



Locum Appointment for Training (LAT) at ST3+ Level in Paediatrics

Applicant Information



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

Locum Appointment in Training (LAT) at ST3+ level in Paediatrics

Fixed Term 6th August 2025 – 4th
August 2026

Full time

40 hours per week



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

NHS Tayside seeks to appoint a Locum Appointment for Training (LAT) at ST3+ level in Paediatrics. This post is fixed term until August 4th 2026, with the possibility of extension.

Tayside has an excellent reputation for being a friendly and supportive environment with a passion for paediatric training. This post will be two 6 month placements and will be based in either neonatology or acute general paediatrics in the first instance, but specialist rotations may be possible if desired. Applicants will be expected to work on the middle grade (tier 2) rota which has a 1 in 8 on-call.. Candidates should have their TAS, FOP and AKP (or MRCPCH part 1 and part 2) or equivalent. We have an exceptional record of supporting candidates to achieve their MRCPCH clinical exam.

The post holder must (at the time of commencement of employment) have full registration with the GMC and a license to practice and have completed a UK based Foundation Programme or have evidence of equivalent foundation competencies. They should be able to provide evidence of achievement of paediatric capabilities equivalent to a trainee who has completed ST2, as defined by the Paediatric RCPCH Progress+ curriculum.

If subsequently appointed to a relevant Specialty Training Programme through open competition, documented competences achieved through a LAT can count towards CCT, or towards a CESR application for those not entering an approved Specialty Training Programme.”

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

Informal enquiries can be made to:

Dr Helen Dunne (Clinical Care Group Director) Helen.dunne@nhs.scot

Dr Joanna Chisholm (training program director) Joanna.Chisholm@nhs.scot

Dr Emma Cockburn (Paediatric Staffing Lead) Emma.cockburn2@nhs.scot

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

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

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

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 golf 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 leady 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](#)



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



St Andrews Castle: Visit Scotland / Kenny Lam

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 Interim Chief Executive, Professor Caroline Hiscox, our Medical Director, Dr James Cotton and our Executive Director of Nursing, Claire Pearce.

Our NHS Tayside Vision

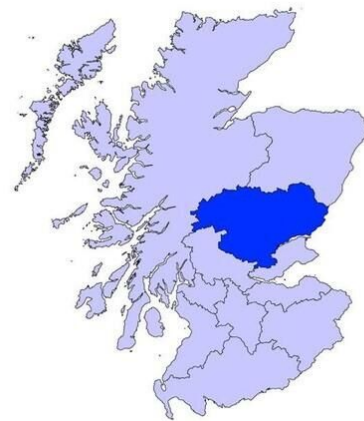
“Everyone has the best care experience possible”

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
- Cycle to Work Scheme

Tayside has an excellent reputation for being a friendly and supportive environment with a passion for paediatric training. These posts will be based in either neonatology or acute general paediatrics in the first instance, but specialist rotations may be possible if desired.

The successful applicant will have access to RCPCH portfolio. They will have support from a Clinical and Educational Supervisor and shall be subject to regular Annual Review of Competence Progression (ARCP) process similarly to a Specialty trainee in Paediatrics.



Section 4: PAEDIATRIC SERVICES IN TAYSIDE

Ninewells Hospital

Tayside Children's Hospital is one of 4 Children's Hospitals in Scotland and sited within the purpose built Ninewells Hospital and Medical School complex. It has a general paediatric ward with 31beds (5 HDU) and 10 paediatric day surgery beds. There is a purpose built Children's theatre suite, a dedicated Children's out patient department, a Paediatric assessment area and Clinical Investigation Unit.

The Neonatal Service has a neonatal intensive care unit of 21 cots (7 intensive/high dependency care, 10 special care, 1 isolation room and a 4 bed transitional care area). It provides tertiary level intensive care services with a limited neonatal surgical service. Other than major neonatal surgery, infants are only transferred out for ECMO or urgent cardiology intervention.

Community Child Health Service

This is based in the Armitstead Child Development Centre at Kings Cross plus special Community Child Health facilities in health centres, schools and local clinics, across Tayside. This includes Dundee City, Perth City and Angus. Community Child Health also provides well established secondary level services through specialty teams in Complex Disability, Special Needs, Child Protection, Social Paediatrics, School Health and Audiology.

Specialist Services

There are well established multidisciplinary specialist clinical services in Tayside. This includes endocrinology & diabetes, respiratory diseases, allergy, cardiology, renal, rheumatology, epilepsy, neurodisability, gastroenterology, neurology, haematology, immunology, oncology and child protection. Tayside consultants lead the development of regional networks in several of these specialties.

2. The Posts

Job Title: LAT at ST3+ level in Paediatrics

Accreditation of Post: Accredited by the GMC for run through training in Paediatric Medicine

Tayside Staff Numbers and Positions (May 2025)

There are 32 Consultant Paediatricians working across Tayside in general paediatrics, community paediatrics and neonates.

Specialty Interests

(Consultants + career grade staff)

Respiratory	Dr McCormick, Dr Poulton, Dr Connolly
Endocrinology & Diabetes	Dr Conway, Dr Webster
Neurology	Dr Jollands, Dr Brink, Dr Hewawitharana
Neonatal Medicine	Dr Shaw, Dr Scotland, Dr Drimmie, Dr Wefers, Dr Bhushan, Dr Brown, Dr McKerracher
Oncology & Haematology	Dr Cockburn, Dr Husselbee, Dr Gunaratne
Cardiology	Dr Goldman, Dr Scotland
Nephrology	Dr Oswald
Gastroenterology	Dr Gannon, Dr Hansen
Paediatric HDU	Dr Clerihew
Complex disability	Dr Robertson, Dr Lawlor, Dr McInally
Community Child Health	Dr Colvin, Dr Fraser, Dr Dunne, Dr Chisholm, Dr Campbell, Dr Snee, Dr Aird, Dr Dyker, Dr Li
Child protection	Dr Lawlor, Dr Goldman, Dr Colvin, Dr Fraser, Dr Chisholm, Dr McInally
Audiology	Dr Snee, Dr Cameron
Visual Impairment	Dr Campbell

SECTION 5: MAIN DUTIES AND RESPONSIBILITIES (Job Description)

The Appointment

The appointment is for a LAT's at ST3+ level to join the Acute Paediatric Team and the Neonatal team. This forms part of the Women, Child and Families Group within NHS Tayside. The duties of the post are within the clinical services as described above in section 4:

Run-through Training Programme in Medical Paediatrics

Training is divided into level 1 – Core Paediatrics (ST1-4), and level 2 – Specialty Paediatrics (ST5-7).

Level 1 training lasts four years and is for the trainee to gain supervised experience in the management of the common paediatric problems in a range of clinical settings. This focuses on the general paediatric inpatient setting, acute referral unit and Neonatal Unit. Additional areas of experience can be incorporated as appropriate including community child health and child and adolescent mental health. Trainees will be expected to transition to tier 2 working by the end of ST3, with suitable support, supervision and assessment. The majority of trainees in Tayside progress to middle grade working at the beginning of ST3. During the level 1 period, trainees are expected to gain membership of the Royal College of Paediatrics and Child Health with the opportunity to complete the MRCPCH clinical exam while working at tier 2 level.

In level 2 training all trainees follow the generic syllabus plus either general paediatrics (with or without a SPIN), or a paediatric sub-specialty. Training rotations will depend of career choices and may include PICU, tertiary neonates, gastroenterology, diabetes and endocrine, haematology and oncology, respiratory, cardiology or renal medicine, alongside acute and general paediatrics, neonates and community child health.

Additionally there are opportunities for developing an academic interest via the 2 academic clinical fellow posts incorporated into the program

Out of Hours

The post has on-call rota which is 1 in 8 working on the tier 2 paediatric or neonatal rota. It is a requirement of the post that the holder will cover, as part of the contracted duties, annual, statutory and study leave taken by colleagues sharing the same rota.

Service & Out of Hours Timetable

Full shift working pattern 48 hours per week with prospective cover.

	Paediatrics	NICU
Level 1	One or two of: <ul style="list-style-type: none"> - FY1 or FY2 - GPST2 - BBT - ST1 or ST2 	One of: <ul style="list-style-type: none"> - FY1 - GPST2 - BBT - ST1 or ST2 - ANNP
Level 2	One of: <ul style="list-style-type: none"> - ST3-8 Trainee - Specialty doctor 	One of: <ul style="list-style-type: none"> - ST3-8 Trainee - ANNP
Level 3	Consultant Paediatrician	Consultant Neonatologist

Level 2 Gen Paeds/ NICU - 1:8 on call

Additional Duty Hours:

The contracted hours attaching to this post are expressed as follows:

Standard working week - 40 hours

When the post holder is requested to provide cover as on a Locum basis outside his/her own job description in circumstances other than emergencies and unforeseen circumstances, the Health Board will contract with him/her for the purposes at the standard ADH locum rate in accordance with the conditions of service. Locum payments following a

period defined as an emergency or unforeseen circumstances will not be retrospective to cover the emergency etc. period.

Outpatient Clinics

Training grades will be allocated set outpatient clinic commitments depending on their attachment. Clinics are delivered as either face to face, virtual or phone appointments.

Teaching

The appointee will be expected to undertake teaching of undergraduates under the direction of the Child Health Teaching lead, Dr Connolly and of other medical and nursing personnel as required.

Postgraduate Training Programme

Weekly Grand Rounds are held within the Neonatal and General Paediatric Service in Ninewells, there is also a weekly paediatric radiology meeting. In addition other weekly and monthly meetings are held by the various paediatric subspecialty teams and in Neonatology. These meetings are a hybrid of in person and virtual and a weekly programme is circulated on a Friday.

This post is educationally approved and has associated funding for Study Leave from the NHS Education for Scotland.

Emergencies and Unforeseen Circumstances

The junior doctor accepts that he/she will also perform duties in occasional emergencies and unforeseen circumstances at the request of the appropriate consultant in consultation where practicable, with his/her own colleagues both senior and junior. It has been agreed between the Professions and the Department, that while juniors accept that they will perform such duties it is stressed that additional commitments arising under this sub-section are exceptional and in particular that juniors should not be required to undertake work of this kind for prolonged periods or on a regular basis.

It is the responsibility of the Consultant(s) to determine whether a particular situation can be described as an emergency.

YOUR ROLES

Provide high quality care to patients:

- Maintain GMC specialist registration and hold a licence to practice
- Develop and maintain the competencies requires to carry out the duties of the post

- Ensure patients and families are involved in decisions about their care and respond to their views

Governance

- Participate in clinical audit, incident reporting and analysis to ensure resulting actions are implemented
- 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 work collaboratively with all members of the team
- To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties
- Adhere to NHS Tayside and departmental guidelines on leave including reporting absence
- Adhere to NHS Tayside values

SECTION 6: PERSON SPECIFICATION

PAEDIATRICS – ST3

ENTRY CRITERIA	
<p>Essential Criteria</p> <p>Qualifications:</p> <p>Applicants must have:</p> <ul style="list-style-type: none"> • MBBS or equivalent medical qualification • Success in 2 of the 3 written MRCPCH papers at time of application and within the last 7 years 	<p>When is this evaluated? Application form</p>
<p>Eligibility:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be eligible for full registration with, and hold a current licence to practise from, the GMC at intended start date • Evidence of achievement of paediatric capabilities commensurate with a trainee who has completed ST2, as defined by the Paediatric RCPCH Progress+ curriculum, by point of application. • Be eligible to work in the UK by the intended start date 	<p>When is this evaluated? Application form, interview/selection centre</p>
<p>Fitness to practise:</p> <p>Is up to date and fit to practise safely and is aware of own training needs.</p>	<p>When is this evaluated? Application form References</p>
<p>Language skills:</p> <p>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</p>	<p>When is this evaluated? Application form, pre-employment health screening</p>
<p>Health:</p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	<p>When is this evaluated? Application form, pre-employment health screening</p>
<p>Career progression:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be able to provide complete details of their employment history. • Have evidence that their career progression is consistent with their personal circumstances. 	<p>When is this evaluated? Application form Interview/selection centre</p>

<ul style="list-style-type: none"> • Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training. • Have at least 12 months' experience of working in Paediatrics; this must include at least 6 months in Neonatology at the point of application and 6 months in General Paediatrics (not including Foundation modules) by time of application. • Have notified the Training Programme Director of the Specialty Training Programme within which they are currently enrolled (if applicable) if applying to continue training in the same specialty in another region. • Applicants must not have previously relinquished or been released / removed from a training programme in this specialty, except if they have received an ARCP outcome 1 or under exceptional circumstances • Not already hold, nor be eligible to hold, a CCT/CESR in the specialty they are applying for and/or must not currently be eligible for the specialist register for the specialty to which they are applying 	
<p>Application completion: ALL sections of application form completed FULLY according to written guidelines.</p>	<p>When is this evaluated? Application form</p>

SELECTION CRITERIA		
Qualifications		
<p>Essential Criteria</p> <ul style="list-style-type: none"> • As Above 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> • Any postgraduate university qualifications (not including 'Honorary' MA) 	<p>When is this evaluated? Application form, interview/selection centre References</p>
Clinical Skills - Clinical Knowledge & Expertise		
<p>Essential Criteria</p> <ul style="list-style-type: none"> • Ability to apply sound clinical knowledge, skills, and judgement to improve patient care. • Recognition of, and ability to undertake the initial management of, an acutely ill patient in a paediatric and neonatal setting. • Demonstrable competence of, and recognition of safeguarding concerns around children and young people with appropriate escalation¹ • At least 6 months experience in neonatal medicine at point of application • At least 6 months experience of general paediatric services at the time of application. 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> • Demonstrable competence of training in paediatric and neonatal life support 	<p>When is this evaluated? Application form Interview/selection centre References</p>
Academic Skills		
<p>Essential Criteria</p> <p>Research, Audit and Quality Improvement:</p> <ul style="list-style-type: none"> • Demonstrates understanding of research, including awareness of ethical issues. • Demonstrates understanding of the basic principles of audit and clinical quality improvement projects, clinical risk management, evidence-based practice, and patient safety. <p>Teaching:</p> <ul style="list-style-type: none"> • Evidence of interest in, and experience of, teaching • Can describe reflection of teaching feedback. • Can describe use of the teaching evaluation in improving quality of teaching. 	<p>Desirable Criteria</p> <p>Research, Audit and Quality Improvement:</p> <ul style="list-style-type: none"> • Evidence of relevant academic and research achievements, e.g., degrees, prizes, awards, distinctions, publications, presentations, other achievements • Evidence of active participation in audit and quality improvement projects 	<p>When is this evaluated? Application form Interview/selection centre</p>

Personal Skills		
<p>Personal Skills – Essential Criteria</p> <p>Communication skills:</p> <ul style="list-style-type: none"> • Demonstrates clarity in written/spoken communication. • Ability to build rapport, listen, persuade, and negotiate. <p>IT skills:</p> <ul style="list-style-type: none"> • Demonstrates information technology skills. <p>Problem solving and decision making:</p> <ul style="list-style-type: none"> • Capacity to use logical thinking to solve clinical problems/make decisions. <p>Empathy and sensitivity:</p> <ul style="list-style-type: none"> • Capacity to take in others’ perspectives and treat patients, parents, carers, and fellow staff members with respect and humility. • Ensures that everyone is listened to and respected. <p>Managing others and team involvement:</p> <ul style="list-style-type: none"> • Able to work in multi-disciplinary teams. • Ability to show leadership, make decisions, organise, and motivate other team members. <p>Organisation and planning:</p> <ul style="list-style-type: none"> • Ability to demonstrate time management and prioritisation. <p>Vigilance and situational awareness:</p> <ul style="list-style-type: none"> • Awareness of the need to monitor changing situations and anticipate issues. <p>Coping with pressure and managing uncertainty:</p> <ul style="list-style-type: none"> • Describes coping strategies to help with workplace stresses and promote wellbeing. <p>Values:</p> <ul style="list-style-type: none"> • 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) 	<p>Personal Skills – Desirable Criteria</p> <p>Management and leadership skills:</p> <ul style="list-style-type: none"> • Evidence of involvement in management commensurate with experience • Demonstrates an understanding of NHS management and resources. • Evidence of effective leadership in and outside medicine • Evidence of leading clinical teams <p>Other:</p> <ul style="list-style-type: none"> • Evidence of personal achievement outside medicine, that demonstrates ability to achieve goals/lead, despite other responsibilities/adversity 	<p>When is this evaluated?</p> <p>Interview/selection centre</p> <p>References</p>
Probity – Professional Integrity		
<p>Essential Criteria</p> <ul style="list-style-type: none"> • Demonstrates probity (as outlined by the GMC) 		<p>When is this evaluated?</p> <p>Interview/selection centre</p> <p>References</p>
Commitment to Specialty – Learning & Personal Development		
<p>Essential Criteria</p> <ul style="list-style-type: none"> • Demonstrates passion for working with children and their families. 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> • Extracurricular activities/achievements that demonstrate relevant learning and personal development 	<p>When is this evaluated?</p> <p>Application form</p>

<ul style="list-style-type: none"> Shows understanding of challenges of working within Paediatrics. Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative) Demonstrable interest in, and understanding of, the specialty. Commitment to continuing personal and professional development. Evidence of attendance at organised teaching and training programme(s) Evidence of self-reflective practice 		Interview/selection centre References
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Person specification and additional notes can also be found at the following link. [Paediatrics ST3 2024 | Medical Hub \(hee.nhs.uk\)](#)

The ability to travel between Tayside sites is essential.

SECTION 7: FURTHER INFORMATION / CONTACT DETAILS

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

Dr Helen Dunne (Clinical Care Group Director) Helen.dunne@nhs.scot

Dr Emma Cockburn (Paediatric Staffing Lead) Emma.cockburn2@nhs.scot

Or

Dr Joanna Chisholm (training program director) Joanna.Chisholm@nhs.scot

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.

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.

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>

JOB TITLE	Locum appointment for training at ST3+ level
TYPE OF CONTRACT	Fixed Term
HOURS OF WORK	40 hours per week full time
LOCATION	Ninewells Hospital. You may be required to work at any of NHS Tayside sites as part of your role.
SALARY	£40,995 to £54,235 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 3 rd 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 Kingdom. Before any person can commence employment with NHS Tayside they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until right to work in the UK has been verified.
REHABILITATION OF OFFENDERS ACT 1974	The Rehabilitation of Offenders Act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as "spent" after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 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 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

