

Working for NHS Lothian

Critical Care Medicine Fellowships (Specialty Doctor), Royal Infirmary of Edinburgh

Ref: CG 1665

Closing date: 13th July 2019



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Unfortunately we cannot accept CV's as a form of application and only the completed application form will be accepted.

Please visit <https://apply.jobs.scot.nhs.uk> for further details on how to apply.

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.



Section 1: Person Specification

	ESSENTIAL	WHEN EVALUATED	DESIRABLE	WHEN EVALUATED
QUALIFICATIONS AND TRAINING	GMC registered medical practitioner	AF	Postgraduate qualification in Critical Care: FFICM, EDIC, CCT in Critical care Medicine as recognised by FICM or equivalent	
EXPERIENCE	Experience in Critical Care Medicine at Stage 2 or 3 of UK FICM training programme or minimum of 12 months of experience in critical care medicine	AF		
ORGANISATION & PLANNING	<ul style="list-style-type: none"> Ability to prioritise clinical need Ability to organise oneself & own work Experience and ability to work in multi-professional teams 	I/V, Ref I/V, Ref AF, I/V, Ref	<ul style="list-style-type: none"> Understanding of NHS, clinical governance Information technology skills 	AF, I/V AF, I/V AF
TEACHING SKILLS	Committed to formal and informal teaching and training of junior doctors and medical students	AF	<ul style="list-style-type: none"> Evidence of teaching experience Previous experience in designing and effecting audit programmes. Development of Educational Programmes. Postgraduate Qualification in Education. 	AF, I/V
ACADEMIC/ RESEARCH/ AUDIT			<ul style="list-style-type: none"> Research experience, presentations, publications, prizes and honours Active involvement in audit 	AF, I/V
CAREER PROGRESSION			<ul style="list-style-type: none"> Progression of career consistent with personal circumstances 	AF
PERSONAL SKILLS	<ul style="list-style-type: none"> Ability to communicate with clarity and intelligibility in written and spoken English; Ability to take responsibility, show leadership, make decisions, exert appropriate authority 	AF, I/V, Ref	Previous managerial training and experience	



	ESSENTIAL	WHEN EVALUATED	DESIRABLE	WHEN EVALUATED
PERSONAL SKILLS	<ul style="list-style-type: none"> • Work co-operatively with others, open and non-defensive, sense of humour) <ul style="list-style-type: none"> • Uses a non judgmental approach to patients and colleagues • Able to change and adapt, respond to rapidly changing circumstances • Able to operate under pressure, cope with setbacks, self-aware) • Is well prepared, shows self- discipline commitment <ul style="list-style-type: none"> • Shows initiative, drive and enthusiasm • Displays honesty, integrity, respects confidentiality 	AF, I/V, Ref		
PHYSICAL REQUIREMENTS	<ul style="list-style-type: none"> • Meets professional health requirements 	pre-employment health screening		

AF = Application Form, I/V = Interview, Ref = Reference. **Any attributes which are evaluated on the basis of the application form alone may be further explored at the interview stage.**



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Section 2: Introduction to Appointment

Job Title: Critical Care Fellowships (2 posts)

Departments: Critical Care Medicine

Base: Royal Infirmary of Edinburgh

Post Summary: Full time 12 month temporary contract with possibility of extension.

The Critical Care Fellowship offers an exciting opportunity to work at one of the largest and busiest Critical Care Departments in Scotland and at one of the busiest in the UK. Successful applicants will also enjoy living in Edinburgh a vibrant modern capital city that has retained much of its historic architecture but is also famous for its festivals

The posts are suitable for candidates who wish to expand clinical experience including

- Trauma and neuro-intensive care,
- Severe acute respiratory failure , ECLS, eCPR
- Transplantation
- Advanced airway skills

The post also offer protected time for experience/training in other areas of interest such as

- Research/audit
- Ultrasound/echocardiography
- Education
- Quality Improvement and Patient Safety
- Infection surveillance/prevention.

These are full time specialty doctor posts in Critical Care based at the Royal Infirmary of Edinburgh and are available for 12 months in the first instance although possibility of extension can be discussed if appropriate. It is anticipated that the successful candidates will participate in the middle grade rota with flexible arrangements and protected time to pursue other interests The posts are particularly suitable for candidates considering out of program experience from their base speciality at stage 2 or stage 3 training in Intensive Care Medicine, or those seeking additional post-CCT experience in a major teaching hospital. Trainees from a Medicine, Anaesthesia, Emergency Medicine or Surgical background are all equally welcome. The posts are EWTD compliant



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Section 3: Lothian University Hospitals Division : Royal Infirmary of Edinburgh

Lothian University Hospitals Division

The Lothian University Hospitals Division provides a full range of secondary and tertiary clinical services to the populations of Edinburgh, Midlothian, East Lothian and West Lothian. The Division is one of the major research and teaching centres in the United Kingdom.

The **Royal Infirmary** (RIE) is a major acute teaching hospital on a green field site in the South East of the city of Edinburgh built in 2003. With a 24-hour accident and emergency department, it provides a full range of acute medical and surgical services for patients from across Lothian and specialist services for people from across the south east of Scotland and beyond.

It comprises 25 wards, 869 beds, and 24 operating theatres, and is equipped with modern theatre and critical care equipment and monitoring. Within the main building is a dedicated, multidisciplinary, 5 theatre day surgery complex.

The RIE is also been selected to become 1 of the 4 Major Trauma Centres within the newly developed Scottish Trauma Network (STN). The commitment was set out by Scottish Government in 2016 with a strategic plan to implement a bespoke Scottish Trauma Network (STN) comprising of an inclusive network of hospitals, four major trauma centres (MTCs) and integrated network infrastructure. The development of an inclusive trauma network for Scotland is in line with the aims and ambitions of the National Clinical Strategy, designed to meet the needs of the population of Scotland, working across traditional speciality and geographical boundaries to deliver better outcomes for trauma patients.

The hospital provides for most specialities and is the centre for:

- Regional major Accident and emergency
- Acute medicine
- Cardiology and cardiothoracic surgery
- Gastroenterology including Scottish Liver Transplant Unit
- General surgery
- Hepato-biliary and Upper GI surgery
- Obstetrics, gynaecology and neonatology
- Elective and Trauma Orthopedic surgery
- Renal medicine and dialysis
- Respiratory medicine
- Sleep medicine
- Transplant medicine and surgery (Kidney, pancreas and liver transplantation
- Vascular surgery.

There is a Combined Assessment Unit which takes unselected GP or direct emergency referrals, and from A&E. CAU includes the Dept of Liaison Psychiatry and the Scottish Poisons Bureau and Treatment Centre. There are full supporting Laboratory and Diagnostic Radiology Services (including CT, MR, Ultrasound and NM and PET scanning will be available in 2008). There is a full range of lecture theatres, a library and AV facilities.



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University Of Edinburgh

The University of Edinburgh was established in 1582 and is one of the largest in the United Kingdom located on a number of prominent sites in Scotland's capital city and one of the world's leading centres of medical research. It is Scotland's premier research University and within the top 5 Universities in Europe for its Biomedical Sciences.

The Deanery of Clinical Sciences (Head, Professor Hilary Critchley) has an international reputation in clinical based research through the combination of basic, clinical and translational science and epidemiological studies, and as a part of the College of Medicine and Veterinary Medicine, offers unparalleled opportunities for ground-breaking interdisciplinary research in the bio-medical sciences

The Deanery comprises 5 interdisciplinary Research Centres:

- I. the University of Edinburgh/BHF Centre for Cardiovascular Sciences (Director, Professor Brian Walker),
- II. the MRC Centre for Inflammation Research (Director, Professor Moira Whyte),
- III. the MRC Centre for Regenerative Medicine (Director, Professor Stuart Forbes),
- IV. the Centre for Clinical Brain Sciences (Director, Professor Siddharthan Chandran),
- V. the MRC Centre for Reproductive Health (Director, Professor Jeff Pollard);

The Deanery also comprises of

- I. the Division of Health Sciences (Head, Professor Peter Hayes) incorporating 7 clinical specialties; and
- II. the Edinburgh Dental Institute (Director, Professor Angus Walls).

Clinical Sciences employs around 850 members of academic and support staff and has over 550 Honorary members who contribute significantly to teaching and research. The Deanery is a major contributor to the undergraduate MBChB curriculum and has approximately 1000 registered post graduate students studying a range of PhD, MD, taught and research MSc and on-line distance learning programmes.

The Deanery can be found at the Little France site (Queen's Medical Research Institute, Chancellor's Building, Royal Infirmary of Edinburgh the Scottish Centre for Regenerative Medicine in the Bioquarter), the Royal Hospital for Sick Children, the Lauriston Building, Lauriston Place, the Western General Hospital and the Royal Edinburgh Hospital. In the most recent UK Research Assessment Exercise, Medicine was ranked in the top 5 for the whole of the UK.



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Section 4: Departmental and Directorate Information – Critical Care

Facilities

The Critical Care Directorate is responsible for patients requiring general critical care on all 3 Lothian acute hospital sites. The Critical Care Directorate encompasses:

Royal Infirmary of Edinburgh

The Royal Infirmary has one of the largest and busiest Critical Care departments in Scotland and one of the busiest in the UK with over 2500 admissions per annum. The case mix is diverse is mixed, reflecting the acute nature of the hospital. The hospital is the regional trauma centre soon to develop into a Major Trauma Centre, houses the Scottish Liver Transplant Unit, Pancreatic Transplant and Regional Renal Transplant Unit and is the Scottish centre for thoraco-abdominal aortic aneurysm repair and the adult scoliosis and spinal deformity service.

Ward 118

The Intensive Care Unit (Ward 118) lies within the Critical Care corridor. It is immediately above the A&E and X ray departments, and adjacent to theatres.

Ward118 is a 18 bedded mixed level 2/3 general ICU and is a regional referral centre for liver failure and liver transplantation. It offers a full range of organ support. There are approximately 1300 admissions per year. There is a separate Cardiothoracic surgical ICU and HDU.

The principal interests of the unit are in the management of fulminant hepatic failure, trauma, severe acute respiratory failure/ARDS including ECLS, OOHCA and eCPR, post-ICU Follow Up

Ward 116:

Ward 116 is a 11 bedded Level 2 mixed Medical/Surgical HDU. There are approximately 1300 admissions per year. There is a separate 12 bedded Renal and Transplant HDU

The Royal Infirmary of Edinburgh critical care department will be upgraded to allow the neuroscience intensive care service to be relocated into the Royal Infirmary of Edinburgh when the Department of Clinical Neurosciences moves into the new adjacent building. The reprovision is planned to take place in early 2019

The number of critical care beds will increase from 30 to 42 and the reconfiguration of the Unit is designed to have 4 Bases (A to D). The upgrade will allow greater flexibility of the bed spaces and reduce the need for patient moves. It will mean that all intensive care patients are co-located on site in one area creating a central hub of skilled and competent staff and improving 24/7 consultant cover. The upgrade also allows for the creation of two air controlled isolation rooms and better reception arrangements for staff and relatives.



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Western General Hospital

The Western General Hospital houses the Regional Centres for Neurosciences, Haematology, Oncology and Infectious Diseases, Colo-rectal and Urological surgical services are also based in the hospital, as well as the whole range of acute medical specialties.

Ward 20

Ward 20 is a 16-bedded mixed 2/3 facility. It provides general and neuro critical care and the home ventilation service. There are approximately 750 admissions per year including admissions of patients from special interest areas such as haemo-oncology, infectious diseases, colorectal and urology surgery.

The principal interests of the unit include the management of acute brain injury due to trauma and subarachnoid haemorrhage, management of complications and sepsis in immunocompromised haematology/oncology patients and the management sepsis/ARDS and long-term ventilation and weaning

With the anticipated move of the Department of Clinical Neurosciences the Unit will continue to operate as 10 bedded mixed Level 2/3 facility providing care to all other patients

Ward 58

Ward 58 provides surgical Level 1-2 HDU facilities on the Western site.

St John's Hospital

ICU

A 4 bedded mixed level 2-3 Unit, includes postoperative maxillofacial and plastics work and regional burns unit.

Operating Theatres

There are 25 operating theatres at the Royal Infirmary of Edinburgh, of which two (Theatres 15 and 16) are designated transplant theatres.

Medical Staff

Dr Michael Gillies is the Associate Medical Director for Theatres, Anaesthetics and Critical Care.

Dr Kallirroï Kefala is Clinical Director for the Directorate of Critical Care in NHS Lothian.

Dr Gregor McNeill is the Professional Lead for Critical Care at the Royal Infirmary

Dr Ross Paterson is Professional Lead for Critical Care at the Western General Hospital.

The current critical care consultant establishment at the **Royal Infirmary of Edinburgh** is:

Dr Kenneth Baillie (Critical Care)

Dr Monika Beatty (Critical Care)

Dr Brian Cook (Medical Director, Acute Services)

Dr Mark Dunn (Critical Care and EMRS)

Dr Alistair Gibson (Critical Care and Anaesthesia)

Dr Michael Gillies (Associate Divisional Medical Director, Critical Care)

Dr David Griffith (Critical Care and Anaesthesia)

Dr Alasdair Hay (Critical Care)

Dr Kallirroï Kefala (Clinical Director, Critical Care and Respiratory Medicine)



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Dr Dean Kerslake (Critical Care and Emergency Medicine, Major Trauma Clinical Lead)
Dr Nazir Lone (Critical Care)
Dr Gregor McNeill (Professional Lead, Critical Care)
Dr Thalia Monro-Somerville (Critical Care and Anaesthesia and Home Ventilation)
Dr Sam Moultrie (Critical Care and Anaesthesia)
Dr Grant Price (Critical Care and Anaesthesia)
Dr David Ray (Critical Care and Anaesthesia)
Dr David Semple (Critical Care and Anaesthesia)
Dr Jennifer Service (Critical Care and Anaesthesia)
Dr David Swann (Critical Care and Anaesthesia)
Professor Tim Walsh (Research Lead, Critical Care)
Dr Elizabeth Wilson (Critical Care and Anaesthesia)
Dr Neil Young (Critical Care and Anaesthesia)

The following consultants in **Transplant Anaesthesia** form part of the Critical Care Directorate.

Dr Craig Beattie (Transplant Anaesthesia)
Dr David Cameron (Critical Care and Transplant Anaesthesia)
Dr Mort Kelleher (Transplant Anaesthesia)
Dr Alistair Lee (Critical Care and Transplant Anaesthesia)
Dr Rory Mayes (Transplant Anaesthesia)
Dr Oliver Robinson (Locum Consultant Transplant Anaesthesia)
Dr Euan Thomson (Transplant Anaesthesia)
Dr Helen Usher (Transplant Anaesthesia)

The current critical care consultant establishment at the **Western General Hospital** is:

Professor Peter Andrews (Critical Care and Anaesthesia)
Dr Rosie Baruah (Unit Professional Lead, Critical Care and Anaesthesia)
Dr Anthony Bateman (Critical Care and Home Ventilation)
Dr Murray Blackstock (Critical Care and Anaesthesia)
Dr Rowena Clark (Critical Care and Anaesthesia)
Dr Stuart McLellan (Critical Care and Anaesthesia)
Dr Graham Nimmo (Critical Care)
Dr Ross Paterson (Critical Care)
Dr Jonathan Rhodes (Critical Care and Anaesthesia)
Dr Charles Wallis (Critical Care and Anaesthesia)
Dr Frauke Weidanz (Critical Care and Acute Medicine)

The current critical care consultant establishment at **St John's Hospital** is:

Dr Patrick Armstrong (Critical Care and Anaesthesia)
Dr Rowena Clark (Critical Care and Anaesthesia)
Dr Murray Geddes (Professional Lead, (Critical Care and Anaesthesia)
Dr Thalia Monro-Somerville (Critical Care and Anaesthesia and Home Ventilation)
Dr Sam Moultrie (Critical Care and Anaesthesia)
Dr Grant Price (Critical Care and Anaesthesia)
Dr Jennifer Service (Critical Care and Anaesthesia)
Dr Craig Walker (Critical Care and Emergency Medicine)



Section 5: Main Duties and Responsibilities

The Royal Infirmary has one of the largest and busiest Critical Care departments in Scotland and one of the busiest in the UK with over 2500 admissions per annum. The case mix is diverse, reflecting the acute nature of the hospital. The hospital is the regional trauma centre soon to develop into a Major Trauma Centre, houses the Scottish Liver Transplant Unit, Pancreatic Transplant and Regional Renal Transplant Unit and is the Scottish centre for thoraco-abdominal aortic aneurysm repair and the adult scoliosis and spinal deformity service.

The Royal Infirmary has an active solid organ transplantation programme for kidneys, pancreas and liver and the current programme delivers approx 96 Liver Transplants, 101 kidney transplants (over 25% from live donors) and 16 pancreas transplants in 2015-16. In addition elective work includes Liver, Oesophageal, Gastric and Whipples resections. Cardiologists provide a supra-regional primary coronary intervention service. The Critical Care Directorate works closely with all of these specialities, particularly the transplant and acute liver failure services.

There is a separate Cardiothoracic surgical ICU and HDU and a separate Renal and Transplant HDU.

The Critical care Fellowship offer the opportunity to develop or expand further experience in the management of trauma patients and neuro-intensive care, severe acute respiratory failure, ECLS, eCPR, transplantation and major abdominal surgery and vascular surgery. Also provide the opportunity with protected time to pursue other interests such advanced airway skills, Research/audit, Ultrasound/echocardiography, Education, Quality Improvement and Infection surveillance/prevention.

These are full time specialty doctor posts in Critical Care based at the Royal Infirmary of Edinburgh and are available for 12 months. It is anticipated that the successful candidates will participate in the middle grade rota with flexible arrangements and protected time to pursue other interests

Clinical Duties

Under the supervision of the intensive care consultants, the trainee will be expected to participate in clinical duties in intensive care including communication with patients and their relatives, other disciplines and allied health professionals as appropriate.

Administration

The successful candidates will be expected to participate in day to day running of the department, such as organisation of on-call rotas, organisation of undergraduate teaching, patient reports and letters.



Teaching and Training:

The successful candidates will be expected, within his or her NHS responsibilities, to undertake and to participate in undergraduate and post-graduate teaching as required. An appropriate honorary contract by the University of Edinburgh may be offered. . The RIE Critical Care department hosts the weekly, regional journal club. This meeting provides valuable training in critical appraisal of key research influencing clinical practice and promotes skills required to apply evidence-based medicine to everyday practice. The strong academic ethos of the department ensures trainees and fellows are closely mentored in preparation for leading the journal club discussion.

Fellows training in anaesthesia are encouraged to attend the RIE site hosts a separate monthly anaesthesia journal club accompanied by training in research methodology.

On Call Commitments:

Successful applicants will be expected to work as part of a resident full shift pattern 8 person middle grade rota providing both daytime and night shift cover on a prospective basis to the general critical care unit at the Royal Infirmary Edinburgh. The post holder will be employed to provide an average of 48 hours work per week with 40 hours clinical commitment and 8 hours designated for development time. This development time can be flexibly organised on discussion with the rota co-ordinator. The post attracts an annual leave allocation of 32 days with an additional entitlement to 8 public holidays bringing the total to 40 days.

Location:

This post is based at the Royal Infirmary of Edinburgh

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



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Section 6: Other Training Opportunities

1. Research

The University of Edinburgh is a one of the world's leading centres of medical research. Prof Tim Walsh leads a vibrant, multidisciplinary research group based in the University Department of Anaesthesia, Critical Care and Pain. Our research enjoys national and international success and is embedded within the NHS clinical service. Our research programmes are diverse, spanning bench to bedside, with strong themes in clinical trials, blood transfusion, genomics, post-intensive care rehabilitation and big data. The units participate in numerous national and international multicentre trials. In addition to Prof Walsh, research active consultants include Prof Peter Andrews, Dr Kenny Baillie, Dr Anthony Bateman, Dr Jonathan Rhodes, Dr Mike Gillies, Dr David Griffith, Dr Kallirroi Kefala and Dr Nazir Lone. See the Edinburgh Critical Care Research Group website for details of research interests and current research programmes: <http://edin.ac/2t77Fji>

The Fellowship will give protected time for a suitably motivated individual to pursue a research project or research qualification in critical care. The academic department has an excellent track record in closely mentoring and supervising a number of trainees and fellows with numerous opportunities available. Fellows will have the opportunity to receive formal research training through attending the Edinburgh Critical Care Research Methods Course. This is complimented by the weekly critical care journal club during which research methodology and critical appraisal skills are developed and discussed. In collaboration with the University of Edinburgh, the Diploma in Data Science, Technology and Innovation (Anaesthesia and Critical Care <http://edin.ac/2uqIJbC>) has been developed by our department and can be undertaken through online distance learning. This gives a strong knowledge foundation in data science as well as a practical application of the field to critical care. Fellows who are interested in pursuing an academic programme are encouraged to contact Prof Tim Walsh in the first instance (Timothy.Walsh@ed.ac.uk).

2. "Critical Care Echocardiography and Ultrasound (Supervisors Dr M Gillies and Dr R Baruah)

We are able to offer training in transthoracic echocardiography and ultrasound to a high level. The department has two consultants with full BSE training and several consultants who are mentors for FICE, CUSIC or both. We run several successful courses in echo and ultrasound. The ICU at the RIE is fully equipped with GE Vivid and sonosite machines. The candidate would be expected to attend and present cases at the weekly perioperative and cardiology echo meetings. There is also opportunity to gain experience in transoesophageal echo.

Depending on the training needs and aspirations of the candidate we would be able to offer training leading to award of FICE and CUSIC by the end of one year, with the possibility of training towards full BSE accreditation. We would also be able to offer candidates the opportunity to get involved in training others on our successful CUSIC and FICE courses and undertake a research, service improvement or audit project in critical care echocardiography."



Trainers at the **RIE**: Dr Alistair Gibson (FICE mentor), Dr Michael Gillies (BSE TTE accreditation, FICE and CUSIC supervisor), Dr Dean Kerlake (FICE mentor), Dr Gregor McNeill (FICE mentor), Dr Sam Moultrie (FICE mentor), Dr Grant Price (FICE mentor), Dr Neil Young (FICE mentor)

Echo US machines at the RIE: Sonosite M Turbo & GE S6

Trainers at the **WGH**: Dr Murray Blackstock (FICE mentor and CUSIC supervisor), Dr Rosie Baruah (FICE mentor and CUSIC supervisor), Dr Stuart McLellan (BSE TTE accreditation, FICE and CUSIC supervisor).

Echo US machines at the WGH: Sonosite M Turbo & GE S5

3. ECLS/eCPR and Management of Severe Acute Respiratory Failure

There are a group of Consultants with an interest in providing extra-corporeal life support. We are currently piloting an ECMO CPR programme, and in the last year have provided ECMO for severe reversible acute respiratory and cardiovascular failure. We have a lot of experience providing extra corporeal carbon dioxide removal (ECCOR), and are currently recruiting to the REST trial. There would be an opportunity for the successful applicant(s) to aid in the training and governance required for our ECLS programme. This includes the running of ECMO simulations and wet labs.

4. Advanced Airway skills

We have a well-established tracheostomy safety programme. Two consultants (Dr Dunn and Dr Young) are instructors on the National Tracheostomy Safety Project “Train the Trainers Course”, and we are a site for the Global Tracheostomy Collaborative improving tracheostomy care quality improvement programme. We were early adopters of the use of video-laryngoscopy in the ICU. The Lothian Airway Training and Equipment Committee meets to standardise airway equipment and training across NHS Lothian; the work done by this committee has been nominated for two national patient safety awards. There would be opportunity for the suitable applicant(s) to have substantial involvement in airway safety quality improvement and training.

5. Transplantation and Major Abdominal Surgery

Critical Care frequently provides support following major surgery. An in depth knowledge base of patient selection and operative techniques can be gained by spending time with patients through the peri-operative pathway.

Critical Care has well established links with the Dept of Anaesthesia. There is the opportunity for a Fellow who may wish to pursue further experience in patients presenting for Major Abdominal surgery

Working within 3 theatres the individuals can gain experience in pre-operative assessment, cardiopulmonary exercise testing and attend regular surgical speciality based MDTs.

Practical procedures include Doubl Lumen Tubes, Fiberoptic Intubation, Videolaryngoscopy, Invasive Monitoring, Use of PAFC, Rapid Infusion and near patient testing including ROTEM.



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6. Major Trauma

The RIE is the busiest receiving trauma hospital in Scotland and set to become one of four Major Trauma Centres over the next few years. The successful applicant interested in Major Trauma will have opportunities to increase their knowledge and experience of managing critically unwell major trauma patients including

- Attendance at Major Trauma calls and the operating theatre for selected cases.
- Multidisciplinary monthly Major Trauma meetings and planned Major Incident exercises.
- Quality improvement and audit related to Major Trauma
- Attendance at the local Trauma Team training course and completion of an appropriate short course e.g. ATLS, HMIMMS, MIMMS.
- Development of Ultrasonography skills in trauma.

7. Infection surveillance and prevention

Infection surveillance data has been collected continually in RIE, Ward 118 since 2005. The Hospital in Europe Link for Infection Control through Surveillance (HELICS) criteria are used to define ventilator associated pneumonia, bloodstream infection and central venous catheter related bloodstream infection. This data has been used as part of local continuous quality improvement, methods adopted nationally and we have demonstrated significant improvements in infection rates. A project within infection surveillance and prevention would equip the fellow with transferrable skills for any critical care unit across the globe.

8. Patient Safety/Quality Improvement

All critical care areas have ongoing quality improvement projects. There will be opportunities to both become involved in existing projects and also develop new projects within the job's 12 month period. Consultants with a specific Quality Improvement interest include Dr Ross Paterson, Dr Gregor McNeill and Dr Alasdair Hay

9. Education

Fellows that are interested in medical education will be encouraged to look at the Clinical Educator Programme (CEP) that is available to all NHS Lothian employees. The CEP develops and supports a faculty of medical educators within South East Scotland to promote, deliver and maintain excellence in undergraduate and postgraduate medical education in line with the UK Professional Standards Framework and the General Medical Council Recognition of Trainers' requirements. The fellows could easily reach level 2 over the year. For more information see link below:

<http://sefce.net/en-gb/page/clinical-educator-programme>



Section 7: NHS Lothian – Indicative Job Plan

The following job plan is indicative only and based on an annualised job plan for an appointee undertaking clinical sessions in Critical Care.

ICU Direct Clinical Care:

Every 8 weeks (2 months)

Average weekly number of direct clinical care hours worked 40

Average breakdown of shifts worked (excluding leave entitlement)

8 long day shifts (08:30-21:00h)

7 night shifts (20:30-09:00h)

8 Day shifts (08:30-17:00) and

8 Days development days (08.30-17.00h)

Section 8: Contact Information – Critical Care

Dr Michael Gillies, Associate Medical Director
Theatres, Anaesthesia and Critical Care
Department of Anaesthesia, Critical Care and Pain Medicine
Royal Infirmary, 51 Little France Crescent, Edinburgh EH16 4SA.
Tel 0131 242 3193
Email: Michael.Gillies@nhslothian.scot.nhs.uk

Dr Kallirroï Kefala, Clinical Director Critical Care NHS Lothian,
Department of Anaesthesia, Critical Care and Pain Medicine
Royal Infirmary of Edinburgh, 51 Little France Crescent, Edinburgh, EH16 4SA
Tel. 0131 242 3194 (23194)
Email: Kallirroï.Kefala@nhslothian.scot.nhs.uk

Dr Gregor McNeill, Professional Lead, Critical Care, RIE
Department of Anaesthesia, Critical Care and Pain Medicine
Royal Infirmary, 51 Little France Crescent, Edinburgh EH16 4SA.
Tel 0131 242 3194
Email: Gregor.McNeill@nhslothian.scot.nhs.uk



Section 9: Description of the Lothian University Hospitals Division

Lothian University Hospitals Division

The Lothian University Hospitals Division provides a full range of secondary and tertiary clinical services to the populations of Edinburgh, Midlothian, East Lothian and West Lothian. The Division is one of the major research and teaching centres in the United Kingdom.

Hospitals included in the Division are:

The Royal Infirmary of Edinburgh
The Western General Hospital
The Royal Hospital for Sick Children, Edinburgh
St John's Hospital
Royal Victoria Hospital
Liberton Hospital
The Princess Alexandra Eye Pavilion.

The **Royal Infirmary** (RIE) is a major acute teaching hospital on a green field site in the South East of the city of Edinburgh built in 2003. With a 24-hour accident and emergency department, it provides a full range of acute medical and surgical services for patients from across Lothian and specialist services for people from across the south east of Scotland and beyond.

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The hospital provides for most specialities and is the centre for:

- Regional major Accident and emergency
- Acute medicine
- Cardiology and cardiothoracic surgery
- Gastroenterology including Scottish Liver Transplant Unit
- General surgery
- Hepato-biliary and Upper GI surgery
- Obstetrics, gynaecology and neonatology
- Elective and Trauma Orthopedic surgery
- Renal medicine and dialysis
- Respiratory medicine
- Sleep medicine
- Transplant medicine and surgery (Kidney, pancreas and liver transplantation)
- Vascular surgery.



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There is a Combined Assessment Unit which takes unselected GP or direct emergency referrals, and from A&E. CAU includes the Dept of Liaison Psychiatry and the Scottish Poisons Bureau and Treatment Centre.

There are full supporting Laboratory and Diagnostic Radiology Services (including CT, MR, Ultrasound and NM and PET scanning will be available in 2008). There is a full range of lecture theatres, a library and AV facilities.

The **Western General Hospital** (WGH) has 600 beds and 5 operating theatres and is equipped with modern theatre and critical care equipment and monitoring. The Anne Ferguson building was completed in 2001. The hospital provides for most specialties and is the centre for:

Neurology, Neurosurgery and neuropathology (the Department of Clinical Neurosciences will move at the RIE Campus in spring 2018)

- UK CJD unit
- Colorectal Surgery
- Urology and Scottish Lithotripter Centre
- Breast Surgery and Breast screening
- Gastro-Intestinal disease
- Rheumatology
- Infectious Diseases
- Haematology Oncology
- Medical Oncology
- Radiation Oncology (including 6 LINACs)
- Dermatology (Inpatient)
- Medicine of the Elderly/Stroke Medicine

There is an Acute Receiving Unit, which accepts GP referrals and 999 ambulance medical cases on a zoned basis within the city, and a nurse led Minor Injuries Unit.

There is no trauma unit at this hospital. There are full supporting Laboratory and Diagnostic Radiology Services (including CT, MR, Ultrasound and NM). There is a full range of lecture theatres, a library and AV facilities.

St John's Hospital 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 operating. The hospital has a paediatric ward and is the centre for:

- General Medicine with specialists in Cardiology, Diabetes & Endocrinology, Gastroenterology, Respiratory Medicine and Care of the Elderly
- Obstetrics & Gynaecology
- Child Health including Paediatrics and community child health
- The supraregional Burns and Plastic Surgery unit.
- Oral and Maxillofacial Surgery
- ENT
- Critical Care (ITU, HDU and CCU)
- Accident and Emergency
- General Surgery
- Orthopaedics
- Anaesthetics
- Mental Health including ICCU and ICPU



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Since 2005 general surgery and orthopaedics have been reconfigured in NHS Lothian with SJH being developed as a major elective centre for the region. Lothian's ENT service was relocated to SJH to create an integrated head and neck unit with OMFS and Plastic Surgery. Recent developments at SJH include a new endoscopy suite, an Intensive Psychiatric Care Unit, a digital mammography unit, an oncology (cancer care) day centre, a satellite renal dialysis unit and a £2.75m reprovision of A&E. There are full supporting Laboratory and Diagnostic Radiology Services (including CT, Ultrasound and NM).

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.

The **Royal Hospital for Sick Children (RHSC)** is a 141 bedded hospital providing general and specialist services for children. The hospital is situated in a residential area close to the centre of Edinburgh and is approximately 3 miles from the site of the New Royal Infirmary and the co-located University of Edinburgh Medical School and 3 miles from the Western General Hospital. The RHSC is a 151-bedded Hospital, and is the main paediatric teaching hospital for the South-East of Scotland providing general and specialised services on a local, regional and national basis. It acts as the local paediatric referral centre for the children of Edinburgh and surrounding areas, and as a tertiary referral centre for intensive care patients; gastroenterology, hepatology & nutrition; respiratory medicine; cardiology; nephrology; neurology; oncology; haematology; neonatal surgery; plastic surgery; orthopaedic surgery; urological surgery and aspects of general surgery.

Hospital accommodation encompasses five theatres, a critical care unit comprising a 6/8 bedded Paediatric Intensive Care Unit, 4/6 bedded High Dependency Unit and a 3 bedded Neonatal Intensive Care Unit. There is an excellent library facility and a modern lecture theatre with a full range of audio-visual equipment.

All services are supported by comprehensive radiology, neurophysiology, laboratory and therapy services.

The local radiology department provides onsite Magnetic Resonance Imaging, CT Scanning, nuclear scanning and ultrasound. On site laboratories provide biochemistry, haematology, pathology and neuropathology services

In Spring 2018, services from the Royal Hospital for Sick Children and Department of Clinical Neurosciences and Child and Adolescent Mental Health Services will relocate from Sciennes Road, Western General Hospital and Royal Edinburgh Hospital, to their purpose built new home at Little France in Edinburgh. The new building, currently under construction in partnership with IHSL Lothian and Multiplex, will integrate the new Children's Hospital, Department of Clinical Neurosciences and Child and Adolescent Mental Health Services.

Community Healthcare Partnerships: The four established Lothian Community Health (and Social Care) Partnerships serve the population of Edinburgh, Midlothian, East Lothian and West Lothian.

Hospitals in the CH(C)Ps include:

The Astley Ainslie Hospital in Edinburgh

Rosslynlee Hospital in Midlothian

Herdmanflat Hospital

Roodlands Hospital in East Lothian.



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The four CHPs are coterminous with Edinburgh, Midlothian, East Lothian and West Lothian Councils bringing together those responsible for planning, managing and providing community-based health services for the population of Edinburgh and the Lothians.

There are 7,500 members of staff. In addition, there are approximately 1,000 independent contractors in General Medical and Dental Practice, as well as pharmacists and opticians. A population of 850,000 people is served across health board area.

The range of services care of the elderly, medical rehabilitation, community mental health, substance misuse and learning disability, district nursing and health visiting, family planning, well woman, , comprehensive dental care and those provided by Professions Allied to Medicine, such as physiotherapy, pharmacies and optometrists.

Specialist services provided include brain injury rehabilitation, bio-engineering and prosthetics, drugs and alcohol misuse and harm reduction, AIDS/HIV and Children and Family Psychiatric Services.

Royal Edinburgh hospital and Associated Services

The Royal Edinburgh and Associated Services provides a range of Mental Health services to the population of Lothian and other Boards within Scotland. The Royal Edinburgh Hospital is located on the south side of the City of Edinburgh. It comprises some 20 wards, 420 beds, day hospitals and outpatient facilities. The hospital provides the following range of specialities:

- Acute Mental Health
- Rehabilitation
- Psychiatric Emergency Team 24/7
- Outpatients
- Assessment Psychiatry of Old Age
- Forensic Medium Security Unit
- Inpatient facilities for under 18s
- Psychotherapy Service
- Psychology Services
- Services of Eating Disorders
- Day Hospitals-Psychiatry of Old Age

There are an additional 46 bed and 1 day hospitals for Psychiatry of Old Age in the north of the city at the Royal Victoria Hospital.

The hospital is currently housed in a mix of accommodation ranging from 19th century to present. There is a major project now in place to take forward a reprovioning programme in line with the strategic vision with the Mental Health and Wellbeing Strategy in 2004 and the updated Mental Health and Wellbeing Strategy 'A sense of belonging' 2011-2016 .

NHS Lothian is redeveloping the Royal Edinburgh Campus located in the south side of the city, Morningside in a number of phases over the next 10 years that will replace inpatient facilities at the Royal Edinburgh Hospital with modern, fit-for-purpose healthcare buildings. This will include providing services for the adult acute mental health inpatient service, Intensive Psychiatric Care Service (IPCU), the Robert Fergusson national brain injury unit and older people's mental health assessment and treatment services. The projected date for completion of phase one is at the end of 2016 and the new building will become operational in early with transfer of inpatients psychiatric services in autumn 2017.

NHS Library and Postgraduate Facilities

There are excellent facilities on all sites.



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

Section 10: 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. Tim Davison is the Chief Executive 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 <http://www.nhslothian.scot.nhs.uk/OurOrganisation/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, Mid and West Lothian.

Edinburgh and the Lothians are a place of exceptional beauty and contrast, from Edinburgh's historic skyline to the scenic countryside and coastline that surround.

Edinburgh is a vibrant modern city that has retained much of its historic architecture and is a UNESCO World Heritage Site. Edinburgh is not only a capital city but famous for its castle, military tattoo, is a leading festival city in the world home to fringe and international festival including film festival and jazz festivals.

Edinburgh and the Lothians are home to top-ranking state and private schools and world class universities and colleges. Edinburgh offers a rich diversity of parks and gardens to spend time relaxing with friends and family. Whether you want to buy or rent Lothian also offers a diversity of accommodation ranging from city centre based flats, waterfront living, Victorian or Georgian villas to more rural farm houses or coastal homes.

Local and wider transport networks are excellent with short commuting times. Glasgow is less than 50 minutes away by train and the Scottish Highlands are accessible in a few hours offering opportunities for outdoor activities including skiing and walking. Edinburgh is served with an excellent national rail and bus service that makes it easy to keep in touch with friends and family. Edinburgh airport is the busiest airport in Scotland located only 9 mi from city centre with great transport links. London is a short, one hour, flight away and flight connections with London, Amsterdam and Paris offer a variety of international flight opportunities.



If you are thinking about joining us from overseas further information can be found at www.talentscotland.com. For a comprehensive list of services to help moving to the City of Edinburgh, please visit the City of Edinburgh Council Website at: www.edinburgh.gov.uk.

What we can offer you

Working with NHS 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.

In conjunction with England, Wales, Northern Ireland and NHS Education for Scotland (NES) 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 offers state-of-the-art medical teaching facilities at the Chancellors Building, including lecture theatres, seminar rooms, clinical skills training area, computing suites, as well as library facilities at the main university, Western General Hospital and Royal Hospital for Sick Children.



Our vision, values and strategic aims

We strive to provide high quality, safe, effective and person centred healthcare, continually improving clinical outcomes for patients who use our services and for our population as a whole.

To achieve this, we are committed to ever-closer integrated working with patients and our other partners in healthcare and to embedding a culture of continuous improvement to ensure that:

- Our staff can contribute fully to achieving the best possible health and healthcare, based on evidence and best practice
- Everything we do maximises efficiency and delivers value for patients and the public

We have identified six strategic aims to ensure we can deliver safe, effective and person-centred health and social care:

1. Prioritise prevention, reduce inequalities and promote longer healthier lives for all
2. Put in place robust systems to deliver the best model of integrated care for our population – across primary, secondary and social care
3. Ensure that care is evidence-based, incorporates best practice and fosters innovation, and achieves seamless and sustainable care pathways for patients
4. Design our healthcare systems to reliably and efficiently deliver the right care at the right time in the most appropriate setting
5. Involve patients and carers as equal partners, enabling individuals to manage their own health and wellbeing and that of their families
6. Use the resources we have – skilled people, technology, buildings and equipment – efficiently and effectively.

The specific areas of focus and actions needed to achieve each of these aims are detailed in “Our Health, our Future: NHS Lothian Strategic Clinical Framework 2013 – 2020,” consultation document which you will find at

www.nhsllothian.scot.nhs.uk/OurOrganisation/KeyDocuments.

Our Health, Our Care, Our Future

NHS Lothian works to help people live healthier, longer lives – no matter who they are or where in the region they live. Much progress has been made, but significant challenges and opportunities lie ahead. NHS Lothian 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



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

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

<http://www.nhslothian.scot.nhs.uk/OurOrganisation/OurHealthOurCareOurFuture/Documents/NHSL%20Strategy%20Summary%20final.pdf>

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 action 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 maintain a professional attitude and appearance.

Quality

- We will demonstrate a commitment to doing our best
- 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



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Teamwork

- We will understand and value each other's role and contribution
- We will be fair, thoughtful, welcoming and kind to colleagues
- We will offer support, advice and encouragement to others
- We will maximise each other's potential and contribution through shared learning and development
- We will recognise, share and celebrate our successes, big and small

Openness, Honesty and Responsibility

- We will build trust by displaying transparency and doing what we say we will do
- We will commit to doing what is right - even when challenged
- We will welcome feedback as a means of informing improvements
- We will use our resources and each other's time efficiently and wisely
- We will maintain and enhance public confidence in our service
- We will be a positive role model

Throughout the recruitment process candidates will need to demonstrate they meet all of Our Values. Further information on our values into action can be found at <http://www.nhslothian.scot.nhs.uk/OurOrganisation/Pages/OurValues.aspx>



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

Section 11 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	Fixed Term 12 month temporary
GRADE AND SALARY	£39,846 - £74,304 per annum (pro-rata if applicable)
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
REMOVAL EXPENSES	Assistance with removal and associated expenses may be awarded
EXPENSES OF CANDIDATES FOR APPOINTMENT	NHS candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Reimbursement 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	<p>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.</p>
MEDICAL NEGLIGENCE	<p>In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme.</p>
NOTICE	<p>Employment is subject to three months’ notice on either side, subject to appeal against dismissal.</p>
PRINCIPAL BASE OF WORK	<p>You may be required to work at any of NHS Lothian’s sites as part of your role.</p>
SOCIAL MEDIA POLICY	<p>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.</p>



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

Section 12: General Information for Candidates

Data Protection Act 1988

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

Counter Fraud

NHS 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 at <http://www.audit-scotland.gov.uk/work/nfi.php>.

References

All jobs are only offered following receipt of three satisfactory written references. At least one reference must be from your current/most recent employer or your course tutor if you are currently a student. If you have not been employed or have been out of employment for a considerable period of time, you may give the name of someone who knows you well enough to confirm information given and to comment on your ability to do the job.

Disclosure Scotland

Where a Disclosure or Protection of Vulnerable Groups Check is deemed necessary for a post, the successful candidate will be required to undergo an appropriate check. Further details on the Recruitment of Ex-Offenders are available from the recruitment centre.

Work Visa

If you require a Work Visa, please seek further guidance on current immigration rules, which can be found on the Home Office website www.ind.homeoffice.gov.uk

Job Interview Guarantee Scheme

As a Disability Symbol user, we recognise the contribution that all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities, all applicants who are disabled and who meet the minimum criteria expressed in the job description will be guaranteed an interview.

Overseas Registration and Qualifications

NHS 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 fulfill their potential in a workplace free from discrimination and harassment where diverse skills, perspectives and backgrounds are valued.



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

Equal Opportunities Policy Statement

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

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

Our Equal Opportunities in Employment policy can be viewed at:

www.nhslothian.scot.nhs.uk/WorkingWithUs/Employment/Pages/EqualOpportunities.aspx



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