1:7 |
| Managerially responsible to: | Clinical Lead: Medical Microbiology |

The post is for full-time, and the contract will be for 10 programmed activities (1:7). The details of duties are negotiable, but the key clinical elements will be to provide clinical diagnostic advice to service users, including MDTs, across NHS Tayside. An indicative 10 PA job plan is noted over.

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| **Day** | **Time** | **Site** | **Work** | **Category** | **Hours** |
| Monday | 9am-5pm | NW | Clinical diagnostic work | DCC | 8 |
| Tuesday | 9am-5pm | NW | Supporting professional activities | SPA | 8 |
| Wednesday | 9am-12pm | NW | Clinical diagnostic work | DCC | 3 |
| Thursday | 9am-5pm | NW | IPC work | DCC | 8 |
| Friday | 9am-5pm | NW | Clinical diagnostic work | DCC | 8 |
| Saturday (1:7) | 9am – 5pm | NW | Clinical work | DCC | 2 |
| Sunday (1:7) | 9am-1pm | NW | Clinical work | DCC | 1 |
| Predictable emergency on-call work |  |  | (Saturday and Sunday 1:7 as above) |  |  |
| Unpredictable emergency on-call work |  |  |  |  | 2 |
| **Total hours** |  |  |  |  | **40** |
| **Total PAs** |  |  |  |  | **10** |

The job plan is a provisional outline and will be negotiable and agreed between the successful applicants and the Clinical Lead / Operational Medical Director. The described post is a full-time post of 10 PAs (1:7) made up of 8 PAs in Direct Clinical Care (DCC) including an out of hours commitment at 1.2 PAs, and two core SPAs for appraisal/revalidation and for audit, clinical governance, job planning, internal routine communication and management activity.

As a major teaching and research contributor, NHS Tayside would expect to allocate additional SPA time for activities to do with undergraduate education, educational supervision of trainee medical staff, research, service development and other activities. These are all areas where NHS Tayside has a strong commitment, and we recognise the contribution that consultants are both willing and eager to make. Precise allocation of SPA times and associated objectives will be agreed with the successful application and will be reviewed at annual job planning.

Extra programmed activities may be available by negotiation with the Operational Medical Director.

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| **SECTION 7: PERSON SPECIFICATION** |

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|  | **ESSENTIAL** | **DESIRABLE** |
| **QUALIFICATIONS AND TRAINING** | * Medical Degree * Current full GMC Registration and a Licence to Practice * On the Specialist Register for Medical Microbiology or Medical Microbiology and Virology / Infectious Diseases or within 6 months of obtaining CCT * FRCPath or evidence of equivalent qualification. | * MRCP, MSc, PhD |
| **KNOWLEDGE & EXPERIENCE:** | * Wide general experience in all aspects of Medical Microbiology & IPC * Demonstrable understanding & acceptance of the principles of Clinical Governance * Awareness of new developments in the specialty with ability to critically assess the impact of these on the service. * Evidence of CPD (continuous professional development) | * Experience in maintaining ISO 15189 Laboratory Accreditation * Experience in specialist areas of reporting required to complement and support the skills of the existing post holders |
| **PERSONAL QUALITIES & SKILLS:** | * Acting with integrity * Good presentation skills * Good Team player * Ability to manage stressful situations * Time management skills * Able to convey a professional image to colleagues and patients * Self-motivated * Flexible approach to working on an extended day in response to operational needs * Broad range IT skills. | * Developing networks * Ability to encourage contribution * Ability to lead teams * Ability to teach / train staff |
| **OTHER:** | * Organisational awareness * Ability to make decisions * Ability to improve services through change | * Identifying context for change * Encouraging improvement and innovation * Experience of planning, managing resources and people * An interest in supporting staff development |

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| **SECTION 8: FURTHER INFORMATION / CONTACT DETAILS** |

Informal enquiries and visits are strongly encouraged and should initially be made to:

Daniela Munteanu daniela.munteanu@nhs.scot; 01382 660111 extension 32951 or

Amanda Bradley-Stewart amanda.bradley-stewart@nhs.scot; 01382 660111 extension 34654.

Application Process:

To apply for this post please complete the application via https://apply.jobs.scot.nhs.uk/. NHS Scotland does not accept CVs in addition to/instead of a completed application form. Your CV will not be provided to the interview panel for shortlisting. NHS Tayside is unable to accept written applications; all applications must be submitted via eRecruitment system, jobtrain.

All adverts will close at midnight on the advertised closing date – 22/05/2025.

**Regulatory Body: General Medical Council & General Dental Council:** In the UK, the General Medical Council (GMC) and the General Dental Council (GDC) are the public bodies that maintain the official register of medical and dental practitioners within the United Kingdom. Their chief responsibility is to “protect, promote and maintain the health and safety of the public” by controlling entry to the register, and suspending or removing members when necessary. It also sets the standards for medical schools in the UK. To practice medicine and dentistry in Scotland, you must have a valid GMC/GDC Registration with a Licence to Practice – this is known as Full Registration. To find out more visit the GMC website.

Appointment to a substantive consultant post in the UK National Health Service requires the applicant to be listed on the General Medical Council (GMC) Specialist Register. Doctors with a Certificate of Completion of Training (CCT) who have completed an approved training programme in the UK and are eligible for entry onto the Specialist Register. Applicants can be short-listed if they are within six months of obtaining a CCT.

You may be eligible for direct entry onto the Specialist Register if you are a national of an EEA country (or Switzerland) and you have a specialist medical qualification that is acceptable for mutual recognition.

We are a Skilled Worker visa sponsorship employer and as such, welcome applications from international candidates. Further information can be found at https://www.gov.uk/skilled-worker-visa

NHS Tayside is proud to be a Disability Confident Employer and is committed to the employment and career development of people with disabilities and will interview applicants who consider themselves to have a disability, and who meet the ‘minimum criteria’ for a job vacancy. A request under the ‘Job Interview Guarantee’does not guarantee a job. It allows the opportunity to apply for a vacancy and be interviewed.

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| **SECTION 9: TERMS AND CONDITIONS OF EMPLOYMENT** |

This appointment is offered on the terms and conditions of service of the Consultant Contract in accordance with the Hospital Medical & Dental Staff (Scotland) and current General Whitley Council. Further information can be found here https://www.msg.scot.nhs.uk/pay/medical

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| **JOB TITLE** | Consultant |
| **TYPE OF CONTRACT** | Permanent |
| **Hours of work** | 10 PAs (40 hours per week full time) |
| **Location** | Ninewells Hospital. |
| **Salary** | £107,144 to £142,369 per annum (pro rata if applicable)  Placing on the salary scale will be on the minimum point unless the successful applicant has previous experience in a NHS Consultant post or previous non-NHS experience equivalent to that gained in a NHS Consultant post.  Salary is paid monthly by Bank Credit Transfer into a UK bank account |
| **Arrangement of Duties** | To be organised through Job Planning after appointment |
| **Leave** | 33 days annual leave and 8 public holidays pro rata. |
| **References** | Jobs are offered following receipt of two satisfactory written references. At least one reference must be from your current/most recent employer. |
| **Occupational Health Check** | All appointments will be made subject to the receipt of a satisfactory Pre-Employment Occupational Health Check |
| **Superannuation** | New entrants to NHS Tayside who are aged over 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/nhs |
| **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 Tayside, 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 |
| **Tobacco Policy** | NHS Tayside 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 Tayside 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 with NHS Tayside 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 $ 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 Tayside. 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 the 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. |
| **HEALTH AND SAFETY** | All employees have a responsibility for their own health & safety and the health & safety of others who may be affected by what they do. Employees also have a duty to co-operate with their employer by following NHS Tayside policies and procedures and safe systems of work; by using equipment safely and by bringing any shortcomings in health and safety arrangements to the attention of their employer. Where something is provided in the interests of health & safety employees must not interfere or misuse it. All employees have a legal responsibility to report any shortcomings in terms of this in their area. Managers and supervisors have a responsibility for monitoring health & safety arrangements and ensuring staff are following policies and procedures and safe systems of work. |
| **Notice** | Employment is subject to three months’ notice on either side, subject to appeal against dismissal |
| **Social Media Policy** | You are required to adhere to NHS Tayside’s Social Media policy, which highlights the importance of confidentiality, professionalism and the acceptable behaviours when using social media. It sets out the organisation’s expectation to safeguard staff in their use of social media |
| **Responsibility for Records Management** | All records created in the course of the business of NHS Tayside are corporate records and are public records under the terms of the Public Records (Scotland) Act 2011. This includes email messages and other electronic records. It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with the NHS Tayside Records Management Policy and with any guidance produced by NHS Tayside specific to your employment. |

Ninewells Hospital, Dundee