Working for NHS Lothian

JOB TITLE: LAS in Acute & General Medicine

JOB REFERENCE: TG1834  JOBTRAIN REFERENCE: 153484

CLOSING DATE: 08/07/2023

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

Please visit our Careers website for further information on what NHS Lothian has to offer http://careers.nhslothian.scot.nhs.uk
## Section 1: Person Specification

<table>
<thead>
<tr>
<th>REQUIREMENTS</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Qualifications and Training</td>
<td>GMC registered medical practitioner.</td>
<td>Plans to apply for a postgraduate medical qualification</td>
</tr>
<tr>
<td>Experience</td>
<td>Experience in Medicine or other Medical Specialties</td>
<td>Considering a career in a medical specialty or GP</td>
</tr>
<tr>
<td></td>
<td>Recent experience looking after General/Acute medical patients as inpatients</td>
<td></td>
</tr>
<tr>
<td>Ability</td>
<td>Ability to take responsibility for management of patients.</td>
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<tr>
<td></td>
<td>Ability to communicate effectively and clearly with patients and other team members</td>
<td></td>
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<tr>
<td></td>
<td>Ability to review patients autonomously and seek help or advice as needed.</td>
<td></td>
</tr>
<tr>
<td>Academic Achievements</td>
<td>Evidence of understanding, interest or involvement in research activity at any level</td>
<td>Evidence of research and publications in peer reviewed journals</td>
</tr>
<tr>
<td>Teaching and Audit</td>
<td>Evidence of commitment to:</td>
<td>Clinical audit and quality improvement activity</td>
</tr>
<tr>
<td></td>
<td>Formal and informal teaching learning and continuing professional development</td>
<td>Evidence of participating in audit or quality improvement activity leading to publication or presentation</td>
</tr>
<tr>
<td>Motivation</td>
<td>Evidence of commitment to patient-focused care</td>
<td>Aiming for a career in General Practice or a medical specialty</td>
</tr>
<tr>
<td>Team Working</td>
<td>Ability to work within a multidisciplinary team</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ability to organise time efficiently and effectively</td>
<td></td>
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<tr>
<td></td>
<td>Reliability</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Excellent communication skills</td>
<td></td>
</tr>
<tr>
<td>Circumstances of Job</td>
<td>May be required to deliver clinical sessions at any of NHS Edinburgh and the Lothian’s sites</td>
<td></td>
</tr>
<tr>
<td></td>
<td>May be asked to cover Ambulatory Care clinic at the weekends</td>
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</tr>
</tbody>
</table>

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Section 2. Introduction to Appointment

Job Title: LAS in Acute and General Medicine  
Department: Acute and General Medicine  
Base: Royal Infirmary of Edinburgh

Post Summary:  
An exciting opportunity has arisen for the post of LAS in Acute and General Medicine wholly based at the Royal Infirmary of Edinburgh. The successful applicant will have an opportunity to contribute to a range of activities within the service including the Ambulatory Care service and ongoing care within the General Medicine wards.  
There will be opportunities to learn about quality improvement methodology and complete a project within dedicated time. Successful applicants will also be encouraged to enrol within the South-East Clinical Educator programme and the Lamp Leadership programme.

Section 3. Departmental and Directorate Information

Acute and General Medical Unit  
The Acute Medical Unit is one of the busiest receiving units in the United Kingdom. There is an average medical take of 70 patients within a 24-hour period. There is a strong ethos and drive to provide high quality safe person centred care providing real time consultant led assessment, diagnosis and treatment of patients to facilitate early discharge or prompt referral to the appropriate specialty. One of the strengths of the unit is well integrated multidisciplinary working. The unit has excellent daily input from the main medical specialties from the time of admission ensuring that over 70% of patients are safely discharged within 48 hours.

There are two General Medicine wards with 36 beds each. They are staffed with a dedicated multidisciplinary team providing holistic care to a high standard with a strong focus on continuity and good communication, quality improvement and patient safety. The average length of stay is around 5 days.

There is a busy Ambulatory Care service with excellent links to the Emergency Department, a well established range of ambulatory care pathways and close links with other medical specialties.

Section 4. Main Duties and Responsibilities

The successful applicant will join an enthusiastic and committed team to provide continuity for ongoing inpatient care to those patients admitted to the General Medicine wards as well as General Medicine patients on non General Medicine Wards (Boarders). There will also be opportunities to work within the Ambulatory Care service and as part of the medical team working in the Emergency Department (Interface Team). You will have close consultant support and supervision. You will be an integral part of consultant led ward rounds following through on management plans. You will also lead ward rounds and provide support and documentation for notes and multidisciplinary team meetings. You will be readily available to the multidisciplinary team for medical advice and provide regular updates to families. You will provide support to FY1 or Advanced Nurse Practitioners. You will contribute to a well organised discharge process and ensure completion of final discharge

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letters. You will also ensure there is good communication with GPs.

**Location**
- It is anticipated the principal base of work will be Royal Infirmary of Edinburgh. As part of your role, you may be required to provide clinical sessions at any of NHS Edinburgh and the Lothian’s sites.

**Provide High Quality Care to patients**
- Maintain GMC specialist registration and hold a license 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.

**Quality Improvement, Research or Training in Teaching**
- This post will be subject to yearly appraisal by a NES trained appraiser with clear identification of personal and professional objectives set out at the commencement of the post.
- Dedicated time provided to suitable candidates with an interest in one of these areas.
- Successful applicants will be offered quality improvement methodology training and supervision of a project.
- Successful applicants will be offered protected time to develop leadership and teaching skills through the Lamp course and the South-East Clinical Educator program.
- For suitable and interested applicants they will have supervision with a research project within an excellent academic department.

**Team Working**
- To work collaboratively with all members of the team
- To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties.
- Adhere to NHS Edinburgh and the Lothian’s and departmental guidelines on leave including reporting absence.
- Adhere to NHS Edinburgh and the Lothian values.

**Management Experience**
- There will be opportunities to contribute to paired learning experience with senior medical managers

**Section 5. Contact Information**

Informal enquiries and visits are welcome and made to:

Dr Johanne Simpson - Clinical Director Directorate of Medicine
Royal Infirmary of Edinburgh
51 Little France Crescent
Edinburgh
EH16 4SA
Telephone: 0131 242 1294 (secretary)
E mail: johanne.simpson@nhslothian.scot.nhs.uk

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Section 6. NHS Edinburgh and Lothian’s – Indicative Job Plan

<table>
<thead>
<tr>
<th>DAY</th>
<th>TIME (hrs)</th>
<th>TYPE OF WORK</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>09:00–17:00</td>
<td>General Medicine work</td>
</tr>
<tr>
<td>Tuesday</td>
<td>09:00–13:00</td>
<td>General Medicine work Supporting career development activity</td>
</tr>
<tr>
<td></td>
<td>13:00- 17:00</td>
<td></td>
</tr>
<tr>
<td>Wednesday</td>
<td>09:00–17:00</td>
<td>General Medicine work Interface Team</td>
</tr>
<tr>
<td></td>
<td>17:00 – 21:30</td>
<td></td>
</tr>
<tr>
<td>Thursday</td>
<td>09:00–13:00</td>
<td>General Medicine work Supporting career development activity</td>
</tr>
<tr>
<td></td>
<td>13:00- 17:00</td>
<td></td>
</tr>
<tr>
<td>Friday</td>
<td>09:00–17:00</td>
<td>General Medicine work</td>
</tr>
<tr>
<td>Saturday (one week in five)</td>
<td>09:00 – 17:00</td>
<td>Ambulatory Care Clinic</td>
</tr>
<tr>
<td>Sunday (one week in five)</td>
<td>09:00 – 17:00</td>
<td>Ambulatory Care Clinic</td>
</tr>
</tbody>
</table>

Section 7: Working for NHS Lothian

Working in Edinburgh and the Lothians

Who are we?

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

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

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

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

**Location**

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

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

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

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

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

**What we can offer you**

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

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

**Teaching and Training Opportunities**

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

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

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

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

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

**Our vision, values and strategic aims**

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

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

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• 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 £1 million of waste, unnecessary or inappropriate costs in one area of our system, denies us the opportunity to invest that £1 million 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.

http://careers.nhslothian.scot.nhs.uk
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>FIXED TERM: 12 months</th>
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<tbody>
<tr>
<td>GRADE AND SALARY</td>
<td>FY2</td>
</tr>
<tr>
<td></td>
<td>£34,299 - £38,787</td>
</tr>
<tr>
<td>HOURS OF WORK</td>
<td>20 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>
<tr>
<td><strong>REMOVAL EXPENSES</strong></td>
<td>Assistance with removal and associated expenses may be awarded</td>
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<tr>
<td><strong>EXPENSES OF CANDIDATES FOR APPOINTMENT</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>TOBACCO POLICY</strong></td>
<td>NHS Lothian operates a No Smoking Policy in all premises and grounds.</td>
</tr>
<tr>
<td><strong>DISCLOSURE SCOTLAND</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK</strong></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><strong>REHABILITATION OF OFFENDERS ACT 1974</strong></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><strong>MEDICAL NEGLIGENCE</strong></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><strong>NOTICE</strong></td>
<td>Employment is subject to one month notice on either side, subject to appeal against dismissal.</td>
</tr>
<tr>
<td><strong>PRINCIPAL BASE OF WORK</strong></td>
<td>You may be required to work at any of NHS Lothian sites as part of your role.</td>
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<tr>
<td><strong>SOCIAL MEDIA POLICY</strong></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>
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</tbody>
</table>
**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](http://careers.nhslothian.scot.nhs.uk).

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](http://careers.nhslothian.scot.nhs.uk).

**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](http://careers.nhslothian.scot.nhs.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 fulfil their potential in a workplace free from discrimination and harassment where diverse skills, perspectives and backgrounds are valued.

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

**Equal Opportunities Policy Statement**

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

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

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

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

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

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

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

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

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