

**JOB TITLE: Locum Appointment for Training in Stroke Medicine LAT**

**JOBTRAIN REFERENCE: 215215**

**CLOSING DATE: 22 May 2025**

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Please return completed applications to medical.personnel@nhslothian.scot.nhs.uk

You will receive a response acknowledging receipt of your application.

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

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| **Section 1: Person Specification** | | |
| REQUIREMENTS | **ESSENTIAL** | **DESIRABLE** |
| Qualifications and Training | GMC registered medical practitioner.  Licence to practice.  Completion of Foundation Programme and Core Medical Training or equivalent.  Evidence of MRCP part 1, part 2 and PACES. |  |
| **Experience** | Experience in Geriatric and General Medicine. | Experience in Stroke Medicine |
| **Ability** | Ability to take responsibility for independent management of patients.  Ability to communicate effectively and clearly with patients and other team members. | Leadership skills. |
| **Academic Achievements** | Evidence of audit, QI activity or research activity. | Experience in research, publications & presentations at meetings. |
| **Teaching and Audit** | Committed to formal and informal teaching & training of medical trainees and medical students.  Committed to the development of audit, learning and continuing professional development | Formal training on Teaching Skills, Supervision or QI. |
| **Motivation** | Committed to patient focused care, learning and continuous professional development, effective and efficient use of resources. | Desire to develop services for patients |
| **Personal Attributes** | Able to organise time efficiently and effectively.  Excellent communication skills  Excellent team skills  Maturity, openness and flexibility  Ability to sustain staff and support others |  |
| **Team Working** | Ability to work in a team with colleagues in own and other disciplines  Ability to organise time efficiently and effectively  Reliability  Excellent communication skills | Ability to motivate colleagues |
| Circumstances of Job | The post will be based at The Royal Infirmary of Edinburgh (RIE) |  |

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| **Section 2. Introduction to Appointment** |

**Job Title: Locum Appointment for Training in Stroke Medicine**

**Department:** Medicine of the Elderly and Stroke

**Base:** Royal Infirmary of Edinburgh

**Start Date:** 12 month contract start date 06/08/2025

**Post Summary:** Applications are invited for this post offering clinical experience within Stroke Services with opportunities for career development through dedicated time for developmental activity.

The stroke experience is predominantly Stroke Liaison (including hyperacute stroke management such as thrombolysis and thrombectomy), TIA clinics and stroke ward work based at the Royal Infirmary of Edinburgh (RIE). This post includes a commitment to Hospital at Night and weekend working which will be based in the Medicine of the Elderly wards and this will be a rota banded post.

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| **Section 3: Departmental and Directorate Information** |

Stroke Medicine

The stroke services are increasingly integrated across the three acute hospital sites in Lothian. Hyperacute stroke patients are predominantly admitted via the Emergency Departments in the RIE (36 integrated stroke unit beds including a HASU). In collaboration with the emergency departments, the stroke service thrombolyses 100-150 patients per year. The Stroke Service is developing a regional thrombectomy service, which will deliver in-hours thrombectomy 7 days per week 8am-8pm and regional thrombectomy Monday to Friday.

Each day the RIE has a consultant who is acute stroke team lead (consultant, stroke registrar, outreach nurse) and who is responsible for hyperacute treatment, assessment of patients in ED and AMU, and taking calls through the 24/7 TIA hotline). Another consultant is responsible for seeing new admissions to the stroke units and for optimizing patient flow through the inpatient service.

The service is supported by a large number of clinical academics who comprise on of the largest stroke research groups in the world. The post therefore offers unparalleled opportunities to be involved in clinical and translational research.

NHS RIE Consultants

Dr Richard O’Brien Stroke / MoE

Dr Simon Hart Stroke / Acute Medicine

Dr Fergus Doubal Stroke

Dr Amanda Barugh Stroke

Dr Neil Hunter Stroke / Acute Medicine

Dr Mireia Moragas Stroke/Neurology

Dr Yvonne Chun Stroke/MoE

Dr Ren Ping Lee Stroke/MoE

Dr Suad Elawad Stroke/Acute Medicine

University consultants

Prof Gillian Mead Stroke/MoE

Prof Rustam Salman Stroke/Neurology

Dr William Whiteley Stroke/Neurology

Dr Nesh Samarasekera Stroke/Neurology

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| **Section 4: Main Duties and Responsibilities** |

**Clinical Role within Stroke Medicine**

The successful applicant will provide input to Stroke Medicine as part of an enthusiastic and committed multidisciplinary team. There will be a range of opportunities to work in different parts of the service including the stroke liaison team, TIA clinics and the Integrated Stroke Unit (ISU). You will be an integral part of consultant led ward rounds following through on management plans. You will provide Stroke Medicine input to the Accident and Emergency department as part of the Acute Stroke Team, and will attend patients with hyperacute stroke to assess suitability for thrombolysis and thrombectomy, along with the Stroke consultant and Stroke Outreach Nurse. You will also lead ISU ward rounds and provide support and documentation for notes and multidisciplinary team meetings. You will be readily available to the multidisciplinary team for medical advice and provide regular updates to families. You will provide support to junior doctors or Advanced Nurse Practitioners.

**Location**

**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
* Ensure patients are involved in decisions about their care and respond to their

views.

**Quality Improvement, Research or Training in Teaching**

* Successful applicants will be offered quality improvement methodology training and supervision of a project.
* Successful applicants will be offered protected time for development – which could include teaching skills through the South-East Clinical Educator programme.

**Team Working**

* 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 Edinburgh and the Lothian’s and departmental guidelines on leave including reporting absence.
* Adhere to NHS Edinburgh and the Lothian values.

Training

* This is a Fixed Term locum appointment
* An educational supervisor will be allocated.

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| **Section 5. Contact Information** |

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

Dr Amanda Barugh

Clinical Director

Royal Infirmary of Edinburgh

51 Little France Crescent

Edinburgh

EH16 4SA

**Telephone:** 0131 242 6927 PA

**E mail:** amanda.barugh@nhs.scot

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| **Section 6 Working for NHS Lothian** |

## **Working in the NHS Lothian. Who are we?**

NHS Lothian is an integrated NHS Board in Scotland providing primary, community, mental health and hospital services. Professor Caroline Hiscox the Chief Executive of NHS Lothian and Miss Tracey Gilles the Medical Director.

The NHS Board determines strategy, allocates resources and provides governance across the health system. Services are delivered by Lothian University Hospitals Services (LUHS), the Royal Edinburgh Hospital and associated mental health services, 4-community health (and social care) partnerships (CH(C)Ps) in Edinburgh, West Lothian, East Lothian and Midlothian, and a Public Health directorate.

NHS Edinburgh and the Lothians provides services for the second largest residential population in Scotland – circa 850,000 people. We employ approximately 24,000 staff and are committed to improving all patient care and services and engaging staff in service planning and modernisation.

Further information about NHS Edinburgh and theothians can be found at http://www.nhslothian.scot.nhs.uk/OurOrganisation/Pages/default.aspx.

**Location**

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, Mid 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. London is a short, one hour, flight away and flight connections with London, Amsterdam and Paris offer 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.

**What we can offer you**

Working with NHS Edinburgh and the Lothians offers a variety of opportunities and benefits

* Access to the NHS pension scheme
* Assistance relocating to Edinburgh
* NHS Edinburgh and the Lothians 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 Edinburgh and the Lothians 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 Edinburgh and the Lothians 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.

In conjunction with England, Wales, Northern Ireland and NHS Education for Scotland (NES) NHS Edinburgh and the Lothians 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 Edinburgh and the Lothians, the University 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 Edinburgh and the Lothians Strategic Clinical Framework 2013 – 2020,” consultation document which you will find at www.nhslothian.scot.nhs.uk/OurOrganisation/KeyDocuments.

**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’s 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.

We have discussed 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 http://www.nhslothian.scot.nhs.uk/OurOrganisation/OurHealthOurCareOurFuture/Documents/NHSL%20Strategy%20Summary%20final.pdf

**Our values and ways of working**

NHS Edinburgh and the Lothians 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 Edinburgh and the Lothians – 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 http://www.nhslothian.scot.nhs.uk/OurOrganisation/Pages/OurValues.aspx

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| **Section 7 - Terms and Conditions of Employment** |

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

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| **TYPE OF CONTRACT** | Full Time |
| **GRADE AND SALARY** | LAT ST3 or above |
| **HOURS OF WORK** | 40 |
| **SUPERANNUATION** | New entrants to NHS Edinburgh and the Lothians 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 |
| **GENERAL PROVISIONS** | You will be expected to work with local managers and professional colleagues in the efficient running of services. 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. |
| **TOBACCO POLICY** | NHS Edinburgh and the Lothians operates a **No Smoking Policy** in all premises and grounds. |

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| **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 Edinburgh and the Lothians 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 Edinburgh and the Lothians 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 does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme. |
| **NOTICE** | Employment is subject to 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 Edinburgh and the Lothian’s sites as part of your role. |
| **SOCIAL MEDIDA POLICY** | You are required to adhere to NHS Edinburgh and the 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. |

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| **Section 8 General Information for Candidates** |

**Data Protection Act 1988**

Please note that any personal information obtained from you throughout the recruitment process will be collected, stored and used in line with the Data Protection Act 1998. Information will be available to the recruiting manager and to Human Resources staff.

**Counter Fraud**

NHS Edinburgh and the Lothians 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 Edinburgh and the Lothian’s intranet (Counter-Fraud and Theft page) and further information is available at http://www.audit-scotland.gov.uk/work/nfi.php.

**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 Home Office website www.ind.homeoffice.gov.uk

**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 Edinburgh and the Lothians 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 Edinburgh and the Lothians 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 Edinburgh and the Lothians considers that it has an important role to play as a major employer and provider of services in Edinburgh and the Lothians and accepts its obligations both legal and moral by stating commitment to the promotion of equal opportunities and elimination of discrimination.

The objectives of its policy are that no person or employee receives less favourable treatment on the grounds of sex, disability, marital status, age, race (including colour, nationality, ethnic or national origin), creed, sexuality, responsibility for dependants, 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 at: www.nhslothian.scot.nhs.uk/WorkingWithUs/Employment/Pages/EqualOpportunities.aspx**

**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.
* Once in receipt of the application pack 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 CVs 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 feel free to use additional paper if required. Please do not add your name to any additional information provided; secure it to the relevant section and the Recruitment Administrator will add a candidate number.