

Working for NHS Lothian

JOB TITLE: Consultant in Old Age Psychiatry

JOB REFERENCE: 215308

CLOSING DATE: 07/06/2025

INTERVIEW DATE: 23/06/2025



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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.

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Section 1: Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Training	<ul style="list-style-type: none"> • MRC Psych (or equivalent) • Full GMC registration • Included on the GMC Specialist Register in Old Age Psychiatry, or Specialist Registrars within 6 months of completing their CCT. • Applicants should hold Section 22 approval or be willing to gain approval once in post 	<ul style="list-style-type: none"> • Further qualifications in Old Age Psychiatry or post graduate qualifications. • Qualifications or training in geriatric medicine
Experience	<ul style="list-style-type: none"> • Relevant experience in Old Age Psychiatry, including both organic and functional disorders. • Experience of and skills in multi-disciplinary working. 	<ul style="list-style-type: none"> • Working in a CMHT for older people. • Experience in partnership working. • Specific experience in Outreach Services
Ability	<ul style="list-style-type: none"> • Expertise in community psychiatry for older people and knowledge of modern treatment options. • Ability to train and supervise junior medical staff/medical students/staff from other disciplines. • Good written, verbal and interpersonal communication skills. • A commitment to developing services and working in partnership with social work, voluntary organisations, private providers, patients and carers. 	<ul style="list-style-type: none"> • Skills in psychological/social therapies.
Clinical Governance	<ul style="list-style-type: none"> • Knowledge of basic principles and implementation 	<ul style="list-style-type: none"> • Undertaken specific projects (audit, risk management)
Research	<ul style="list-style-type: none"> • An interest in systematic enquiry 	<ul style="list-style-type: none"> • Published research, on-going projects.
Teaching	<ul style="list-style-type: none"> • Committed to formal and informal teaching and training of ST trainees, 	<ul style="list-style-type: none"> • Experience in teaching doctors and other disciplines. • Undergraduate teaching



	junior doctors and medical students <ul style="list-style-type: none"> • Willingness to complete training to provide educational supervision to junior medical staff • Participation in audit projects 	<ul style="list-style-type: none"> • Experience and training as an educational supervisor
Management	<ul style="list-style-type: none"> • Willingness to develop skills 	<ul style="list-style-type: none"> • Previous experience
Driving	<ul style="list-style-type: none"> • To be able to carry out home visits and visit peripheral hospitals 	<ul style="list-style-type: none"> • Ability to drive
Circumstances of Job	May be required to work at any of NHS Edinburgh and the Lothian's sites	

Section 2: Introduction to Appointment

Job Title: Consultant in Old Age Psychiatry 8 Sessions or part thereof

Department: Old Age Psychiatry – St John's Hospital, Livingston

Base: OPD5, St. John's Hospital, Livingston
You may also be required to work at any of NHS Lothian sites.

Post Summary:

You will be expected to undertake the duties of an Old Age Consultant Psychiatrist, caring for patients from a GP catchment area in clinic and on an assessment ward. You will also be responsible for contributing to a memory clinic, along with a dedicated ANP.

Section 3: Departmental and Directorate Information

NHS Lothian

NHS Lothian is an integrated NHS Board in Scotland providing primary, community, mental health and hospital services. Mr Calum Campbell is Chief Executive and Miss Tracey Gillies is Medical Director.

The NHS Board determines strategy, allocates resources and provides governance across the health system. Services are delivered by Lothian University hospitals division, the Royal Edinburgh Hospital and Associated mental health services, 4 community health (and social care) partnerships (HSCPs) in City of Edinburgh, West Lothian, East Lothian and Midlothian, and a Public Health directorate.

NHS Lothian serves a population of 850,000.



St John's Hospital (SJH) opened in 1989 and is located in the centre of Livingston, a new town about 30 minutes' drive west from Edinburgh. The hospital provides for most common specialties but does not have emergency general surgery or orthopaedic trauma surgery. There are 24 wards in total consisting of:

- Medical Admissions Unit, 3 General Medical wards and a CCU/medical HDU.
- 5 Psychiatric wards including an Intensive Psychiatric Care Unit, Psychiatry for the Elderly, General Adult Psychiatry ward, The Regional Eating Disorders Unit and a Post-natal Psychiatric unit.
- 3 Medicine for the Elderly wards including a Stroke Unit, Orthopaedic Rehabilitation Unit and a General Rehabilitation ward.
- 4 Surgical wards including Plastic Surgery, Regional Burns Unit, Oral and Maxillofacial Surgery, ENT and General Surgery (Elective).
- 4 Obstetrics & Gynaecology wards including a Labour Suite.
- 1 Paediatric ward.
- 1 Observation Ward attached to the A&E Department.
- The Regional Eating Disorders Unit for South East Scotland.

There are full supporting Laboratory and Diagnostic Radiology Services (including CT, Ultrasound and NM) with PACS archive and an electronic patient management system (TRAK) linked across NHS Lothian.

The hospital has been accredited full teaching hospital status by the University of Edinburgh. There is a full range of lecture theatres, a library and AV facilities.

1 Mental Health Services In West Lothian

The Mental Health Services in West Lothian are managed by the local Health and Care Partnership. However, they form part of the Lothian wide services and are integral to the Lothian Mental Health and Wellbeing Strategy. All psychiatric consultants working at St John's Hospital are expected to engage in regional planning for their particular specialty and relevant continuing professional development activities.

In-patient Mental Illness services, including an Intensive Psychiatric Care Unit, and Care of the Elderly with Mental Disorder beds are in St John's Hospital at Howden, Livingston.

There are two regional inpatient services covering the South East of Scotland, a Perinatal Psychiatry Mother and Baby unit and a Regional Eating Disorders unit.

Day Hospital for the Elderly with Mental Disorder services, at St John's Hospital have been fully reconfigured and replaced with community outreach nursing teams. We have a close working relationship with the geriatric outreach team (REACT). There are 8 consultant sessions in old age liaison psychiatry.

In general psychiatry there are 5 Community-based Rehabilitation Day Hospitals [including depot and Clozapine clinics]. Clinical Psychology, Occupational Therapy and Psychiatric Nurses run a range of psychotherapeutic groups in St John's Hospital.



There is a wide range of out-patient clinics, both hospital and primary care based. With Clinical Psychology Services and Community Psychiatric Nursing also based within Health Centres, this offers the opportunity for close networking and liaison with General Practitioners and other community staff.

There is a dedicated team for Mental Health Social Work, and another for Mental Health Officers and Adults with Incapacity.

The Clinical Psychology Department offers dedicated sessions to Care of the Elderly with Mental Disorder, Child and Family Psychiatry, in addition to 8 primary care based clinics.

Occupational Therapy and Physiotherapy Services are provided from within St John's Hospital by the respective departments. The Occupational Therapy service is especially active in Mental Health.

5.1 Staffing

West Lothian Health and Social Care Partnership currently employ 20 Consultant Psychiatrists, including 3.1 WTE in the Care of the Elderly with Mental Disorder; They work alongside Consultant Psychiatrists employed by Royal Edinburgh and Associated Services who work in West Lothian

Medical Staffing

Dr Suzanne Roscrow	Psychiatry of Old Age
Vacancy	Psychiatry of Old Age, liaison
Vacancy (This post)	Psychiatry of Old Age
Dr Kadriya Howcroft	Specialty Doctor, Psychiatry of Old Age
Dr Amy Lindsay	Psychiatry of Old Age
Dr Hinesh Topiwala	Psychiatry of Old Age
Dr Amal Al-Sayegh	General Adult Psychiatry
Dr Angela Haselgrove	Rehabilitation Psychiatry
Dr Amy Martin	Addictions
Dr Cassie Philp	Specialty Doctor Addictions
Dr Louise Mowatt	General Adult Psychiatry (Clinical Director)
Dr David Hayward	General Adult Psychiatry
Dr Lexie Pittock	Liaison Psychiatry
Dr Jude Halford	Liaison Psychiatry
Dr Neelom Sharma	Liaison Psychiatry
Dr Cassandra Smith	General Adult Psychiatry
Dr Zia Nadeem	General Adult Psychiatry
Dr Premal Shah	General Adult Psychiatry (NDD)
Dr Brian Hart	General Adult Psychiatry
Dr Briju Prasad	Speciality Doctor In General Adult

Medical Staffing (Royal Edinburgh)

Dr Ruaridh McKay	Regional Eating Disorder Unit
Dr Susie Hume	CAMHS
Dr Barnie Coyle	Perinatal Psychiatry
Dr Vikki Argent	Perinatal Psychiatry



Supporting Medical Staff

There are 3 Specialist Trainee posts based in West Lothian that are part of the South East of Scotland Psychiatric Rotation. These posts offer training Old Age Psychiatry, General Psychiatry and Child and Adolescent Psychiatry. There are 3 General Practice Vocational Training posts and 3 Foundation Year 2 posts, providing experience in General Psychiatry and Old Age Psychiatry. There is also a Foundation Year 1 post in Liaison Psychiatry.

Specialist Registrar attachments are currently available in General Psychiatry, Liaison Psychiatry, Rehabilitation, Old Age Psychiatry and Child and Adolescent Psychiatry.

5.2 Organisation of Psychiatric Services

Adult Psychiatry including Rehabilitation

The model of general psychiatric care and the organisation of West Lothian services was last reviewed in 2009. Clients with the most complex ongoing needs are cared for by a Consultant in Rehabilitation Psychiatry, using services like the Community Outreach Team and Day Services.

Consultants in General Adult Psychiatry are currently responsible for the acute care of other patient groups and for a sessional commitment to locality based service supporting primary care

Old Age Psychiatry

The consultants share responsibility for the 12 bedded assessment unit within St John's Hospital, patients in the community and dementia HBCCC wards for patients with dementia and challenging behaviour. There are also consultants dedicated to the old age liaison service and memory assessment service.

Liaison Psychiatry

For under 65s a service is provided for St John's Hospital at Howden by a team of Liaison Psychiatrists and psychiatric nurses. This includes the assessment of patients presenting after deliberate self-harm.

Forensic Psychiatry

One Consultant is responsible for the running of the Intensive Psychiatric Care Unit at St John's Hospital. A supra-regional in-patient Forensic Unit is on the Royal Edinburgh Hospital campus.

Child and Adolescent Psychiatry

The Child and Adolescent Psychiatry service based at St John's Hospital is part of the Lothian CAMHS service. A regional inpatient unit is based at the Royal Infirmary of Edinburgh

Addictions Services

West Lothian HSCP provides a service for people with Drug and Alcohol Problems which includes a Consultant Psychiatrist. This provides dedicated community services in West Lothian. Inpatient alcohol services are provided at the Royal Edinburgh Hospital.

Perinatal Psychiatry

The East of Scotland Mother and Baby Unit is in St John's Hospital. The consultant out of hours on-call rota for West Lothian will provide cover for this.

Eating Disorder Services

An inpatient Eating Disorder Unit was opened at St John's Hospital in 2012. The consultant out of hours on-call rota for West Lothian will also provide psychiatric cover for this.



Learning Disability Services

These services are provided across Lothian, and West Lothian is served by a community team with input from a Consultant Psychiatrist.

Scottish Mental Health Service for Deaf People

This team is based at St John's Hospital, with a national remit.

Undergraduate Teaching

Medical staff undertake the teaching of undergraduate medical students from the Universities of Edinburgh and Dundee.

Section 4: Main Duties and Responsibilities

The post is an 8 session post. This is a chance to be part of a well-established team at a time of positive development. 7 sessions will be catchment area work, covering both inpatients, outpatients and liaising with the community team and there is 1 SPA session.

There will also be the possibility of revising the clinical work covered depending on service need and the interests and skills of the successful applicant.

The post-holder will deliver care and promote a multidisciplinary and multiagency approach to a catchment area of approx 9700 (figures from GP lists).

The postholder will be supported by a multi-disciplinary team including junior medical staff and a part-time secretary. Our community mental health team support with triaging referrals and assessing a large proportion of patients before they are allocated to consultant clinics. After the CPN assesses the patient, they may require supervision and will bring the patient back to the team meeting to discuss the presentation and explore options for medication and treatment plan. They can request consultant clinic appointments for the patients they review. The consultant clinics will also contain patients who are under annual review, or some patients who do not have a CPN involved in the case. There is also a social worker embedded into the CMHT who attends the weekly team meeting and will take referrals from any of the team.

This post holder will also be the consultant involved in the memory clinic. Patients to be seen in this clinic are assessed comprehensively by the CPNs, using a structured assessment. The assessments are checked by all of the consultants in this department (particularly checking that all bloods are done before being seen in clinic). This post holder will have 2 memory clinics plus an admin session to see patients for diagnosis and treatment planning. We have on site access to ECG, CT, MRI, SALT and neuropsychology for support with the diagnosis. We can refer for SPECT and DAT scans in other Lothian sites. There is also the cognitive disorder clinic in Edinburgh of complex presentations. There is an ANP who specialises in dementia diagnosis and treatment who support all the memory clinics and will also see patients who require a home visit for diagnosis.

The in-patient ward is supported by an FY2, a core psychiatry trainee, a higher psychiatry trainee, RMNs, OT and physiotherapist. There is one old age psychiatry assessment ward in the hospital that cares for male and female patients, with both functional and organic mental illness. There are 12 beds available.

There is a liaison psychiatry team with a dedicated consultants and nurses for these referrals for over 65 patients.

The post-holder will occupy own office space.



Clinical duties:

- To work jointly with consultant colleagues to lead and shape the provision of Old Age Psychiatry services within West Lothian.
- To promote a multi-disciplinary/multi-agency approach.
- To provide consultant psychiatric input for a clearly defined population (determined by GP practice) including those referred for routine outpatient assessment, managing more urgent referrals, providing medical input into the acute assessment ward and patients under acute outreach care.
- To provide consultant input to the memory clinic.
- To work closely with and provide medical advice to community psychiatric nursing team, the memory treatment team and members of other disciplines (occupational therapy, psychology).
- To be an Approved Medical Practitioner in terms of the Mental Health (Care and Treatment) (Scotland) Act 2003 and the Adults with Incapacity (Scotland) Act 2000 and undertake the required duties in relation to this.
- To provide psychiatric court reports as requested by the local legal authorities and reports in conjunction with aspects of incapacity legislation.
- To participate in the psychiatric consultant on-call rota (currently 1:7.7).
- To participate in cross cover arrangements for other colleagues during periods of annual leave, study leave and short-term sick leave.

Liaison with other agencies

- To provide expert advice to and forge working links with other stakeholder.
- agencies and groups, especially with our partners in West Lothian and also with Primary Care, voluntary organisations and private care providers.

Location:

- Maily based at St. John's Hospital, Livingston. Post holder will be expected when appropriate to assess patients in their own home, at community services or residential facilities.
- As part of your role, you may be required to work at any of NHS Lothian's sites.

Provide high quality care to patients:

- Maintain GMC specialist registration and hold a licence to practice.
- Develop and maintain the competencies required to carry out the duties of the post.
- Ensure patients are involved in decisions about their care and respond to their views.

Research, Teaching and Training:

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

Medical Staff Management:

- To work with colleagues to ensure junior doctors' hours are compliant 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 and to ensure resulting actions are implemented.
- Ensure clinical guidelines and protocols are adhered to by doctors in training and updated on a regular basis.
- Keep fully informed about best practice in the specialty areas and ensure implications for practice changes are discussed with the Clinical Director.
- Role model good practice for infection control to all members of the multidisciplinary team.

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 Lothian and when participating in national or local initiatives
- To work collaboratively with all members of the team.
- To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties.
- Adhere to NHS Lothian and departmental guidelines on leave including reporting absence.
- Adhere to NHS Lothian values.

Continuing Professional Development

NHS Lothian are committed to provide Consultants with time and resources for their Continuing Professional Development (CPD) requirements. There is a local CPD peer group for West Lothian Consultants, which meets monthly, in addition to weekly journal clubs during term time. There is also a well-established peer group of Lothian consultants in Old Age psychiatry which meets monthly in Edinburgh.

Population and Services

Catchment Area, Bed Numbers and Staffing

West Lothian has a total population of 180,000. The Old Age Psychiatry services cover a total over 65 population of 30700 (from GP lists). We have a 12 bedded mixed organic/functional assessment ward (ward 3). There are also 24 long stay beds in community settings for women with advanced dementia and challenging behaviour (In the Rosebery Unit, Whitburn) and 24 also for men (Maple Villa, Craigshill, Livingston).



Patients under the age of 65 with possible dementia are generally initially assessed by general psychiatry, who will usually initiate diagnostic investigations before transferring to the old age service for follow up.

Consultant staffing

- Dr Suzanne Roscrow, Consultant. 2 sessions memory clinic.
- Post A, (this post) Consultant. (8 sessions)
- Dr Amy Lindsay Consultant. P/T (6 sessions)
- Vacant liaison post (10 sessions)
- Dr Hinesh Topiwala (6 sessions)
- Dr Kadriya Howcroft specialty doctor (10 sessions)

Community Psychiatric Nursing Team for the Elderly

There are a large group of CPNEs and clinical support workers working in West Lothian. Weekly meetings are held with consultant staff to discuss caseload and to allocate new referrals. The majority of new patient referrals are allocated to the CPNE service in the first instance, who complete an initial assessment and management plan. They liaise closely with the consultant and request supervision for clinical cases, for the consultant to advise about medication plans or risk management.

Our CPNEs provide acute outreach and have a duty system and ability to provide urgent assessment of acute referrals, in consultation with the medical team. They aim to prevent admissions and facilitate early discharge from the assessment ward. Cover over the weekends when needed is provided by the Acute Care and Support Team (a similar outreach team providing 7 day a week care to patients under 65)

WELPAT (West Lothian Psychological Assessment Team)

This is a psychology led team, consisting of nursing, OT and psychology staff, with a session of consultant time (currently Dr Howcroft). It provides a comprehensive psychosocial assessment of patients living in care settings with organic conditions, providing comprehensive care planning around management of behaviours.

Memory Treatment Service and Post Diagnostic Support Team

Our CPNs do an initial home visit with comprehensive assessment for routine memory clinic referrals and then patients are reviewed in the outpatient clinic for diagnosis and treatment. One consultant currently has 3 sessions (2 weekly clinics and 1 admin session) to make the diagnosis for routine patients and will arrange medication, post diagnostic support etc. If patients have additional psychiatric needs these patients will be passed on to the sector consultant. We have a team of workers from a nursing, OT and psychology background who provide post diagnostic support using a 5 pillars approach. An ANP is embedded into the service and supports the diagnosing of dementia, seeing patients in clinic and completing home visits for those who are unable to attend clinic. For more impaired patients after diagnosis an 8 pillar approach can also be delivered by our CPNs. We can make referrals for CT scans, MRI scans, SPECT scans, neuropsychology assessment and SALT to help with the diagnosis of dementia. We can also refer to the cognitive disorder clinic in Edinburgh for complex cases.

St John's Clinical Psychology Services for Older People



The Clinical Psychology department provides psychological input into the wider service and regularly has Psychology Trainees rotating for 6 month blocks during their postgraduate training.

Medicine for the Elderly Service

There is a good working relationship with the geriatricians at St John's, where they have an admission and rehabilitation wards. There is an outreach assessment and treatment service (REACT) with community geriatricians to support this service. This service aims to prevent admission by providing intensive assessment and multidisciplinary treatment at home. There is a significant overlap with the old age psychiatry patients seen in the community. We have an ANP who offers support to this service for any psychiatric presentation.

Social Services, Voluntary and Private Sectors

We work in close partnership with West Lothian Council Social Work Department as well as the voluntary and private sectors, notably Alzheimer's Scotland, Carers of West Lothian and care homes.

Carers of West Lothian run support and education groups for carers of patients with dementia in conjunction with the occupational therapy staff at St John's.

Alzheimer's Scotland have a well-established early onset (pre-senile) support service in West Lothian and provide counselling and a practical support/befriending service to patients under 65 with dementia and their carers. They have also set up monthly dementia cafes in numerous sites across West Lothian.

The Edinburgh Advocacy Service (EARS) provide advocacy for patient in West Lothian who are over 65.

Research Audit and Teaching

Undergraduate medical students from Edinburgh and Dundee Universities are attached to the Old Age Psychiatry Department on a regular basis, for 3 or 5 day periods.

The Mental Health Directorate has a multi-disciplinary clinical audit group. All medical staff within the hospital are expected to participate in Medical Audit, both by their involvement in ongoing projects and by initiating review of their own work practices.

The Consultant will be supported within his or her NHS responsibilities to undertake research and expected to participate in undergraduate and postgraduate teaching as required. As stated in the advertisement, the Consultant may be offered an appropriate honorary appointment by the University of Edinburgh.

In certain circumstances, where the Consultant concerned has responsibilities for organising teaching in a particular discipline or has a research interest which extends beyond the duties of his/her NHS post, the Trust and the University may agree that a Consultant be offered a part-time Senior Lecturer appointment with specific sessional allocation. Such appointments will be subject to reconsideration by the Trust, the University and the Consultant at intervals of not less than 3 years, and, in the event of the contract being modified by the reduction or elimination of academic sessions, the Consultant would be entitled to continue in the same number of total sessions, all of which would then be devoted to Health Service work. If the successful candidate wished to be considered for a part time Senior Lecturer post, it would be necessary for the appointee to make special application to the Division, giving full details of the work to be undertaken.



There is an active psychiatric postgraduate programme at St John's Hospital every Tuesday from lunchtime during academic terms. Consultants, and other members of the teams, present cases, journal clubs and there are also external speakers. There are also regular CPD sessions.

Section 5: NHS Lothian – Indicative Job Plan

Post: Consultant in Old Age Psychiatry

Specialty: Old Age Psychiatry

Principal Place of Work: St John's Hospital

Contract: 8 sessions

Managerially responsible to: Clinical Director

**Timetables of activities that have a specific location and time:
Indicative Job Plan (Negotiable at Job Planning, and may be varied depending on what days the postholder works)**

DAY	AM	PM
MONDAY		
TUESDAY	CMHT Meeting	SPA options Local Tuesday lunch time teaching Monthly Lothian old age consultants meeting and teaching (SOAP) Audit/QI/service development
WEDNESDAY	Ward reviews	Clinic (catchment area)
THURSDAY	Emergency reviews (if required)	Ward round Ward reviews Family meetings
FRIDAY	Admin	Clinic/Ward Review
		Total 8 sessions

Job Plan and Conditions of Service

The job plan will be agreed with the successful candidate and approved by the Clinical Director.



Section 6: Contact Information

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

Dr Louise Mowatt
Consultant Psychiatrist/Clinical Director
St John's Hospital
Howden Road West
Livingston
West Lothian
EH54 6PP
TEL: 01506 523771
Email: louise.mowatt@nhslothian.sot.nhs.uk

Dr Suzanne Roscrow
Consultant Psychiatrist in Old Age Psychiatry
St John's Hospital
Howden Road West
Livingston
West Lothian
EH54 6PP
Tel: 01506 523759
Email: suzanne.roscrow@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



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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.

What we can offer you

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

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

Teaching and Training Opportunities

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

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

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

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

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

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.



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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>



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

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.

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	PERMANENT
GRADE AND SALARY	Consultant £96,963 - £128,841
HOURS OF WORK	40 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-imburement 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 fulfil their potential in a workplace free from discrimination and harassment where diverse skills, perspectives and backgrounds are valued.

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

Equal Opportunities Policy Statement

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

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

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



NHS Scotland Application Process

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

