**How to use this job pack:**

* All photos have been checked for use and referenced where required please do not change them
* YELLOW highlighted sections – This is for the Hiring Manager to update with the specifics of the department and post being advertised.
* GREEN highlighted sections – Please check these and update as required for your specific post.
* Remove all highlights once updated
* Please try not to copy and paste from previous documents, all formatting is correct within this document.
* Section 1 Advertisement – Please add in the summary description of the post and attributes you are looking for. We will use this page within the advert section on jobtrain and the BMJ.
* Section 4 Department information – use this section to sell your Department and explain how/why it works so well, why someone would want to come and work here, awards received etc
* Hiring Managers are required to ensure the content of this document is correct and formatted correctly. If you are having difficulties or wish to change any of the non highlighted sections please email tay.medicalrecruitment@nhs.scot

We are able to advertise your post on the NHS Tayside Jobs Facebook page and NHS Twitter feed. Please advise if you wish for us to do this. If you wish for your advert to be placed in the printed BMJ please advise so that we can meet advertising deadlines.

We are able to assist with advertising of your post within other journals, please discuss this with the team.

This Document along with the RAAF should then be emailed to tay.medicalrecruitment@nhs.scot for advertising

**Position: Clinical Fellow (ST3+ Equivalent)**

Full-time Clinical Research within

Neuroprogressive and Dementia Network

Fixed Term Contract (12 months)

**Closing Date: 3rd June 2025**

**Applicant Information**

A large ship next to a body of water

AI-generated content may be incorrect.



Kinnoull Hill, Perth: Visit Scotland / Kenny Lam

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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Lunan Bay, near Montrose: Visit Scotland / Paul Tomkins Cairngorm Ski Resort: Visit Scotland / Kenny Lam

NHS Tayside



Clinical Fellow (ST3+ Equivalent)

Clinical Research

Fixed Term Contract (12 months)

NHS Tayside is offering an exciting opportunity for a highly motivated clinician with a strong interest in **Neurology, clinical research, and clinical trials** to join the **Neuroprogressive and Dementia Network (NDN)** at Ninewells Hospital and Medical School, Dundee.

The **NDN**, funded by the Scottish Chief Scientist Office, supports clinical research into neurodegenerative diseases such as **Alzheimer’s disease, Multiple Sclerosis, Motor Neurone Disease, and Huntington’s disease**, with a particular emphasis on **Parkinson’s disease**. A key opportunity will be to contribute to a **global cross-sectional biomarker study** under the **Michael J. Fox Foundation's LITE Initiative**, led by the University of Dundee:🔗 MJFF LITE Initiative

We welcome applicants looking to build a career in **clinical and academic neurology** **or clinical neuroscience**. There is strong institutional support for clinician scientist development. Flexible working arrangements, including less-than-full-time roles, will be considered.

### ****Essential Criteria****

* Full GMC registration and licence to practise at time of appointment
* Completion of a UK Foundation Programme and at least two years of post-Foundation clinical experience (or equivalent), ideally in medical specialties.

Informal enquiries can be made to: Dr. Susan Angus, Consultant Old Age Psychiatrist, Neuroprogressive and Dementia Network, Level 7, Ninewells Hospital and Medical School, Dundee, DD1 9SY Tel: 01382 423086 E-mail: susan.angus3@nhs.scot

Dr. Esther Sammler, Senior Clinical Lecturer, University of Dundee and Honorary Consultant Neurologist, NHS Tayside. E-mail: e.m.sammler@dundee.ac.uk

**Closing Date: 3rd June 2025** but may close earlier if sufficient number of applicants apply. If interested, please apply as soon as possible.

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**. Our proposed interview date is 13th June 2025**

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, rolling gold courses, quaint coastal villages and beyond them Scotland’s famous mountains and glens – providing a range of lifestyle choices and house prices unbeaten by other Scottish cities.

The salaries of employees in Dundee currently go further on the property ladder than in most of UK cities. The range of properties within commuting distance to Dundee covers a wide spectrum – from rambling country houses and seaside cottages to handsome town villas and sleek city quay apartments. Dundee has put enormous effort into the redevelopment of the city centre and its stunning waterfront along the Tay is now being developed.

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. Excellent shopping sits side-by-side with a vibrant cultural quarter – home to Scotland’s award-winning Dundee Rep Theatre and the highly acclaimed Dundee Contemporary Arts which has become a lively social hub and film house as well as a champion of leading edge arts. 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.

Further information about these areas can be found by clicking these links

Dundee Angus Perth & Kinross Fife Scotland

A stone castle on a rocky beach

AI-generated content may be incorrect.A city next to a body of water

AI-generated content may be incorrect.

Tay Rail Bridge see from The Law: Visit Scotland / Kenny Lam St Andrews Castle: Visit Scotland / Kenny Lam

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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, Professor Grant Archibald, our Medical Director, Dr Pamela Johnston and our Executive Director of Nursing, Claire Pearce.

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 the UK for Medicine in the Complete University Guide 2021 and the Guardian University Guide 2021, 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.

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. 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

**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



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

NHS Research Scotland’s Neuroprogressive and Dementia Network supports research into neuroprogressive diseases such as Parkinson’s Disease, Alzheimer’s Disease, Multiple Sclerosis, Motor Neurone Disease and Huntingtons’ Disease. The Network has sites in Dundee, Edinburgh, Aberdeen and Glasgow, with the teams working to give everyone in Scotland the opportunity to take part in clinical research.

In Dundee our small, cohesive, multi-disciplinary team based at Ninewells Hospital and Medical School raises public and professional awareness of the opportunities for people in Tayside to participate in clinical research. We deliver a variety of observational and interventional clinical trials with our current portfolio having a particular focus on Parkinson’s disease. Clinical trials are predominantly delivered within the modern and purpose built Clinical Research Centre.

Currently we are delivering a number of commercial and non-commercial Phase II and III CTIMP (Clinical Trials of Investigational Medicinal Products) multi-centre clinical trials and Non-CTIMP observational, longitudinal studies and disease registries. Some examples include:

* Parkinson’s disease - 5 active trials and 4 at set up stage. A key opportunity will be to contribute to a **global cross-sectional biomarker study** under the **Michael J. Fox Foundation's LITE Initiative**, led by the University of Dundee:🔗 MJFF LITE Initiative
* Alzheimer’s disease – 2 active trials and 2 blood biomarker studies at set up stage.
* Motor Neurone Disease – 1 active trial
* Multiple Sclerosis – 1 active trial
* Huntington’s disease – 1 active trial
* Our site receives notification of new trials regularly and we are aware of many pipeline studies.

The Tayside team comprises of:

1. Senior Medical Staff – Sessional input from Consultant Neurologists, a Consultant Psychiatrist and a Consultant Medical Geneticist act as Principal Investigators and Sub-Investigators.
2. 1 WTE\* Junior Medical Staff – this post
3. 1 WTE Senior Clinical Studies Officer
4. 2 WTE Clinical Studies Officer
5. 0.4 WTE Parkinson’s Disease Specialist Nurse
6. Administrative support

\*WTE – Whole Time Equivalent

The team are supported by NHS Tayside’s Research and Development Department.

Patient safety and satisfaction is at the core of our research activity and we are committed to ensuring that all members of the team receive training and support to deliver clinical research to the highest standards. Although this is not a recognised training post the post holder will be supported by supervising clinicians.

There is an expectation that applicants have a genuine interest in neurology and experience in assessing, investigating and managing neurological conditions. They should be competent in performing lumbar punctures. Applicants should be able to explain why this post, at this time will progress their professional development and career aspirations.

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

Responsibilities within the team will be:

* Complete training for the various clinical trials to be able to fulfil role as Sub-Investigator and/or Rater.
* Prioritise patient safety and satisfaction.
* Communicate effectively with patient, families, carers and colleagues.
* Pre-screen potential participants for relevant clinical trials.
* Consent participants to clinical trials.
* Complete screening visits and confirm eligibility for clinical trials.
* Conduct study activities such as physical examination, cognitive assessment, various rating scales, ECGs, venepuncture, intravenous cannulation, lumbar punctures and respiratory function tests.
* Interpret abnormalities noted whilst completing study activities and be able to manage these appropriately.
* Prescribe trial medication.
* Assess, manage and report adverse events.
* Support non-medical members of the team with queries related to patient safety such as changes in physical health and concomitant medication.
* Complete clinical trial files and databases to a high standard.

Indicative Job Plan:

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| --- | --- | --- | --- | --- | --- |
|  | Monday | Tuesday | Wednesday | Thursday | Friday |
| AM | Michael J Fox Foundtion's LITE Initiative | Direct Patient Clinical Trial Activity | Direct Patient Clinical Trial Activity | Direct Patient Clinical Trial Activity | Michael J Fox Foundtion's LITE Initiative |
|  |  |  |  |  |  |
| PM | Michael J Fox Foundtion's LITE Initiative | Admin related to trial activity | Michael J Fox Foundtion's LITE Initiative | Admin related to trial activity Weekly Team Planning Meeting | Training to ensure competent to participate in clinical trial activity |

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| **SECTION 6: PERSON SPECIFICATION** |

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** |
| **QUALIFICATIONS:** | * Medical Degree MBChB/MBBS | * MRCP(UK) * Eligibility for the specialist register in general internal medicine |
| **ELIGIBILITY:** | * Be eligible for full registration with, and hold a current licence to practise from the GMC at the advertised post start date * Be eligible to work in the UK. * Have at least 24 months’ experience in medical specialties post Foundation Year Training (of which at least 18 months must include the care of acute medical in-patients). * There is an expectation that the successful candidate has experience in assessing, investigating and managing neurological conditions. * There is an expectation that the successful candidate has a genuine interest in neurology and is able to explain why this post, at this time will progress their professional development and career aspirations. | * Have evidence of achievement of Internal Medicine Stage 1 capabilities via one of the following methods:  1. UK Internal Medicine Stage 1 Training 2. UK ACCS (Internal Medicine) 3. UK Broad Based Training (medicine route) 4. A standalone UK IMY3 programme (following completion of UK core medical training/ACCS (acute medicine) 5. JRCPTB internationally level 3 accredited equivalent Internal Medicine Stage 1 6. Successful completion of one of the programmes listed above, evidenced by ARCP 7. Completion of UK ST3 in General Internal Medicine and satisfactory progress for any subsequent GIM training 8. Evidence of achievement of Internal Medicine Stage 1. Acceptable evidence is only permitted via the Alternative Certificate to Enter Group 1 Higher Physician Specialty Training |
| **FITNESS TO PRACTICE:** | * Is up to date and fit to practise safely |  |
| **LANGUAGE SKILLS:** | * Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues, as assessed by the General Medical Council |  |
| **HEALTH:** | * Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice) |  |
| **CAREER PROGRESSION:** | * Be able to provide complete details of their employment history. * Have evidence that their career progression is consistent with their personal circumstances. * Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training/clinical experience. |  |
| **CLINICAL EXPERIENCE:** | * Evidence of Completion of UK Based Foundation Programme or evidence of equivalent competencies * Have at least 24 months’ experience in medical specialties post Foundation Year Training (of which at least 18 months must include the care of acute medical in-patients). * There is an expectation that the successful candidate has experience in assessing and managing neurological conditions. | * Advanced Life Support Qualification (ALS) Provider * At least two years experience of working within the NHS. |
| **CLINICAL SKILLS:** | * Able to prioritise clinical need. * Demonstrates ability to manage acute medical conditions, including emergencies. * Able to work without direct supervision where appropriate. |  |
| **RESEARCH, AUDIT AND QUALITY IMPROVEMENT:** | * Demonstrates understanding of research, including awareness of ethical issues. * Demonstrates understanding of the basic principles of clinical risk management, evidence-based practice, patient safety and clinical quality improvement initiatives. * Evidence of involvement in a quality improvement or formal research project * Demonstrates knowledge of evidence informed practice * Demonstrates an understanding of clinical governance. | * Demonstrates an understanding of research methodology. * Evidence of relevant academic and research achievements, and involvement in a formal research project * Evidence of relevant academic publications * Evidence of involvement in a quality improvement project or other activity which:   Uses recognised QI methodology.  Focuses on patient safety and clinical improvement.  Demonstrates an interest in and commitment to the neurology. |
| **TEACHING:** |  | * Evidence of teaching experience and/or training in teaching |
| **PERSONAL SKILLS:** | Communication Skills:   * Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate. * Able to build rapport, listen, persuade and negotiate.   Problem Solving and Decision Making:   * Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach.   Empathy and Sensitivity:   * Capacity to take in others’ perspectives and treat others with understanding; sees patients as people. * Demonstrates respect for all.   Managing Others and Team Involvement:   * Able to work in multi professional teams and supervise junior medical staff. * Ability to show leadership, make decisions, organise and motivate other team members, for the benefit of patients. * Capacity to work effectively with others.   Organisation and Planning:   * Capacity to manage/prioritise time and information effectively. * Capacity to prioritise own workload and organise ward rounds. * Evidence of thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines)   Vigilance and Situational Awareness:   * Capacity to monitor developing situations and anticipate issues.   Coping with Pressure and Managing Uncertainty:   * Capacity to operate under pressure. * Demonstrates initiative and resilience to cope with changing circumstances. * Is able to deliver good clinical care in the face of uncertainty.   Values:   * Understands, respects and demonstrates the values of the NHS (e.g., everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion) | Management and Leadership Skills:   * Evidence of involvement in management commensurate with experience * Demonstrates an understanding of NHS management and resources. * Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or another workplace based assessments. * Evidence of effective leadership in and outside medicine   Other:   * Evidence of achievement outside medicine   Evidence of altruistic behaviour e.g., voluntary work |
| **PROBITY:** | * Demonstrates probity (as outlined by the GMC) |  |
| **COMMITMENT TO SPECIALITY – LEARNING AND PERSONAL DEVELOPMENT:** | * Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative) * Demonstrable interest in, and understanding of, the specialty. * Commitment to personal and professional development * Evidence of self-reflective practice | * Extracurricular activities / achievements relevant to the specialty * Evidence of participation at meetings and activities relevant to the specialty * Evidence of attendance at organised teaching and training programme(s) relevant to the specialty |

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| **SECTION 7: FURTHER INFORMATION / CONTACT DETAILS** |

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

Dr Susan Angus, Consultant Old Age Psychiatrist, Neuroprogressive Dementia Network, Level 7, Ninewells Hospital and Medical School, Dundee, DD1 9SY Tel: 01382 423086 E-mail: susan.angus3@nhs.scot

Dr. Esther Sammler, Senior Clinical Lecturer, University of Dundee and Honorary Consultant Neurologist, NHS Tayside. E-mail: e.m.sammler@dundee.ac.uk

Application Process:

To apply for this post please complete the application via https://apply.jobs.scot.nhs.uk/. NHS Scotland does not accept CV’s 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. 3rd June 2025

Proposed date(s) for interview: Friday 13th June 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.

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 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** | Clinical Fellow ST 3+ Equivalent |
| **TYPE OF CONTRACT** | Fixed Term |
| **Hours of work** | 40 hours per week |
| **Location** | Ninewells Hospital and Medical School  You may be required to work at any of NHS Tayside sites as part of your role. |
| **Salary** | £52,177 to £65,875 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 Clinical Fellow ST post or previous non-NHS experience equivalent to that gained in a NHS Clinical Fellow ST post.  Salary is paid monthly by Bank Credit Transfer into a UK bank account |
| **Leave** | You are entitled to 28 days annual leave with full pay each year, plus 8 statutory holidays. For part-time staff, this will be calculated on a pro-rata basis based on the days and/or hours worked each week. Your annual leave will rise to 33 days on reaching the 3rd incremental point. |
| **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 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 Kingdon. 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. |
| **MONITORING OF WORKING PATTERNS** | You are required to work with your employer to identify appropriate working arrangements or other organisational changes in working practices in line with the requirements of the European Working Time Regulations and the New Deal and to comply with reasonable changes following such discussion. |
| **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 Perth Royal Infirmary