Consultant Urologist
Ref: CG 1594
Closing date: 28th April 2019.
Interview Date : TBC
### Contents

<table>
<thead>
<tr>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section 1: Person Specification</td>
</tr>
<tr>
<td>Section 2: Introduction to Appointment</td>
</tr>
<tr>
<td>Section 3: Departmental and Directorate Information</td>
</tr>
<tr>
<td>Section 4: Main Duties and Responsibilities</td>
</tr>
<tr>
<td>Section 5: Job Plan</td>
</tr>
<tr>
<td>Section 6: Contact Information</td>
</tr>
<tr>
<td>Section 7: Working for NHS Lothian</td>
</tr>
<tr>
<td>Section 8: Terms and Conditions of Employment</td>
</tr>
<tr>
<td>Section 9: General Information for Candidates</td>
</tr>
</tbody>
</table>

**Please return completed applications in Word Format by midnight on the close date to**

[medical.personnel@nhslothian.scot.nhs.uk](mailto:medical.personnel@nhslothian.scot.nhs.uk)

**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.

All NHS Scotland and NHS Lothian Medical vacancies are advertised on our medical jobs microsite: [www.medicaljobs.scot.nhs.uk](http://www.medicaljobs.scot.nhs.uk)

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

<table>
<thead>
<tr>
<th>REQUIREMENTS</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
</tr>
</thead>
</table>
| **Qualifications and Training** | GMC registered medical practitioner  
Be on, or be eligible for inclusion on within 6 months of interview, the GMC Specialist Register  
Evidence of regular appraisal  
Learning and continuous professional development  
Licence to practice | Additional post-graduate qualifications, e.g. MD/PhD/MSc                                                                                                                                             |
| **Post Specific Experience** | Experience in General Urology sufficient to independent patient management and operating                                                                                                                     | Subspecialist skills depending on candidates interest: Laparoscopic skills  
PDD resection                                                                                                           |
| **Ability** | Evidence of ability to take full responsibility for independent management of patients  
Ability to communicate effectively and clearly with patients and other team members | Ability to redesign clinical service or processes                                                                                                                                                |
| **Academic Achievements** | Commitment to participate and contribute to research, publications and presentations                                                                                                                     | Evidence of research and publications in peer reviewed journals  
Evidence of previous experience in successful research funding  
Evidence of poster or oral presentations at national or international meetings |
| **Teaching and Audit** | Commitment to formal and informal teaching and training of Junior Medical Staff and medical students.  
Evidence of participation in audit projects                                                                                                                 | Evidence of training in clinical and / or educational supervision  
Experience of simulation training  
Evidence of teaching qualification  
Experience of designing and |

http://careers.nhslothian.scot.nhs.uk
<table>
<thead>
<tr>
<th>Evidence of commitment to learning and continuing professional development</th>
<th>effecting audit programmes</th>
</tr>
</thead>
</table>
| **Motivation** | Evidence of commitment to:  
patient-focused care  
effective and efficient use of resources  
continuous professional development and life-long learning | Evidence of development of services for patients  
Evidence of participation in patient safety initiatives |
| **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 |
| **Circumstances of Job** | Required to work at any of NHS Lothian’s sites and the Borders General Hospital |
Section 2: Introduction to Appointment

Job Title: Consultant Urologist in General Urology and Diagnostics
Department: Urology Department
Base: Western General Hospital

Post Summary: This post is a full time post for a Consultant Urologist who wishes to provide a high quality Urology service. General and Diagnostic urology is a major workload for the department and will be the core component. The post holder would be encouraged to streamline this service and help introduce one stop urological clinics. The continued practice or development in an area of personal expertise which fits in with the departmental needs will be supported (eg Laser TURP).

Urology services are provided by the Lothian and Borders network which provides general and specialist urological services for a population of 850,000 across several sites centred on the unit at the Western General Hospital. In addition to St John’s Hospital, Livingston the network includes the Borders General Hospital, Melrose and Roodlands Hospital, Haddington.

It is anticipated that the successful applicant will be based at the Western General Hospital but will have to work across one or two other network sites, in particular Borders General Hospital and St Johns Hospital.

Section 3: Departmental and Directorate Information

Urology services at the Western General Hospital and the network are currently delivered by a team of twelve consultants, covering well-developed sub-specialist interests in all the major disease areas with variable contributions to General Urology as follows:

Ms P Granitsiotis Clinical Director
Female Urology, Urodynamic’s and reconstructive urological surgery

Mr A. Alhasso Female and reconstructive urological surgery.

Mr R. Donat Andrology

Mr CJ Shukla Andrology

Mr P. Bolliena General Urology, Prostate Disease & superficial Bladder cancer

Prof A McNeill Minimally invasive management of prostate & renal cancer

Mr B Turna Minimally invasive management of prostate cancer & General Urology

Mr P Mariappan Bladder malignancy

Mr M Cutress Endo-urology & Scottish Lithotriptor Service.

Mr B. Thomas Endo-urology & minimal access surgery, Scottish Lithotriptor Service

Mr S Phipps Endo-urology & minimal access surgery, Scottish Lithotriptor Service

Mr S Leung Renal cancer

Mr Alex Laird Renal cancer

Mr Panos Tsavalas General

Ms H Smith General

Consultant 14 Bladder malignancy & General Urology

http://careers.nhslothian.scot.nhs.uk
It is a well-equipped unit with endoscopic facilities in all theatres, a full range of endoscopic and laparoscopic equipment and a full compliment of video-urodynamic equipment. The well-developed subspecialist organisation of the unit has allowed it to develop a tradition of leading developments in Urology in Scotland, in all areas from andrology to laparoscopic pelvic surgery, and it remains at the forefront in this regard having performed 1200 laparoscopic nephrectomies and over 700 laparoscopic prostatectomies, with current introduction of robot assisted laparoscopic radical prostatectomy. The Scottish Lithotripsy Centre is a well-renowned part of the Department of Urology based at the Western General Hospital, which provides a secondary and tertiary service for the management of patients with urinary tract stones.

Urology services at St John’s Hospital include Day Case surgery, Green Light Laser prostatectomy, flexible cystoscopy and clinics. There is a need to optimise and expand the current Green Light Laser Service further. Nurse urology support for SJH is based at WGH, except flexible cystoscopy and prostate biopsy. Consultants visit St John’s Hospital on a rotational weekly basis.

Urology Services at Roodlands Hospital are limited to Thursdays, predominantly for diagnostic services including flexible cystoscopy and clinics. At present there is minor day case surgery on a 1:4 weekly basis, which is likely to be discontinued as part of Roodlands Hospital redesign plans.

Urology services the Borders General Hospital (BGH), Melrose outpatient clinics and operating in fully equipped theatres allowing endoscopic and day case procedures. This currently includes lower urinary tract Urology, eg TURP’s. Diagnostic work includes a urodynamic session with a nurse specialist in training, development of intravesical Botox services and flexible cystoscopy. Flexible cystoscopies, prostate assessment and catheter clinics are run by Urology Nurse Specialists alongside the consultant staff. At present services are provided by a team of three consultant urologists working between BGH and the Western General Hospital (WGH) and an Associate Specialist based at BGH.

The unit provides training as part of the East of Scotland Training Programme in Urology which currently offers training to five specialty trainees and 3 Subspecialty training fellows who share on-call commitments on a 1:8 non-residential on-call rota. Training opportunities are focussed according to the specific needs of each trainee.

The medical team at WGH is supported by an excellent team of theatre and ward nursing staff and nurse practitioners who undertake roles such as prostate biopsies, flexible cystoscopy and junior doctor support with venepuncture, intravenous cannulation and antibiotic administration. The Nurse Urology Unit houses facilities for assessment and follow up of patients with bladder outflow obstruction and incontinence. This unit also takes pressure off the ward with regard to performing trial without catheters and teaching intermittent self-catheterisation. It supports the emergency service by providing urgent access for catheter related problems. The Surgical Assessment Unit offers an area for assessment of emergency patients and a treatment room.
The appointment of a locum consultant physician with residential duties to offer support in looking after complex medical issues in Urology inpatients and be in charge of medical patients boarding in Urology wards is anticipated later this year.

**Section 4: Main Duties and Responsibilities**

**Clinical:**

- The duties of the post holder will include undertaking General Urology operating and diagnostic sessions and clinics both at WGH and at least one of the regional hospitals in a hub and spoke arrangement (BGH/SJH/ELCH). This will be based on flexible arrangements to provide cover of vacant sessions as identified in the departmental schedule/matrix. Sessions will usually involve Inpatient and Day Case General Urology Operating, diagnostic flexible cystoscopy and Outpatient Clinics. The successful candidate will be expected to engage in the scheduling process 6 - 12 weeks in advance of the sessions worked.
- This flexible urology service cover will provide 10 PA’s per week. The number of sessions per week can be variable, provided the total number of 40 sessions per 4 week period is delivered. This allows for work pattern variations. The actual distribution of sessions is negotiable with the clinical director and service managers.
- The post holder will be expected to actively contribute or lead the development of diagnostic services, including streamlining existing services and development of One Stop Clinics.
- Contribution to administrative processes will be expected as well as outpatient clinics

**Out of Hours Commitments:**

- The post does include Out of Hours On Call commitments, and may involve sessions of day time On Call cover. This is an exposure prone post. During On Call sessions all service delivery will be based at WGH.

**Location:**

- It is anticipated the principal base of work will be the Western General Hospital in Edinburgh.
- As part of the role, the post holder will have variable commitments on other sites as outlined above. You may be required to work at any of NHS Lothian’s sites

**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

**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. Existing research interests will be supported in general within the
department, but the post does not hold any specific research time allocation or resources.

- To contribute to high quality teaching to medical undergraduates and members of other health care professions as required by the Clinical Director
- To act as educational supervisor and appraiser as delegated by the clinical Director to ensure external accreditation of training posts with an appropriate allocation of SPA time for these roles

**Medical Staff Management:**

- To work with colleagues to ensure junior doctors’ hours are compliant in line with EWTD and New Deal
- To support the systems and procedures in place to control and monitor leave for junior medical staff and to help 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

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

http://careers.nhslothian.scot.nhs.uk
Section 5: NHS Lothian – Indicative Job Plan

Post: CONSULTANT UROLOGIST  
Specialty: UROLOGY  
Principal Place of Work: Western General Hospital  
Contract: Full Time  
Programmed Activities: 10  
Available Supplement: 3%  
Out-of-hours: On call 1:15  
Managerially responsible to: Mrs Catherine Crombie, Clinical Service Manager

The Job Plan is negotiable and will be agreed between the successful applicant, and the Clinical Director. NHS Lothian initially allocates all consultants 10 PA’s made up of 9 PA’s in Direct Clinical Care (DCC) and one core SPA for CPD, audit, clinical governance, appraisal, and revalidation job planning, internal routine communication and management meetings.

As a major teaching and research contributor, NHS Lothian would normally expect to allocate additional SPA time for activities to do with undergraduate education, educational supervision of trainee medical staff, research and other activities.

These are all areas where NHS Lothian has a strong commitment and we recognise the contribution that consultants are both willing and eager to make. Precise allocation of SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

http://careers.nhslothian.scot.nhs.uk
Timetables of activities that have a specific location and time:

**INDICATIVE JOB PLAN General Urology**

**EXAMPLE of Variable job plan with 7 direct clinical sessions, 2 administrative sessions and one SPA session**

<table>
<thead>
<tr>
<th>DAY</th>
<th>TIME</th>
<th>TYPE OF WORK</th>
<th>DCC</th>
<th>PA</th>
<th>SPA</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td></td>
<td>General Urology</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Base</td>
<td></td>
<td>Flexible Activity Inpatient Theatre</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BGH – Week 1</td>
<td>0900 - 1300</td>
<td>Administration</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>WGH – Wk 2-5</td>
<td>1300 – 1700</td>
<td>Admin &amp; Travel (BGH only)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1700 - 1900</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tuesday</td>
<td></td>
<td>OPD</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Base</td>
<td></td>
<td>General Urology WGH</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BGH</td>
<td>0900 - 1300</td>
<td>Flexible Activity OP clinic</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Weeks 1,2 &amp; 5</td>
<td>1300 – 1700</td>
<td>Admin &amp; Travel (BGH only)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1700 - 1900</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wednesday</td>
<td></td>
<td>General Urology</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Base</td>
<td></td>
<td>Flexible Activity Inpatient Theatre</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>St Johns</td>
<td>0900-1300</td>
<td>General Urology WGH</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1300 - 1800</td>
<td>Flexible Activity OP clinic</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Thursday</td>
<td></td>
<td>General Urology WGH</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TBC</td>
<td>0830-12.30</td>
<td>Flexible Activity Inpatient Theatre</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1330 - 1730</td>
<td>Administration</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Friday</td>
<td></td>
<td>Flexible Activity Inpatient Theatre /Diagnostics /OP clinic WGH or SJH</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Base</td>
<td>0800-13.00</td>
<td>Week 4: Departmental Xray meeting/Mortality Morbidity &amp; Administration – WGH</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>WGH</td>
<td>1300-1600</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**ON CALL**

Travel

<table>
<thead>
<tr>
<th></th>
<th></th>
<th>Total Hours</th>
<th>40</th>
</tr>
</thead>
</table>

This job plan is an indicative job plan of likely sessions and working pattern. NHS Lothian is looking towards flexible working patterns to enable maximum use of existing facilities. We are looking towards 3 theatre session per operating days with variable allocation of 1-3 sessions / day between 8.00-20.00hrs on a regular basis and additional flexible working arrangements with sessions allocated to clinics/diagnostics/operating on a preplanned variable rotational basis. A consultant will have 6-7 direct patient contact sessions (2 theatre sessions, 2 outpatient clinics, 1 diagnostics, 1 flexible activity session) plus On Call.

http://careers.nhslothian.scot.nhs.uk
commitments. There will be supportive time for administration, M&M, MDT, appraisal and revalidation. Time for teaching and managerial tasks will be allowed depending on individuals’ commitments and requirements. The Western General Hospital will be the base for activity and a regular second site commitment at BGH / SJH or Roodlands be expected on 1-2 days a week.

Section 6: Contact Information

Informal enquiries and visits are welcome and should initially be made to:

Ms P Granitsiotis, Clinical Director Urology  
E-mail: pgranitsiotis@nhs.net  
Mobile: 07775800910  
Secretary Debra Birchall, 0131 537 2338

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. 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 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.

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

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

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

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

**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-cantered 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.
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
http://www.nhslothian.scot.nhs.uk/OurOrganisation/Pages/OurValues.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](http://www.msg.scot.nhs.uk/pay/medical).

<table>
<thead>
<tr>
<th><strong>TYPE OF CONTRACT</strong></th>
<th>Permanent</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GRADE AND SALARY</strong></td>
<td>£80,653 - £107,170 per annum (pro rata if applicable)</td>
</tr>
<tr>
<td><strong>HOURS OF WORK</strong></td>
<td>40 hours</td>
</tr>
<tr>
<td><strong>SUPERANNUATION</strong></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>GENERAL PROVISIONS</strong></td>
<td>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.</td>
</tr>
<tr>
<td><strong>REMOVAL EXPENSES</strong></td>
<td>Assistance with removal and associated expenses may be awarded (up to 10% of salary)</td>
</tr>
<tr>
<td><strong>EXPENSES OF CANDIDATES FOR APPOINTMENT</strong></td>
<td>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.</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</strong></td>
<td>NHS Lothian has a legal obligation to ensure that its employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdom. Before any person can commence</td>
</tr>
</tbody>
</table>
**WORK IN THE UK**

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**

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.

**MEDICAL NEGLIGENCE**

In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board indemnity will cover only Health Board responsibilities. Paragraph 63 of the General Medical Council's Good Medical Practice requires you to have 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.

**NOTICE**

Employment is subject to three months' notice on either side, subject to appeal against dismissal.

**PRINCIPAL BASE OF WORK**

You may be required to work at any of NHS Lothian’s sites as part of your role.

**SOCIAL MEDIA POLICY**

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.
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 here on the NHS Lothian website.

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 here on the 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.
**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 [here on the NHS Lothian website.](http://careers.nhslothian.scot.nhs.uk)

**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.

- Once in receipt of the application pack 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.

[disability confident logo]

[Careers logo]
• Please feel free to use additional paper if required. Please do not add your name to any additional information provided; secure it to the relevant section and the Recruitment Administrator will add a candidate number.

Please return completed applications in Word Format by midnight on the close date to medical.personnel@nhslothian.scot.nhs.uk

You will receive an automated response acknowledging receipt of your application.