REFERENCE NUMBER: DCN/16/T444

JOB TITLE: NEUROPHYSIOLOGIST

GRADE: BAND 6

LOCATION: THE WESTERN GENERAL & THE ROYAL HOSPITAL FOR SICK CHILDREN, EDINBURGH

CONTRACT DURATION: PERMANENT

HOURS: 37.5

CLOSING DATE: 8 JUNE 2016

SALARY SCALE: £26,565 - £35,577 PER ANNUM

Apply on-line www.jobs.scot.nhs.uk

Due to the high level of recruitment activity, we are sorry to inform you that if you are successful at interview, your provisional offer may not be issued for up to two weeks after you receive your verbal offer.

**Please note – the e-mail address you provide on the application form will be used to communicate any further correspondence relating to this vacancy so please check your TRASH and SPAM folders**

This post requires the post holder to have a PVG Scheme membership/ record. If the post holder 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 they can begin in post.
This information package has been compiled to provide prospective candidates with details of the post advertised.

The contents of this package are as follows:

- General Information for Candidates
- Working in Edinburgh and the Lothian’s
- Working Time Regulations Form (please complete and return with application form)
- Person Specification and Job Description
- NHS Lothian - Our Values
- Information on Application Process
- Workforce Equality Monitoring
- Equal Opportunities Policy Statement

GENERAL INFORMATION FOR CANDIDATES

Data Protection Act 1988
Please note that any personal information obtained from you throughout the recruitment process will be collected, stored and used in line with the Data Protection Act 1998. Information will be available to the recruiting manager and to the Human Resource staff.

Counter Fraud
NHS Lothian is under a duty to protect the public funds it administers, and to this end will use the information you have provided on your application form for the prevention and detection of fraud. It will also share this information with other bodies responsible for auditing or administering public funds for these purposes. More detail on this responsibility is on NHS Lothian’s intranet (Counter-Fraud and Theft page) and further information is available at http://www.audit-scotland.gov.uk/work/nfi.php.

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

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

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

Overseas Registration and Qualifications
NHS Lothian will check you have the necessary professional registration, where appropriate. If you require a qualification for this role but are not regulated by a professional body (e.g. NMC, GMC, HCPC etc), you will need to provide an official translation, notarised by a solicitor, of your overseas qualifications to be checked by the recruiting manager. Please ensure that this is available before applying for this post.

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.
Terms and Conditions
For an overview of our Agenda for Change terms and conditions visit: www.msg.scot.nhs.uk/pay/agenda-for-change

Travel Expenses
Travel expenses are not normally reimbursed for interviews, if you are selected for interview and wish to enquire about the possibility of being reimbursed then the request should be directed to the recruiting manager or interview panel chair.

WORKING IN EDINBURGH AND THE LOTHIANS

NHS Lothian offers excellent career prospects and a wide range of job opportunities for potential employees. It employs approximately 24,000 staff and offers training and development opportunities as well as excellent staff benefits.

The information provided below aims to help support and guide both prospective applicants and new employees unfamiliar with Edinburgh and the Lothians.

Edinburgh and the Lothians
NHS Lothian serves a population of approximately 800,000 people living in and around Edinburgh, Scotland’s historic capital city. The geographical area known as Lothian region covers 700 square miles, comprising the City of Edinburgh, Midlothian, East Lothian and West Lothian.

It is a region of exceptional beauty and contrast, from the splendour of Edinburgh to the beauty and variety of the hills, countryside and coastline. The nearest major town outside of Edinburgh is Livingston, a thriving location in the heart of West Lothian. As well as many sites of historic interest, the region boasts a host of recreational activities for all ages.

Useful Contacts
For useful guidance on relocating to Scotland visit: 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
In accordance with Working Time Regulations, no individual should knowingly be contracted to work for more than an average of 48 hours per week.

For Completion by Applicant (to be submitted along with application form)

- Do you intend on holding any other employment (either NHS or non-NHS)  
  YES / NO

If yes please complete the details below:

Name and address of additional employer(s) ________________________________
________________________________________
________________________________________

Average number of hours worked for this employer per week ______________

Signed  _____________________________________________________________

Name  _______________________________________________________________

For Completion by Appointment Panel

- Would the offer of this post put the applicant in a position whereby they would exceed the 48-hour working limit?  YES/NO

Signed  _____________________________________________________________

Please Note - It is the responsibility of the appointment panel to ascertain whether the prospective employee intends to retain any other post held in addition to the one for which they are applying.

Refer to the Recruitment Guidance Pack for further information regarding working time regulations.
An opportunity has arisen to develop existing services and participate in the Supra Regional Neurophysiology Service based at Western General Hospital. These posts will be involved in a cross-site rotation, to the Royal Hospital of Sick Children Edinburgh and other sites as served by the Supra Regional Service.

**Dimensions of the post**

The Area Service provides a broad range of Neurophysiological investigations on adults and paediatrics including:

- Routine and Drug activation EEG recordings.
- Portable EEG service i.e. SCBU, ITU.
- Video EEG Telemetry.
- 24 Hour Ambulatory EEG.
- Evoked Potentials
- Corticography.
- Cortical mapping and epilepsy surgery.
- Physiologist led NCV clinics.
- Intra-operative monitoring during orthopaedic and neurosurgical procedures

You will be expected to:

1. Plan, perform and interpret a range of specialist procedures that may include monitoring during Neurosurgical procedures.
2. Participate and support the development of the Paediatric National Epilepsy Surgery Service based at the RHSC.
3. Participate in the day/day running service including troubleshooting.
4. Adhere to local Trust policies and procedures.
5. Support the team in specific areas of work.

**Requirements of the Post**

The successful candidates must have:

- A minimum of an ECNE part 2 or BSc Hons in clinical Physiology (Neurophysiology).
- Post qualification experience in paediatrics and a number of Neurophysiological procedures, particularly evoked potentials and VTEM.
- RCCP registration.

The Department has a well-established student-training programme in which the successful candidate will be expected to participate.

The Service operates a flexible working approach, as some longer days/evening work will be a requirement of the post.
## PERSON SPECIFICATION

**Job Title:** SP (Neurophysiology)  
**Directorate:** Head and Neck  
**Department/Ward:** Clinical Neurophysiology

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<tr>
<th>Key Criteria</th>
<th>Essential</th>
<th>Desirable</th>
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</table>
| **Qualifications and Training** | - A minimum of an ECNE part 1 and BSc Hons in Clinical Physiology (Neurophysiology).  
- MSC Neurophysiology or related Neuro topic.  
- Significant post qualification experience in a number of Neurophysiological procedures, particularly Evoked Potentials  
- Experience of working with a multidisciplinary team with some management responsibilities. | |
| **Work/Voluntary Experience** | Experience of working as a team with paediatrics, adults, patients with learning difficulties, Psychiatric disorders etc.  
- Good IT skills | Previous experience of participating in VTEM etc |
| **Membership of professional bodies/associations/registrations** | RCCP registration. | ANS Member |
| **Key Personal Attributes / Characteristics** | - Experience of the workings of Neurophysiology systems  
- Experience of working and liaising with a multidisciplinary team.  
- Experience of teaching trainees both Physiologists and other multidisciplinary professionals.  
- Able to work autonomously in specialised environments.  
- Excellent communication skills | Will need to work closely with Paediatric Neurologists and existing staff contributing to ongoing developments i.e. Epilepsy Surgery program, training etc  
- Flexibility regarding working hours may be required. |
| **Special Skills / Competence** | - Significant post qualification experience in a number of specialised Neurophysiological procedures. | Preferably within a dedicated paediatric/adult settings. |
| **Other** | Will need to be experienced, confident and calm, particularly in stressful situations. | |
1. JOB IDENTIFICATION

Job Title: Specialist Clinical Physiologist (Neurophysiology)
Responsible to: Head of Clinical Neurophysiology
Department(s): Clinical Neurophysiology based at WGH but to be involved in rotational roster to other sites within the Supra Regional Service.
Directorate: Head and Neck
Operating Division: NHS Lothian-University Hospitals
No of Job Holders: 3
Last Update:

2. JOB PURPOSE

• The post holder provides complex, specialist Clinical Neurophysiology services(s) to patients of all ages from a range of specialities suffering from a wide variety of medical disorders including those, which may be neurological and/or psychiatric in nature.
• Ensure the highest standard of care is delivered to patients and their families in partnership with all members of the multi disciplinary team.
• The post holder has responsibility and accountability for maintaining both clinical and staff governance.

3. DIMENSIONS

• 1 Consultant Neurophysiologist, 15 Clinical Physiologists of differing grades and experience and 2 secretaries staff the Supra Regional Service. This Service includes posts, which are based at the Western General Hospital and The Royal Hospital for Sick Children.
• Work collaboratively on a day-to-day basis with others to contribute to the smooth and efficient running of the service.
• Undertakes interpretation of results and provision of factual reports
• The post holder will supervise Trainee and Clinical Physiologists, patients and carers.
• The post holder will participate in training and education of Trainee Clinical Physiologists and/or other staff groups.
• Participate in quality assurance, audit and/or research and development programmes.
4. ORGANISATIONAL POSITION

5. ROLE OF DEPARTMENT

Provides a comprehensive (supra regional) Clinical Neurophysiological Investigative service to patients of all ages from a large range of specialities suffering from a wide variety of medical disorders including those which may be neurological and/or psychiatric in nature.
6. KEY RESULT AREAS

MAIN DUTIES AND RESPONSIBILITIES

CLINICAL

1. Maintain high professional standards of Neurophysiological services to patients.
2. Work Collaboratively with colleagues to ensure service(s) meet changing healthcare needs.
3. Provide support and assistance to Neurophysiology staff in dealing with difficult and conflicting situations including those that are of a clinical/professional nature.
4. Participate in the implementation of policies.
5. Plan, perform and interpret a range of basic and advanced Neurophysiological investigations to a high level of competence to patients. This includes,

   - Perform Electroencephalographic (EEG) investigations employing current national standards without supervision in the EEG laboratory taking appropriate action(s) Where necessary. Also perform EEG’s on the ward. Patients of all age groups are Seen in the department.
   - Perform emergency EEG’s on ITU. (Intensive Therapy Units), SCBU’s (Special Care Baby Units) or general wards – this could be at any hospital covered by the Supra Regional Service and appropriate action should be taken where necessary.
   - Perform EEG investigations using special techniques. These include activated recordings; recordings following sleep deprivation, Multiple Sleep Latency Testing (MSLT), recordings during stimulation of a non-routine nature, e.g. electro-corticography and sodium amytal testing.
   - Perform long term EEG monitoring and long term EEG and video monitoring taking appropriate action(s).
   - Perform video/EEG telemetry, including intra-cranial recordings taking appropriate actions(s).
   - Perform Nerve Conduction Studies for Carpal Tunnel Syndrome.
   - Assist with EMG (Electromyography) examinations and NCS (Nerve Conduction Studies) in the EMG Laboratory.
   - Performs all multi-modality evoked potentials employing current national standards, taking appropriate action(s) where necessary. This includes
     - Visual evoked Responses
     - Electrotoretinograms
     - Electro-oculogram
     - Brainstem Evoked Responses – these can be performed off site in ITU or various operating theatre environments.
     - Somatosensory Evoked Responses – these can be performed off site in ITU or various operating theatre environments.

Examples of what could be undertaken

6. Provide reports on a range of Neurophysiological investigations.
7. Participate in audit and/or research and development programmes.
8. Maintain continuous professional development appropriate to the range of Neurophysiology services to patients.
9. Undertake simple fault remedy, cleaning and maintenance of recording equipment or any apparatus within the department including care and maintenance of electrodes.
MANAGERIAL/LEADERSHIP

1. Facilitate the management of junior Neurophysiological staff.
2. Undertake responsibility for the efficient and effective management of physical resources.
3. Contribute to the effective and efficient use of information resources, administrative patient reporting and data storage.
4. Contribute to the maintenance of statistical information as required for statistical and other management purposes.
5. Contribute to the health and safety and quality assurance policies to patients, staff and visitors.
6. May attend Trust, Regional and National meetings relating to issues of Neurophysiological Service(s) provision.
7. Participate in Division/region wide projects.
8. May contribute to the recruitment, appointment and retention of all staff in line with Divisional policies and guidelines.
9. Responsible for ordering stock from the supplies department and pharmacy.
10. Undertake the chasing up of orders and sourcing new stock.
11. Provide weekly stock takes and yearly stock takes in conjunction with the Service Manager.
12. Promote and ensure equality, diversity and rights for all.

EDUCATION, TRAINING AND DEVELOPMENT

1. Participate in the implementation of education and training of Clinical Physiologists (Neurophysiology) and other staff groups in line with mandatory, professional and personal development according to service needs. Remedial action taken as necessary.
2. Promote clinical supervision/mentorship for other staff.
3. May undertake responsibility for the implementation of teaching and training programmes at all levels for Neurophysiology services.
4. Participate in the teaching and training in Neurophysiology to a broad range of healthcare workers including medical, AHP, nursing, HCS, etc.
5. Ensure personal compliance with regards to mandatory, professional and personal development according to service needs.
6. Ensure personal compliance with CPD guidelines, professional codes of conduct and evaluate the effect of development on service delivery.
7. Maintain State Registration.

CLINICAL GOVERNANCE AND AUDIT

1. Participate in audit to ensure compliance with and development of professional and local policies and procedures and clinical standards/protocols/guidelines.
2. Contribute to the facilitation of patient & public involvement in the development of Neurophysiology service(s).
3. To facilitate investigation of complaints regarding the service(s) and to report the findings to the Division in accordance with local procedure and to take remedial action if appropriate.
4. Work within agreed Divisional and local policies and protocols.
### 7a. EQUIPMENT AND MACHINERY

<table>
<thead>
<tr>
<th>Generic</th>
<th>Specialised</th>
<th>Very Specialised</th>
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<tbody>
<tr>
<td>Standard PC</td>
<td>Hoists – Encore, Sara, Maxi/Arjo</td>
<td>Cerebral Function Analyser Monitor</td>
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<tr>
<td>Fridge</td>
<td>Suction Equipment</td>
<td>Xltek EEG recording equipment</td>
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<tr>
<td>Ice Machine</td>
<td>Pulse Oximeter</td>
<td>Nicolet Evoked Potential recording equipment</td>
</tr>
<tr>
<td>Database /Computers</td>
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<td>Dantec Nerve Conduction recording equipment</td>
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<tr>
<td>Fire Equipment</td>
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<td>Nicolet Ambulatory recording equipment</td>
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<tr>
<td>Pat Slides</td>
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<td>Walter Graphtec Ambulatory recording equipment</td>
</tr>
<tr>
<td>Walking Aids</td>
<td>(Zimmer, Gutta Frame, Crutches, Walking Sticks)</td>
<td>Xltek Video Telemetry recording equipment</td>
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<td>Oxygen Cylinders</td>
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<td>Glide Sheets</td>
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<td>Trolleys</td>
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### 7b. SYSTEMS

TRAK
Neurophysiology recording systems
Archiving Systems
Patient Records
Internet and Intranet – Personal and Business

### 8. ASSIGNMENT AND REVIEW OF WORK

- The post holder will be responsible to the Neurophysiologists and Clinical Neurophysiology Professional Service Manager who will provide clinical guidance and professional management, work review and formal appraisal of performance.

- The post holder will liaise with 3 Consultant Paediatric Neurologists and other medical staff when working at the Royal Hospital for Sick Children’s Department.

- The post holder’s work is generated from the services within the division, legislation and performance indicators set by the Scottish Executive Health Department. The outcome of this will benefit the quality of the service to the patient.

- The Team Manager or the Highly Specialist Physiologist will assign workload however the Specialist Physiologists will have responsibility for managing there defined workload liaising with nursing/medical staff where appropriate.

- The post holder, will delegate/allocate work to the team in the absence of more senior staff.
9. DECISIONS AND JUDGEMENTS

- The post holder is expected to make clinical and professional autonomous decisions on a daily basis.
- Provide clinical and professional advice to the multidisciplinary team.
- Work within one's own limitations.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Achieving a balance between the demands of direct patient care within existing resources in a complex dynamic clinical area.
- Maintain up-to-date clinical skills and knowledge.
- Motivate and empower junior staff.
- Address the equality and diversity needs of patients and staff.
- In the absence of the Service Manager/Deputy/Highly Specialist Physiologist take charge of the clinical area to ensure the effective operation of the department.

11. COMMUNICATIONS AND RELATIONSHIPS

The post holder requires excellent interpersonal skills to motivate staff and communicate professionally with a wide range of people within and outside the department.

Internally regular and frequent contact with:

- Patients, relatives and carers.
- Clinical Neurophysiology Service Manager
- All grades of Clinical Physiologists within the Clinical Neurophysiology Department.
- Administrative and Clerical staff within the Clinical Neurophysiology Department.
- Consultant Clinical Neurophysiologists
- Medical staff including Neurosurgical and Neurology
- Medical Physics Department-variable
- Nursing staff

External contact out with the Trust, for example staff who belong to other Trusts /NHS organisations with whom we have Service Level Agreements:

- Medical staff-
- Nursing staff- variable depending on the demands of the service.
- National professional body.
- Medical equipment manufacturers
- Educational Providers
12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

**Physical Skills:**
Neurophysiology testing requires highly skilled manual dexterity and demands excellent hand eye coordination. Ability to perform these skills accurately when under pressure is important when obtaining reliable data from a young or confused patient or in stressful situations, when working in ITU, SCBU, and Theatre. The post holder requires to be able to use safe movement and handling techniques to move patients to and from test couches, with and without the mechanical aids, to safely use Neurophysiology recording equipment.

**Physical Demands:**
Physical manual handling of patient, patient movement with use of mechanical aides. Push trolleys, wheelchairs and moves recording equipment to other departments within and out with base of work.

**Mental Demands:**
The post holder may have to deal with interruptions from other professionals, patients and/or carers. This may involve requests for information of help with an individual patient, questions regarding tests or problems with transport for example.

Daily concentration required for tests, calculations and reports.

Prolonged concentration for extended patient tests and review of data. (i.e. Videotelemetry)

Supervise and teach specialist clinical skills to more junior members of the team.

Time management

Communication difficulties (multicultural, deaf, blind, learning disabled)

In addition the post holder will have to lead by example and use his/her motivational and training skills to develop and maintain good team working and may provide support and supervision for the members of that team.

**Emotional Demands:**
The post holder will occasionally/frequently be in emotionally difficult and draining situations and in an empathic and sensitive way, deal with patient’s tests and diagnosis.

The post holder will also have to deal with the concerns and anxieties of distressed/anxious/worried patients/relatives.

**Working Conditions:**
They require to follow Infection control and Health & Safety guidelines when dealing with body fluids and infections.

Occasional/Frequent exposure to unpleasant conditions such as body odours, body fluids and secretions, head lice, aggression. (verbal and occasionally physical) and contained chemicals.

13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- BSc (Hons) Clinical Physiology (Neurophysiology) or equivalent formal specialist training (Other appropriate qualifications e.g. BTEC HNC/D in MPPM or equivalent experience + professional exam ECNE Part 1 plus knowledge of specialist procedures acquired through specialist courses or training/experience to advanced level.

- RCCP registration

- Appropriate post graduate qualification
## 14. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

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<tr>
<th>Job Holder’s Signature:</th>
<th>Date:</th>
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<td>Date:</td>
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<tr>
<th>Head of Department Signature:</th>
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| Date: | Date: |
NHS Lothian is determined to improve the way their staff works 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.
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 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.

General guidance

There are currently three ways of applying for vacancies within NHS Lothian:

- On-Line: www.jobs.scot.nhs.uk
- Telephone (hard copy): 0131 536 3030
- Email: recruitment@nhslothian.scot.nhs.uk

If you are applying by ‘hard copy’ please use black ink and write clearly in block capitals.

- The vacancy reference number, job title and location can be obtained from the job advert.
- The candidate number will be populated by recruitment team once the application has been returned. This is to ensure each application remains anonymous.
- Only part C of the application form will be sent for short listing. 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.
- Feel free to use additional paper if required, but please note that this section has a size limit of 7,500 characters which is approximately 2 X A4 Sheets and text exceeding this limit may be truncated. Please do not add your name to any additional information provided; secure it to the relevant section and Recruitment Admin will add a candidate number.

For general help and advice on how to complete an application form visit: www.myworldofwork.co.uk/content/job-application-form-advice

Please return completed application forms to:

The Recruitment Centre, Staff Residencies, St John’s Hospital, Howden Road West, Livingston, EH54 6PP

When returning your completed application and any associated enclosures by Royal Mail, please ensure that the correct postage is paid. Underpaid mail will be retained by the Post Office which will result in applications not being returned until after the closing date and not being included for shortlisting.

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 which will enable us to make comparisons locally, regionally and nationally.
NHS LOTHIAN

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 and accepts its obligations both legal and moral by stating commitment to the promotion of equal opportunities and elimination of discrimination.

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

Our Equal Opportunities in Employment policy can be viewed at:
www.nhslothian.scot.nhs.uk/WorkingWithUs/Employment/Pages/EqualOpportunities.aspx