Working for NHS Lothian

JOB TITLE: Consultant Medical Microbiologist or Microbiologist with Infectious Diseases

JOB REFERENCE: CG2676
JOBTRAIN REFERENCE: 154497

CLOSING DATE: 15/07/2023
INTERVIEW DATE: 17/08/2023
We cannot accept CV’s as a form of application and only application forms completed via the Jobtrain system will be accepted. Please visit https://apply.jobs.scot.nhs.uk for further details on how to apply.

You will receive a response acknowledging receipt of your application.

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

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## Section 1: Person Specification

<table>
<thead>
<tr>
<th>REQUIREMENTS</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
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</thead>
<tbody>
<tr>
<td><strong>Qualifications and Training</strong></td>
<td>Full GMC Registration</td>
<td>Additional post-graduate qualifications, e.g. MD/PhD/MSc</td>
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<tr>
<td></td>
<td>MBChB or equivalent</td>
<td>MRCP (or equivalent, for applicants with CCT Medical Microbiology and Infectious Diseases)</td>
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<tr>
<td></td>
<td>MRCP (or equivalent, for applicants with CCT Medical Microbiology and Infectious Diseases)</td>
<td>Non-UK candidates must have confirmation from GMC that CESR has been awarded at the date of application</td>
</tr>
<tr>
<td></td>
<td>FRCPath (or equivalent)</td>
<td>Non-UK candidates must have confirmation from GMC that CESR has been awarded at the date of application</td>
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<tr>
<td></td>
<td>GMC Specialist Register in Medical Microbiology and Virology (or within 6 months of obtaining CCT).</td>
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<td></td>
<td>Non-UK candidates must have confirmation from GMC that CESR has been awarded at the date of application</td>
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<tr>
<td><strong>Experience</strong></td>
<td>Broad-based Medical Microbiology experience</td>
<td>Further sub-specialty experience in any Medical Microbiology</td>
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<td></td>
<td>General understanding of managerial and accreditation issues relating to laboratories and Medical Microbiology</td>
<td>General understanding of managerial and accreditation issues relating to laboratories and Medical Microbiology</td>
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<tr>
<td><strong>Ability</strong></td>
<td>Ability to integrate well with colleagues</td>
<td>Leadership skills</td>
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<td></td>
<td>Ability to organise time efficiently and effectively</td>
<td>Organisational skills</td>
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<td></td>
<td>Ability to take full and independent responsibility for the management of infection-related aspects of patient care</td>
<td>Managerial skills</td>
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<td></td>
<td>Effective communication skills with patients and colleagues</td>
<td>Vision and ability to plan ahead</td>
</tr>
</tbody>
</table>

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| Academic Achievements | Presentations (posters or oral) at national or international meetings | Evidence of research and publications in peer reviewed journals  
Successful grant applications |
|-----------------------|-------------------------------------------------|------------------------------------------------------------------|
| Teaching and Audit    | Evidence of commitment to:  
clinical audit  
formal and informal teaching and training of trainee doctors, medical students and other clinical staff | Experience of designing audits  
Experience of simulation training  
Evidence of training in clinical and / or educational supervision or consultant appraisal |
| Motivation            | Evidence of commitment to:  
patient-focused care  
continuous professional development and life-long learning  
effective and efficient use of resources | Desire to develop services for patients in a changing environment |
| Team Working          | Ability to work in a team with colleagues in own and other disciplines  
Ability to organise time efficiently and effectively  
Reliability  
Excellent communication skills | Ability to motivate colleagues  
Evidence of previous managerial training and experience |

### Section 2: Introduction to Appointment

**Job Title:** Consultant Medical Microbiologist or Consultant Microbiologist with Infectious Diseases

**Department:** Medical Microbiology

**Bases:** St John’s Hospital at Howden, West Lothian, EH54 6PP  
You may also be required to work at any of NHS Lothian sites.

**Post Summary:** Applications are invited from registered medical practitioners for the post of Consultant in Microbiology or Microbiology with Infectious Diseases based at St John’s Hospital at Howden, Livingstone. It is one of 2 posts at this location. The post holder may be expected to discharge their duties at other sites, e.g. the Royal Infirmary of Edinburgh from time to time. Facilities for remote or off-site working will be provided as appropriate.

This is a replacement 10 programmed activity post available immediately.

Applicants wishing to work less than full-time are welcome to apply.

*The main objectives of the post are:*

- Provision of a clinical and laboratory consultative Medical Microbiology/Infection service, working together with local managerial and professional colleagues.
- To work with colleagues in the NHS Lothian infection service and actively contribute to integrating infection services and streamlining work across Lothian with colleagues in Microbiology & Virology, Infectious Diseases and Infection Prevention and Control, in line with national changes in training and service provision.
- Contribution to teaching/training, audit and managerial responsibilities as appropriate to experience.

The appointment is for 10 PAs. This is an 8 Direct Clinical Care with up to 2 Supporting Professional Activity (to include for example undergraduate teaching, educational/clinical supervision and appraisal) contract. Should the successful candidate not take on these activities the additional SPA session would be taken on by other colleagues, and a 9 DCC: 1 SPA contract offered. The post is subject to the Terms and Conditions for medical consultant grade staff under the new consultant contract (Scotland).

Applicants should possess FRCPath or equivalent and also membership/Fellowship of the Royal College of Pathologists and be on the GMC specialist register for Medical Microbiology or Medical Microbiology and Infectious Diseases or be within 6 months of achievement of CCT.

**Section 3: Departmental and Directorate Information**

1. **NHS LOTHIAN MICROBIOLOGY SERVICE**
   Microbiology Laboratory services in Lothian are currently delivered from two sites: the Royal Infirmary of Edinburgh and St John’s Hospital. Since 2004, the Department of Laboratory Medicine has been run as an integrated service that includes Medical Microbiology/Virology, Haematology/ Biochemistry, Pathology and Genetics. The Clinical Director for Laboratory Medicine is Dr Ingo Johannessen, who is a Virologist.

**Medical Microbiology**

Medical Microbiology provides services to all the hospitals in Lothian, to general practitioners and primary care facilities throughout the Lothian region (population ~775,000) and a workload of 505,000 samples through the laboratory at RIE and 144,000 through the laboratory at St John’s hospital. The laboratories also provide specialised and reference services to users throughout Scotland (population ~ five million).

As well as a full range of microbiological and virological services, the directorate houses four Scottish National Reference Laboratories (funded by NHS National Services Scotland, NSS) for *E. coli O157*, Bacterial sexually transmitted infections, Mycobacteria, and Human Papilloma Virus, and also provides a Blood-borne Viruses reference service jointly with Glasgow. In December 2014 NHSL-initiated the Viral Haemorrhagic Fever testing service for Scotland.

Microbiology services are currently provided from two laboratory sites, the main base being the integrated laboratories at the RIE. RIE provides a 24/7 service. St John’s Hospital has a Bacteriology laboratory that provides a 7 day per week daytime service. The BD Kiestra
automation is based at the RIE site. The consultant microbiology staff support the Scottish National Blood Transfusion Service (SNBTS) Tissue service provided by the RIE laboratory.

St John’s Hospital (SJH) is a major centre for head and neck surgery including ENT and maxillofacial surgery, burns and plastic surgery including hand surgery, day surgery, obstetrics, gynaecology, paediatrics, Emergency Medicine, Critical Care, General Medicine, Medicine of the Elderly, Psychiatry, OPAT, haematology and oncology.

The Royal Infirmary of Edinburgh, at Little France site, houses general surgery and transplant medicine (liver, renal, kidney pancreas, islet cell), critical care, orthopaedics, vascular surgery, cardiothoracics, upper GI, Hepatobiliary and Respiratory medicine including the regional TB service. The Department of Clinical Neurosciences and the Royal Hospital for Children and Young People are also located at the Little France site.

The Western General Hospital site accommodates adult haematology, oncology in the Edinburgh Cancer Centre, rheumatology, urology, lower GI surgery, respiratory including CF, critical care, acute medicine and medicine of the elderly.

**Antimicrobial Stewardship and the Lothian Antimicrobial Management Team**

Dr Simon Dewar, consultant microbiologist, is currently the clinical lead for the AMT which is physically based RIDU. It has responsibility for the safe and effective use of antibiotics across NHS Lothian. The AMT has a wide remit ranging remit, including the supervision of inpatient antibiotic use, surgical prophylaxis and primary care antibiotic prescribing. The team is developing a robust antimicrobial stewardship programme across all sites. The AMT has 2 FTE pharmacists and specialist nurse as part of the team. It uses the Scottish SAPG Antimicrobial Companion app to house guidelines.

**Consultant Staff**

- **Dr Elzbieta Czarniak** Consultant Microbiologist
- **Dr Simon Dewar** Consultant Microbiologist
- Lead for Antimicrobial Management Team
- **Dr Michelle Etherson** Consultant Microbiologist
- **Dr Naomi Gadsby** Consultant Clinical Scientist
- **Dr Naomi Henderson** Consultant Microbiologist
- **Dr Donald Inverarity** Consultant Microbiologist
- Lead Infection Control Doctor
- **Dr Pota Kalima** Consultant Microbiologist
- Head of Specialty
- **Dr Ian Laurenson** Consultant Microbiologist
- **Dr Karen Macsween** Consultant Microbiologist
- **Dr Olga Moncayo** Consultant Microbiologist
- **Dr Ewan Olson** Consultant Microbiologist
- **Dr Surabhi Taori** Consultant Microbiologist
- Lead Trainer

*This vacancy*

**2. INFECTION PREVENTION & CONTROL**

Ms Lindsay Guthrie is the Associate Director, Infection Prevention and Control for NHS Lothian. There is a team of infection Prevention and Control (IPC) Nurses working in four geographic teams each with a Lead IPCN: Ms Rona Broom and Ms Carol Calder are Lead IPC Nurses. There are four geographical teams each with a lead IPCN which cover all of Lothian. Other staff include a lead for Healthcare-Associated Infection (HAI) SCRIBE, a Hand-hygiene and HAI Patient Safety Coordinator.
Dr Donald Inverarity is the Lead Infection Control Doctor and also acts as a coordinator, delegating agreed tasks to others and representing Lothian in the Scottish Infection Control Network

3. REGIONAL INFECTIOUS DISEASE UNIT (RIDU)

Physical environment
The Regional Infectious Disease Unit (RIDU) is housed in a temporary two storey building, at the Western General Hospital site. The Unit provides in-patient and outpatient facilities for the diagnosis and management of all types of infections including HIV. It has 2 in-patient wards with 31 beds, an outpatient department and 5-day beds. It is capable of isolating all types of infections whilst providing the patient with a high standard of accommodation and is connected to the rest of the hospital via a link corridor into the Alexander Donald Building which contains the ICU, HDU and other medical and surgical wards. On the ground floor of RIDU there is a purpose built outpatient department, travel clinic, daybed area, dental suite and office accommodation.

The unit also hosts a number of specialist teams:
- Blood borne virus/substance misuse nursing team
- Antimicrobial management team
- City of Edinburgh Social Services BBV team

Special interests of the unit
HIV
The unit has a long history of providing care for patients with HIV, and has been particularly associated with patients infected through intravenous drug use following an epidemic of transmission in the early 1980’s. More recently the case mix has altered to reflect the distribution of risk groups nationwide, with an increasing number of patients infected heterosexually and abroad. This has been reflected in a broader range of opportunistic infections and we have a diverse and stimulating case mix.

Other specialist areas include: Hepatitis B, C; Chronic fatigue syndrome; Tropical and travel medicine

Community acquired infection
The unit admits all types of community acquired infections, including diarrhoea and vomiting, soft tissue infection, pneumonia, meningitis and urinary tract infections. Management is consultant-led, and we have a well-developed set of clinical protocols to ensure compliance with applicable national guidelines.

Outpatient antibiotic therapy (OPAT)
The department provides a full time OPAT service with 8.6 full time specialist nurses across both WGH and St John’s Hospital at Howden, Livingston. The department is soon to open a further spoke in East Lothian Community Hospital. OPAT runs a 7-day service and accepts referrals from across NHS Lothian, including direct from the community. It sees approximately 900 new referrals per year. The clinic is nurse-led with oversight from two ID consultants and a GP with special interest in infectious diseases.
Infection Consult rounds
ID and microbiology consultants contribute to the infection consult service. This provides a unified infection liaison service across all acute sites and incorporates a site-based model for provision of infection advice to clinical teams, an infection liaison service offering bedside reviews and follow up reviews as required to all specialist and general medical and surgical areas.
Successful applicants will have the opportunity to work with colleagues to deliver a robust consult service across the whole organisation and join existing consultants and the antimicrobial management team in extending and consolidating antimicrobial stewardship ward rounds.

Emerging infectious diseases
RIDU has two isolation rooms which have ante-rooms and high capacity negative pressure ventilation systems. These are the only rooms in SE Scotland which are able to provide an adequate standard of isolation for patients with suspected infections such as Lassa fever, avian 'flu or SARS. RIDU consultants have been closely involved in helping NHS Lothian develop policies for emerging infections, as well as local policies for the management of patients admitted to the ward with suspected infection.

Clinical Infection Research Group
The department has a thriving Clinical Infection Research Group (CIRG). This is very active in participating in both academic and commercial clinical trials – including drug trials, multi-centre studies and investigator-led research. The CIRG contributed significantly to progress during the COVID pandemic with participation in major vaccine and therapeutics trials. The CIRG has strong academic links with the University of Edinburgh Centre for Infection Medicine under the direction of Professor David Dockrell. There are dedicated research staff including research fellow, 6 research nurses and a clinical trials assistant. More information is available on www.cirg-edinburgh.co.uk

Section 4: Main Duties and Responsibilities

Clinical:
The post is a full time (10 PAs) Consultant Medical Microbiologist or Consultant Microbiologist with Infectious Diseases and will have the opportunity to have significant roles in clinical liaison, antimicrobial stewardship and infection consult service and infection control at St John’s Hospital. Exact roles will depend on the individual appointed.
The post holder would be expected to take part in a 1 in 8 oncall rota.

Clinical Microbiology:
For this post, this area is expected to include St John’s Hospital infection consult rounds and antimicrobial stewardship rounds, SJH-specific laboratory and clinical liaison work in person, by telephone, or electronically, once fortnightly “Duty Consultant” based at RIE sessions and also to support Infection control colleagues based at SJH.

Much of our Medical Microbiology service is delivered as a team. This includes weekends and out-of-hours on-call, and the shared roles of the “Duty Consultant”. The Duty consultant, with a Duty Registrar, when available, on any one-day deals with most of the incoming calls for advice from GPs and others, particularly around antimicrobial management, and is the first port of call for new positive results from the laboratory and authorising out a proportion of positive reports.

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In addition each consultant has an area of clinical and laboratory work where they work closely with groups of clinicians, developing special expertise and close working relationships.

Other current shared roles are the “Assisting” Consultant who supports the duty team by authorising reports and dealing with email correspondence from GPs.

**Out of Hours Commitments:**
- The post holder will be expected to participate in weekend and on-call work. This is currently delivered Lothian-wide, on a 1:8 rota with prospective cover. The indicative job plan timetable gives an example of how this could look on a 1:8 rota. This is under review pending new appointments, changing trainee numbers and workload review. The consultant on for the weekend attends the laboratory at RIE from 9 am to approximately 5pm, with a Specialist Trainee or Consultant. In that time they deal with new results and incoming queries, and undertake ICU ward rounds mainly by phone. A consultant is on call every evening by telephone only, with a Specialist Trainee first-on for some nights during the week dependant on trainees’ availability.

**Location:**
- It is anticipated the principal base of work will be mainly at St John’s Hospital. It is anticipated that the post holder may be required to work at the Royal Infirmary of Edinburgh. Facilities for remote working or working from home will be available.
- Consultant offices are now mainly shared, with PCs and laptops providing access to intranet, internet and NHS e-library.
- An iLabs laboratory computer system is used across all sites.
- Secretarial support including two office staff at St John’s hospital and a departmental PA based at RIE.

**Provide high quality care to patients:**
- Maintain GMC specialist registration and hold a licence to practice.
- Participation in the Royal College of Pathologists CPD scheme, including participation in the UK NEQAS interpretative comments for clinical microbiology, annual appraisal, and revalidation every 5 years.
- Develop and maintain the competencies required to carry out the duties of the post
- Ensure patients are involved in decisions about their care and respond to their views

**Research, Teaching and Training:**
- Where possible to collaborate with academic and clinical colleagues to enhance NHS Lothian’s research portfolio, at all times meeting the full requirements of Research Governance. Where supported by sessional funding SPA time may be allowed
- To provide high quality teaching to medical undergraduates and members of other health care professions as required by the Clinical Lead and Director
- To act as educational supervisor and appraiser as delegated by the Clinical Director/Lead to ensure external accreditation of training posts with an appropriate allocation of SPA time for these roles
- Students from Edinburgh University rotate through Microbiology/Virology and the Infectious Disease unit during Year 4 of the undergraduate medical curriculum. They spend two weeks on the attachment incorporates bedside teaching, laboratory teaching, ward rounds, clinics, case presentations, tutorials and infection/prevention control teaching. As part of this rotation the Infection consultants contribute to a lecture programme which is ongoing throughout year 4.
Medical Staff Management:

- To work with colleagues to ensure junior doctors’ hours are compliant in line with Scottish, EWTD and New Deal requirements.
- To ensure that adequate systems and procedures are in place to control and monitor leave for junior medical staff and to ensure that there is appropriate cover within the clinical areas, including on-call commitments.
- To participate in the recruitment of junior medical staff as and when required.
- To participate in team objective setting as part of the annual job planning process.
- To be responsible for the annual appraisal of non-consultant grades as delegated by the Clinical Director, with time allocated as SPA time.

Performance Management
To work with medical and managerial colleagues to ensure high performance in the following areas:

- **Clinical efficiency**: Medical Microbiology in Lothian is fully accredited by UKAS to ISO 15189:2012 standards; work together with colleagues in the laboratory and beyond to maintain the quality of service, using resources wisely, avoiding unnecessary waste and expenditure.
- Work to reduce unnecessary antibiotic prescribing and improve antimicrobial stewardship.
- **Quality of outcomes**: work with clinical teams and Infection Prevention and Control Team to optimise and monitor management of HAIs such as *C. difficile* infection (CDI) and *S. aureus* bacteraemia (SAB).
- **Financial management**: work with clinical director through the management structure to ensure effective and efficient delivery of care.
- **Operational efficiency**: work with the Bacteriology and Mycology and Molecular Quality Improvement Teams to achieve smooth and efficient working of the department.

Governance:

- Participate in clinical audit, incident reporting and analysis and to ensure resulting actions are implemented.
- Ensure clinical guidelines and protocols are adhered to by doctors in training and updated on a regular basis.
- Keep fully informed about best practice in the specialty areas and ensure implications for practice changes are discussed with the Clinical Director.
- Role model good practice for infection control to all members of the multidisciplinary team.

Strategy and Business Planning:

- To participate in the clinical and non-clinical objective setting process for the directorate.

Leadership and Team Working:

- To demonstrate excellent leadership skills with regard to individual performance, clinical teams and NHS Lothian and when participating in national or local initiatives.
- To work collaboratively with all members of the team.
- To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties.

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- Adhere to NHS Lothian and departmental guidelines on leave including reporting absence
- Adhere to NHS Lothian values

### Section 5: NHS Lothian – Indicative Job Plan

**Post:** Consultant Medical Microbiologist or Consultant Microbiologist with Infectious Diseases

**Specialty:** Medical Microbiology

**Principal Place of Work:** St John’s Hospital, with cover anticipated from time to time at other sites

**Contract:** Full time Option for Less Than Full-time

**Availability Supplement:** High Frequency 5%

**Out-of-hours:** 1:8 with prospective cover

**Managerially responsible to:** Head of Specialty & Clinical Lead Microbiology

**Timetables of activities that have a specific location and time:**

<table>
<thead>
<tr>
<th><strong>Indicative Job Plan</strong></th>
<th><strong>DAY / LOCATION</strong></th>
<th><strong>TIME (hrs)</strong></th>
<th><strong>TYPE OF WORK</strong></th>
<th><strong>DCC [PAs]</strong></th>
<th><strong>SPA [PAs]</strong></th>
<th><em><em>OOH</em> [PAs]</em>*</th>
<th><strong>HOURS</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Monday</strong> (St John’s)</td>
<td>09:00–10:00 10:00-13:00 13:00-17:00</td>
<td>Clinical meeting Clinical diagnostic work Clinical diagnostic work/ Infection consult work</td>
<td>0.25 0.75 1</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td><strong>Tuesday</strong> (Variable)</td>
<td>09:00-17:00 or 09:00-17:00</td>
<td>Duty consultant RIE (alternate weeks) Clinical diagnostic work (alternate weeks)</td>
<td>2 or 2</td>
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<td></td>
<td>8 or 8</td>
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<tr>
<td><strong>Wednesday</strong> (St John’s)</td>
<td>09:00-13:00 13:00-17:00</td>
<td>Clinical diagnostic work Core SPA</td>
<td>1 1</td>
<td></td>
<td></td>
<td>4 4</td>
<td></td>
</tr>
<tr>
<td><strong>Thursday</strong> (St John’s)</td>
<td>09:00-10:00 10:00-12:00 12:00-13:00 13:00-17:00</td>
<td>Clin/Ed Supervision/ teaching Clinical diagnostic work NIS MDT Clinical diagnostic/ Infection consult work</td>
<td>0.5 0.25 1</td>
<td></td>
<td></td>
<td>1 2 1 4</td>
<td></td>
</tr>
<tr>
<td><strong>Friday</strong> (St John’s)</td>
<td>09:00-13:00 13:00-17:00</td>
<td>Clinical diagnostic work Assisting consultant (variable as per rota)</td>
<td>1 1</td>
<td></td>
<td></td>
<td>4 4</td>
<td></td>
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<tr>
<td>Weekend</td>
<td>Saturday and Sunday working 1:8 with prospective cover</td>
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<td>(RIE)</td>
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<table>
<thead>
<tr>
<th>On call</th>
<th>On call 1:8 with prospective cover</th>
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</thead>
<tbody>
<tr>
<td>(Under review)</td>
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</table>

<table>
<thead>
<tr>
<th>TOTAL</th>
<th>8.75 + (0.82 + 0.48)</th>
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<tr>
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<td>1.25</td>
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<td>1.3</td>
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<tr>
<td></td>
<td>39.7*</td>
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</tbody>
</table>

- *Out of hours calculated around 1:8 with prospective cover; under review (see text)
- Consultants' monthly meeting on variable days (0.12 PA)
- 10 PAs is the anticipated total

The Job Plan is negotiable and will be agreed between the successful applicant, and the Clinical Director. NHS Lothian initially allocates all consultants 10 PAs made up of 9 PAs in Direct Clinical Care (DCC) and one core SPA for CPD, audit, clinical governance, appraisal, revalidation job planning, internal routine communication and management meetings. As a major teaching and research contributor, NHS Lothian would normally expect to allocate an additional SPA for activities to do with undergraduate education, educational supervision of trainee medical staff, research and other activities; which would then give an 8 DCC: 2 SPA configuration. The provision of education support is a priority for the NHS Lothian consultant body and the contribution that consultants are both willing and eager to make are recognised by additional SPA allocation. Precise allocation of SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

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**Section 6: Contact Information**

**Dr Pota Kalima**  
Consultant Microbiologist, Head of Speciality Microbiology; Clinical Lead  
Department of Laboratory Medicine  
The Royal Infirmary of Edinburgh  
Edinburgh EH16 4SA  
Tel: 0131 242 6048  
Email: Pota.Kalima@nhslothian.scot.nhs.uk

**Dr Ingo Johannessen**  
Consultant Virologist, Clinical Director & Director of Laboratory Medicine  
Department of Laboratory Medicine  
The Royal Infirmary of Edinburgh  
Edinburgh EH16 4SA  
Tel: 0131 242 6003  
Email: ingo.johannessen@nhslothian.scot.nhs.uk

**PA to Dr Ingo Johannessen: Susan Taylor**  
Email: susan.m.taylor@nhslothian.scot.nhs.uk

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**Section 7: Working for NHS Lothian**

http://careers.nhslothian.scot.nhs.uk
Working in Edinburgh and the Lothians

Who are we?
NHS Lothian is an integrated teaching NHS Board in Scotland providing primary, community, mental health and hospital services. Calum Campbell is the Chief Executive, Professor John Connaghan CBE is the Chair and Tracey Gillies is the Executive Medical Director.

NHS Lothian provides services for the second largest residential population in Scotland – circa 850,000 people. We employ approximately 26,000 staff and are committed to improving all patient care and services and engaging staff in service planning and modernisation.

Over the next year across Scotland there will be significant changes in the way health and social care services are provided. In April 2015, integration came into effect in local areas led by four Health and Social Care Partnerships in East Lothian, Edinburgh, Midlothian and West Lothian. Working together will help us provide even better services for our communities and, where appropriate, people will receive high quality care closer to home. There is work underway in relation to the operational and governance capacity required, ensuring that planning for unscheduled and scheduled care is done in tandem between the four Integrated Joint Boards and the acute service.

Further information about Edinburgh and NHS Lothian can be found at https://org.nhslothian.scot/Pages/default.aspx

Location
Edinburgh and the Lothians are on the eastern side of Scotland’s central belt in the heart of the country. Four main areas make up Edinburgh and the Lothians – Edinburgh, East Lothian, Mid Lothian and West Lothian.

Edinburgh and the Lothians are a place of exceptional beauty and contrast, from Edinburgh’s historic skyline to the scenic countryside and coastline that surround it. Edinburgh is famous for its castle, military tattoo, fringe and international festival.

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

Local and wider transport networks are excellent. Glasgow is less than 50 minutes away by train. The Scottish Highlands are accessible in a few hours offering opportunities for skiing and walking. National and international transport links make it easy to keep in touch with friends and family via Edinburgh Airport which offers a variety of international flight opportunities.

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

What we can offer you
Working with NHS Lothian offers a variety of opportunities and benefits:

- Access to the NHS pension scheme

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

**Teaching and Training Opportunities**

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

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

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

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

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

**Our vision, values and strategic aims**

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

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

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

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

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

The specific areas of focus and actions needed to achieve each of these aims are detailed in “Our Health, our Future: NHS Lothian Strategic Clinical Framework 2014 – 2024,” consultation document which you will find at: https://org.nhslothian.scot/Strategies/Pages/default.aspx

Our Health, Our Care, Our Future

NHS Lothian works to help people live healthier, longer lives – no matter who they are or where in the region they live. Much progress has been made, but significant challenges and opportunities lie ahead. NHS Lothian draft strategic plan - Our Health, Our Care, Our Future – sets out what we propose to do over the coming decade to address these challenges and continue to provide a high quality, sustainable healthcare system for the people of Lothian.

In developing the strategic plan we have:
- asked staff and patients what and how things need to change to deliver our aims
- brought together local plans into an integrated whole
- identified opportunities to make better use of existing resources and facilities
- prioritised areas that will make most difference to patients

The plan outlines a range of proposals, which will allow us to:
- improve the quality of care
- improve the health of the population
- provide better value and financial sustainability

Over the coming months we will discuss the need for change and the proposals set out in the plan with staff, patients, communities and other stakeholders. A summary of the plan can be found at https://org.nhslothian.scot/Strategies/OurHealthOurCareOurFuture/Pages/default.aspx

NHS Lothian’s Clinical Quality Approach – Quality Driving Improvement

This is a new way of approaching quality in NHS Lothian. With this approach to service improvement we aim to deliver ‘high quality, safe and person-centered care at the most affordable cost’. This acknowledges that every £1million of waste, unnecessary or inappropriate costs in one area of our system, denies us the opportunity to invest that £1million in another area of our system.

In all highly reliable healthcare organisations, it is clear that senior leadership commitment to the importance of the work, the introduction of consistent improvement methodology, the use of good quality data and building improvement capability within the workforce, are key to the successful delivery of improvement strategies.

To allow NHS Lothian to meet the needs of our population today and in the future, we need to build on the good work that is already being done to redesign services and create a whole organisation approach to quality improvement.

Our Values and ways of working

NHS Lothian is determined to improve the way their staff work so they have developed a set of common values and ways of working which they now need to turn into everyday reality - to
the benefit of everyone working in the organisation and, most importantly, to the benefit of their patients.

**NHS Lothian – Our Values into Action:**

**Care and Compassion**
- We will demonstrate our compassion and caring through our actions and words
- We will take time to ensure each person feels listened to, secure, understood and is treated compassionately
- We will be visible, approachable and contribute to creating a calm and friendly atmosphere
- We will provide a safe and caring setting for patients and staff, and an efficient, effective and seamless care experience
- We will meet people’s needs for information and involvement in all care, treatment and support decisions.

**Dignity and Respect**
- We will be polite and courteous in our communications and actions
- We will demonstrate respect for dignity, choice, privacy and confidentiality
- We will recognise and value uniqueness and diversity
- We will be sincere, honest and constructive in giving, and open to receiving, feedback
- We will maintain a professional attitude and appearance.

**Quality**
- We will demonstrate a commitment to doing our best
- We will encourage and explore ideas for improvement and innovation
- We will seek out opportunities to enhance our skills and expertise
- We will work together to achieve high quality services
- We will use our knowledge and enthusiasm to implement positive change and overcome challenges.

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

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

Throughout the recruitment process candidates will need to demonstrate they meet all of Our Values.
Further information on our values into action can be found at https://org.nhslothian.scot/OurValues/Pages/default.aspx

**Section 8: Terms and Conditions of Employment**

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

<table>
<thead>
<tr>
<th>TYPE OF CONTRACT</th>
<th>PERMANENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRADE AND SALARY</td>
<td>Consultant £91,474 - £121,548</td>
</tr>
<tr>
<td>HOURS OF WORK</td>
<td>40 HOURS PER WEEK</td>
</tr>
<tr>
<td>SUPERANNUATION</td>
<td>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 &quot;opt out&quot; arrangements can be made to do this via: <a href="http://www.sppa.gov.uk">www.sppa.gov.uk</a></td>
</tr>
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</table>

**GENERAL PROVISIONS**  
You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions, you are expected to observe the organisation's agreed policies and procedures and to follow the standing orders and financial instruction of NHS Lothian, in particular, where you manage employees of the organisation, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.

**REMOVAL EXPENSES**  
Assistance with removal and associated expenses may be awarded (up to 10% of salary)

**EXPENSES OF CANDIDATES FOR APPOINTMENT**  
Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement 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.
<table>
<thead>
<tr>
<th>DISCLOSURE SCOTLAND</th>
<th>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.</th>
</tr>
</thead>
<tbody>
<tr>
<td>CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK</td>
<td>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.</td>
</tr>
<tr>
<td>REHABILITATION OF OFFENDERS ACT 1974</td>
<td>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.</td>
</tr>
<tr>
<td>MEDICAL NEGLIGENCE</td>
<td>In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board indemnity will cover only Health Board responsibilities. Paragraph 63 of the General Medical Council's Good Medical Practice requires you to have adequate insurance or indemnity cover. You may wish to consider taking out additional medical indemnity e.g. with a Medical Defence Organisation to ensure that you have indemnity for the whole of your practice.</td>
</tr>
<tr>
<td>NOTICE</td>
<td>Employment is subject to three months’ notice on either side, subject to appeal against dismissal.</td>
</tr>
<tr>
<td>PRINCIPAL BASE OF WORK</td>
<td>You may be required to work at any of NHS Lothian’s sites as part of your role.</td>
</tr>
<tr>
<td>SOCIAL MEDIA POLICY</td>
<td>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.</td>
</tr>
</tbody>
</table>
Section 9: General Information for Candidates

Data Protection Legislation
During the course of our activities we will collect, store and process personal information about our prospective, current and former staff. The law determines how organisations can use personal information. For further information on the type of data that is handled, what the purpose is of processing the data and where and why we share data, please see the NHS Lothian Staff Privacy Notice, found at: NHS Lothian Staff Privacy Notice

For the purposes of this privacy notice, ‘staff’ includes applicants, employees, workers (including agency, casual and contracted staff), volunteers, trainees and those carrying out work experience.

Counter Fraud
NHS Lothian is under a duty to protect the public funds it administers, and to this end will use the information you have provided on your application form for the prevention and detection of fraud. It will also share this information with other bodies responsible for auditing or administering public funds for these purposes. More detail on this responsibility is on NHS Lothian intranet (Counter-Fraud and Theft page) and further information is available via Audit Scotland.

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

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

Work Visa
If you require a Work Visa, please seek further guidance on current immigration rules, which can be found on the UK Government Home Office website.

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

http://careers.nhslothian.scot.nhs.uk
**Overseas Registration and Qualifications**

NHS Lothian will check you have the necessary professional registration and qualifications for this role. You will need to provide an official translation of qualifications notarized by a solicitor of your overseas qualifications to be checked by the recruiting panel. Please ensure that this is available before applying for the post.

**Workforce Equality Monitoring**

NHS Lothian is committed to supporting and promoting dignity at work by creating an inclusive working environment. We believe that all staff should be able to fulfil their potential in a workplace free from discrimination and harassment where diverse skills, perspectives and backgrounds are valued.

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

**Equal Opportunities Policy Statement**

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

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

Our Equal Opportunities in Employment policy can be viewed on our careers website: [https://careers.nhslothian.scot/equal-opportunities/](https://careers.nhslothian.scot/equal-opportunities/)
NHS Scotland Application Process

• The purpose of an application form is to help evidence that the applicant has all the requirements applicable to carry out the job applied for.

• It is essential to read both the job description and the person specification to gain a full understanding of what the job entails and the minimum criteria required.

• Please note for equal opportunity purposes NHS Lothian do not accept CV’s as a form of application.

• Your personal information will not be sent with the application for shortlisting. The application form will be identified by the candidate number only to ensure that no applicant will be unfairly discriminated against.

• Please complete all sections of the application form. Those sections that are not relevant please indicate ‘not applicable’, do not leave blank.

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