Working for NHS Lothian
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Section 1: Introduction to Appointment

Reference Number: RAD/18/115

Job Title: Specialist Radiographer

Grade: Band 6

Location: Royal Infirmary of Edinburgh

Contract Duration: Permanent

Hours: 37.5 per week

Closing Date: 12th March 2019

Salary Scale: £28,050 - £37,010 per annum

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

Please note – the e-mail address you provide on the application form will be used as the primary route of communication for any further correspondence relating to this vacancy so please check your TRASH and SPAM folders.

Furthermore, during the course of the whole recruitment process from application to final offer NHS Lothian may need to contact you using the phone number (land or mobile) you have provided. Below are some examples:

- by text message prior to a scheduled interview date if no confirmation of attendance has been received by email
- if an invalid email address has been provided
- in relation to finalising any offer, if an email has been unsuccessful.

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.
We are able to offer an excellent opportunity for an enthusiastic and highly motivated Radiographer/Nuclear Medicine Technologist to join our imaging team, and future proof their career, by obtaining experience in both general Nuclear Medicine and PET-CT.

The Radionuclide imaging department (RNI) is based at the Royal Infirmary of Edinburgh and has two Gamma cameras, one with SPECT/CT capability. It performs a wide range of diagnostic procedures, including a radiographer led myocardial perfusion service. The RNI department also has a specific interest in dynamic gastrointestinal investigations and provides a regional service for endocrine and neuroendocrine tumour imaging.

The RNI department will soon relocate to new Royal Hospital for Sick Children and the Department of Clinical Neurosciences situated adjacent to the Royal Infirmary of Edinburgh and will perform adult and paediatric investigations.

The PET-CT scanners are situated in the Edinburgh Imaging Facility – OMRI, adjacent to the Royal Infirmary of Edinburgh, on the Little France site. The imaging facility supports both imaging for biomedical research and clinical imaging. It has two modern PET-CT systems, a Siemens Biograph mCT and a GE 710 system. Both are supported by an on-site cyclotron.

You will operate in both PET-CT and RNI. This is an exciting opportunity for you to develop skills in both modalities. It is anticipated that both departments will continue to expand their research profile and you will contribute to this interesting, non-routine, aspect of the work.

A flexible approach to work is essential as there may be a requirement for extended working days and the post holder must be committed to providing the highest quality service to patients and colleagues. You will have a Degree in a relevant science subject or a DCR or BSc in Diagnostic Radiography, or equivalent. You should also have significant post qualification experience including Nuclear Medicine or PET imaging. Ideally you should have both Nuclear Medicine and PET-CT experience; however, we will provide training in either modality if required. DipIPEM(T) or equivalent is desirable, and registration with the Register for Clinical Technologists (RCT) held by the IPEM or the Health Professions Council (HPC) is essential.

Visits to the Departments are strongly encouraged. This post requires membership of Disclosure Scotland's PVG Scheme.

For further information please contact Paul Cowan on 0131 242 3779 or e-mail paul.x.cowan@nhslothian.scot.nhs.uk or David Brian 0131 242 7758 or e-mail david.brian@nhslothian.scot.nhs.uk quoting ref: RAD/18/115.
In order to be shortlisted you must demonstrate you meet all the essential criteria and as much of the desirable as possible. When a large volume of applications are received for a vacancy and most applicants meet the essential criteria then the desirable criteria is used to produce the shortlist.

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Essential</th>
<th>Desirable</th>
<th>How assessed</th>
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<tbody>
<tr>
<td>Personal Traits</td>
<td>Ability to demonstrate empathy and understanding with patients</td>
<td></td>
<td>A,I,R</td>
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<td></td>
<td>Ability to follow instructions and a willingness to learn</td>
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<td></td>
<td>Team worker and be able to use own initiative</td>
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<td>Exemplary professional appearance and approach</td>
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<tr>
<td>Qualifications and Training</td>
<td>BSc or D.C.R. in Diagnostic Radiography.</td>
<td>IV cannulation competency</td>
<td>A,C,I,R</td>
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<tr>
<td></td>
<td>Certificate Nuclear Medicine (or suitable equivalent alternative)</td>
<td></td>
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<td>HCPC Registration</td>
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<td></td>
<td>Evidence of post graduate education or equivalent experience demonstrating specialist clinical skills required within the role</td>
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<tr>
<td>Experience and Knowledge</td>
<td>Evidence of ongoing educational and personal development</td>
<td></td>
<td>A,I,R</td>
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<tr>
<td>Skills and/or Abilities</td>
<td>Standard computer and keyboard skills</td>
<td>Advanced computer skills</td>
<td>A,C,I,R</td>
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<td></td>
<td>Good communication skills</td>
<td>Evidence of excellent communication skills</td>
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<tr>
<td>Specific Job Requirements</td>
<td>Requirement to work 5/7 day shift system including evening and night shifts and on-call (as required for post)</td>
<td>Able to wear radiation protection clothing</td>
<td>A,I,R</td>
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**Key – how assessed**

<table>
<thead>
<tr>
<th>A = Application form</th>
<th>I = Interview</th>
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<tr>
<td>C = Copies of certificates</td>
<td>T = Test or exercise</td>
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<tr>
<td>P = Presentation</td>
<td>R = References</td>
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1. JOB IDENTIFICATION

<table>
<thead>
<tr>
<th>Job Title:</th>
<th>Nuclear Medicine Technologist / Radiographer</th>
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<tbody>
<tr>
<td>Responsible to:</td>
<td>Radiography Team Leader</td>
</tr>
<tr>
<td>Department(s):</td>
<td>Edinburgh Imaging Facility QMRI (EIF QMRI) &amp; Royal Infirmary of Edinburgh (RIE)</td>
</tr>
<tr>
<td>Directorate:</td>
<td>DATCC</td>
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<tr>
<td>Operating Division:</td>
<td>Acute Services</td>
</tr>
<tr>
<td>Job Reference:</td>
<td>RAD/18/115</td>
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<tr>
<td>Last Update:</td>
<td>23rd October 2017</td>
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2. JOB PURPOSE

Provide specialist Nuclear Medicine imaging (RNI, PET/CT, PET/MRI and CT scanning) and participate in provision of ongoing programmes of clinical examinations, research studies and clinical trials.

To justify and perform radiographic examinations, providing direct care and a high quality diagnostic service in order to assist in the management of patients within the Edinburgh Imaging Facility, Queen’s Medical Research Institute, and Royal Infirmary of Edinburgh.

Supervise and act as mentor to junior radiographers and technologists ensuring continuity of service.

3. DIMENSIONS

Responsible for safe use of expensive equipment used by self (Radiographic equipment ranges in price from £30,000 to £1million).

Clinical Areas: Radionuclide Imaging (RNI), Positron Emission Tomography (PET)/CT, PET/MRI and CT scanning.

Clinical Activity: The number of examinations will be variable - up to 2000 PET/CT clinical examinations per year are anticipated.

Staff Responsibility:
To direct and supervise the workload of junior radiographers, technologists and radiographic department assistants.
Assist in the training and induction of new members of staff including medical students and researchers
Take responsibility for the education and training of staff on secondments plus student radiographers and
other staff as required.
The post is employed within NHS Lothian and there is a requirement to work flexibly across Lothian to
meet service demands.

4. ORGANISATIONAL POSITION

5. ROLE OF DEPARTMENT

1. To provide a high quality, efficient and effective clinical and research imaging service within the
   University of Edinburgh, NHS Lothian and associated organisations.
2. Research imaging equipment is used to support externally funded research studies. The Team Lead
   will be responsible for ensuring that all research is carried out according to the standards set down in
   the Research Governance Framework for clinical research and that standard operating procedures
   with respect to image acquisition and data management are followed. The reports are referred to the
   Principal Investigator managing the research projects.
3. The Facility clinical governance strategy mandates a high standard of care for patients and volunteers undergoing radiological examination and promotes multidisciplinary team working. Imaging examinations must be carried out under the terms and conditions of relevant legislation and local processes/procedures.

4. The imaging equipment in the EIF QMRI will be used to undertake diagnostic examinations on NHS patients and research studies on clinical trials and observational studies, develop new sequences in volunteers and test phantoms and perform imaging for high quality assurance purposes.

5. Provide an environment suitable for the training and education of Student Radiographers, Research staff and postgraduate students. Junior Radiographers from within the department of Radiology and seconded staff as part of succession planning and personal development.

6. KEY RESULT AREAS

1. Assess and understand a wide range of clinical information from a variety of clinical or specialist disciplines and perform examinations autonomously making decisions about the need for further imaging to aid diagnosis, taking into account any pathology identified on the images. This minimises the need to recall patients.

2. Act independently in the assessment of referrals for Radiological examinations, taking full responsibility for the authorisation of cross sectional radiological examinations in order to reduce unnecessary ionising radiation exposure of patients in accordance with IR(ME)R 2000.

3. Ensure that images acquired are accurate and diagnostic in accordance with best practice and in a manner that meets professional, departmental and legal standards / requirements, taking into account patient limitations, adapting technique where necessary and minimising radiation dose where possible acting as patient advocate in radiation protection issues.

4. Work as part of a team to ensure effective communication with patients, relatives, carers and other members of the multidisciplinary team, ensuring any observed changes in the patient’s condition are effectively communicated and prioritise workload depending on the severity of a patient condition and the direct impact on their management.

5. Maintain a high level of expertise in the safe operation of RNI, PET/CT & PET/MRI equipment demonstrate a high level of competency and understanding in a range of specialist procedures and manage faults effectively, taking into account waiting time targets.

6. Receive training and maintain competence in IV cannulation for patients requiring the injection of radiopharmaceuticals and prepare and administer IV and oral contrast media in CT, and IV radio-pharmaceuticals in RNI, PET/CT & PET/MRI.

7. Provide advice and information on complex radiation protection issues related to the injection of radiopharmaceuticals to patients, referrers and other staff and ensure compliance on contamination monitoring with Health and Safety Executive (HSE) and Scottish Environmental Protection Agency (SEPA) guidelines.
8. Maintain a safe working environment for patients, volunteers, visitors and staff who may have no knowledge of the hazards associated with the equipment, including completion of MR safety checklists and ensure that local safety rules are followed.

9. Maintain accurate research, volunteer and patient records by input of accurate information to reflect the service provided and meet professional standards. Administer appointment system including the admission of patients and volunteers.

10. Be actively involved in Facility Audit and Quality Assurance in line with statutory and manufacturers guidelines to maintain effective Clinical Governance and contribute to, and implement, changes in clinical practice that improve volunteer and patient care through effective use of audit, research and peer review.

11. Contribute to the review and implementation of departmental and professional policies and procedures, for example Health +Safety including risk assessment and COSHH, Radiation Protection Procedures, IR (ME) R 2000.

12. Maintain knowledge of technological and technical advances in RNI, PET/CT, PET/MRI & CT, in order to promote a culture of continuous improvement within the department.

13. Mentor, supervise and train Student Radiographers on clinical placement and carry out assessments when required.

14. To support NHS Lothian’s values of quality, teamwork, care and compassion, dignity and respect, and openness, honesty and responsibility through the application of appropriate behaviours and attitudes.

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7a. EQUIPMENT AND MACHINERY

Carry out Clinical work using a variety of imaging equipment within own area of responsibility and other areas as required. Radiographic equipment ranges in price from £30,000 to £1million. The equipment is operator dependent and requires specific skills to achieve images of a diagnostic quality.

- RNI - 2 Gamma Cameras
- PET/CT
  - 2 PET/CT systems, providing clinical and research imaging.
  - Cardiac CT and clinical CT imaging performed.
- PET/MRI
- 3T MRI system, providing hybrid research imaging.
- All associated equipment such as radionuclide calibrators and radiation monitoring equipment
- Intra venous injection pumps.
- Patient hoist, mechanical lifting aids and immobilisation devices.
- Patient trolleys, beds and wheelchairs.
- Satellite workstations and consoles – used to process, manipulate, archive and retrieve images.

**Note:** New equipment may be introduced as the organisation and technology develops, however training will be provided.

### 7b. SYSTEMS

The following are examples of system which will be used when undertaking the role:

- Patient information recording systems and incident reporting systems.
- Hospital / Radiology information systems to input data and access clinical information.
- Archive patient data / films as per departmental protocol on PACS (Picture Archiving and Communication System).
- Transfer and retrieve images to and from archive media plus transfer images to other sites.
- Range of systems/databases for report writing as required in role e.g. Word, Excel and PowerPoint.
- Risk assessment and incident reporting systems.

**Note:** New systems may be introduced as the organisation and technology develops, however training will be provided.

### 8. ASSIGNMENT AND REVIEW OF WORK

1. The post is self directed and the post holder will organise own workload in response to the demands of the service. Radiography Team Leader will be available to consult on a daily basis and provide direct supervision and training when required.

2. To work within codes of practice, with discretion to alter their workload to achieve best results, where they are accountable for their own professional actions.

3. Work review will be by the line manager in line with the agreed KSF Post Outline.

### 9. DECISIONS AND JUDGEMENTS

1. Independently evaluate clinical information provided by diverse clinical disciplines to decide whether requested examinations are justified, advising/discussing with referring clinicians if an examination is not justified.

2. To assess the patient’s suitability for receipt of intravenous contrast media taking into account all previous contrast reaction and thereafter calculating dose required.
3. Prioritise workload in departmental areas and be able to manage the cancellation of volunteers and patients and re-appointing where possible in times of equipment breakdown or because of increased acute service demands.

4. Monitor the waiting lists and make decisions about the mix of cases and the timing of appointments at each modality.

5. Ensure a high degree of patient care is maintained and to decide in certain circumstances if whether the examination should be carried out or continued.

6. Checking doses of 18F-FDG and PET to ensure correct activity of radiopharmaceutical is dispensed and injected.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

1. Be able to exercise personal responsibility and make decision in complex and unpredictable circumstances e.g. adapting technique for unstable cardiac conditions.


3. Ensuring staff, volunteer, patient, equipment and visitor safety due to the inherent dangers of the PET/MRI scanner.

4. Dealing appropriately with the management of volunteers, patients and relatives within a dynamic and unpredictable environment.

5. Dealing with oncology patients and other acutely ill patients on a daily basis.

6. Working with other health professionals and researchers within the multidisciplinary team to promote a good working environment.

11. COMMUNICATIONS AND RELATIONSHIPS

Patients and Volunteers

Provide information, where there may be barriers to understanding, by explanation of often highly complex procedures or factual information regarding the risk associated with an imaging procedure, listening to the patient's/ volunteers requirements to encourage compliance with the imaging process.

Screening patients for MRI contraindications before entry into the MRI Unit/Magnet room.
Patients and volunteers may have injuries or illness that will require the adaptation of the imaging technique, utilisation of developed motivational and persuasive skills to acquire correct position and reduce mobility to produce an acceptable image.

Relatives/Carers

Provide reassurance and receive information.

Ask for assistance with, and instruct in methods of immobilisation, maintaining Radiation Protection.

Departmental Staff

Consult Senior Staff for advice.

To regularly liaise with Radiologists and other senior radiographic staff to maintain awareness of operational issues in the areas.

Delegate tasks to Radiographic Helpers and Nurse Assistants as appropriate.

Pass on information relating to volunteers and patients to colleagues.

Work closely with A&C staff and other Centre/Departmental staff.

To contribute to regular staff meetings to ensure effective two-way communication to ensure co-operative planning and decision making.

Inform and demonstrate equipment and scanning techniques to visiting clinicians, researchers and radiographers.

Liaise with relevant researchers and co-ordinators involved in clinical trials and research studies.

Medical Staff/Nurse Practitioners

Query incorrect or unnecessary referrals in order to reduce patient radiation dose.

Provide advice on guidelines for relevant RNI, PET/CT, PET/MRI & CT examinations.

Provide advice on the nature of an image.

Seek help and advice with patients in pain or who are immobile.

To liaise with staff from other departments and wards to facilitate good practice and best volunteer subject and patient care.

Liaise with Multidisciplinary teams to facilitate effective and efficient examination of patients and volunteers.
12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

**Physical Skills:**
Manipulate and position all patients, including children providing immobilisation when required.
Have the expertise to handle and operate highly specialised and expensive equipment.
Following the appropriate training, perform IV cannulation for patients undergoing IV contrast examinations and/or radio-isotopes.
Standard keyboard skills.

**Physical Demands:**
The majority of the working day is spent standing and walking and bending to position patients.
Frequent transfer of patients from trolleys, beds and chairs onto X-Ray tables or scanners, using mechanical aids when required.
Frequently manoeuvring patients on trolleys and chairs from waiting area to x-ray room and back, throughout all shifts.

**Mental Demands:**
Frequent concentration is required when assessing patients and performing examinations throughout the majority of shift periods. Interruptions are constant and unpredictable from referring clinicians, administrative staff, patients and their relatives and can be direct or via the telephone.
Prioritising workload requires diplomatic skills in discussion with referrers who all believe their patient should take priority.
Should imaging equipment unpredictably malfunction during an examination, evaluate the situation and provide an immediate solution taking into account safety of the equipment, volunteers, patients and other staff who may have no knowledge of the hazards associated with the equipment.

**Emotional Demands:**
Perform radiographic examinations and care to terminally ill patients.

**Working Conditions:**
Frequent exposure to bodily fluids throughout all shifts.
Occasional exposure to loud noise if volunteer or patient requires escort during PET/MRI scan.
Constantly moving from cold air-conditioned areas to hot conditions in the working areas.
Working constantly in artificial lighting with little or no natural daylight.
Occasional exposure to verbal abuse.
13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

**Qualifications:**

Professional Radiography or Clinical Technology knowledge to SCQF level 9 (e.g. degree equivalent level) or equivalent training and experience.

Evidence of post graduate education or equivalent experience demonstrating specialist skills required within the role.

HCPC membership or on the Register of Clinical Technologists or eligible to undertake a national training scheme to work toward registration.

Short courses to enhance efficiency such as venepuncture

**Experience:**

Evidence of clinical training and personal motivation.

Evidence of ongoing educational and personal development.

Cross-sectional imaging experience.

Knowledge of RNI, MR, CT and PET/CT and safety issues.

Understanding of health and safety guidelines, CT, MRI & PET/CT and Nuclear Medicine local rules and IRMER regulations.

Good communication skills.

Team Worker.

14. JOB DESCRIPTION AGREEMENT

<table>
<thead>
<tr>
<th>Job Holder’s Signature:</th>
<th>Date:</th>
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<tbody>
<tr>
<td>Head of Department Signature:</td>
<td>Date:</td>
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Section 4: NHS Lothian Values into Action

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.

Our Values are:

- Quality
- Dignity and Respect
- Care and Compassion
- Openness, Honesty and Responsibility
- Teamwork

Throughout the recruitment process candidates will need to demonstrate they meet all of Our Values. More information on Our Values can be found by clicking on the link at the bottom of our Careers website front page: [www.careers.nhslothian.scot.nhs.uk](http://www.careers.nhslothian.scot.nhs.uk)

Section 5: General Information for Candidates

Data Protection Act
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 [https://www.nhslothian.scot.nhs.uk/YourRights/DataProtection/Pages/StaffPrivacyNotice.aspx](https://www.nhslothian.scot.nhs.uk/YourRights/DataProtection/Pages/StaffPrivacyNotice.aspx). 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’s intranet (Counter-Fraud and Theft page) and further information is available on the Audit Scotland website: [www.audit-scotland.gov.uk](http://www.audit-scotland.gov.uk/)

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.

Changes to Disclosure and Rehabilitation Regime
In September 2015 the Scottish Government made changes about what conviction information needs to be disclosed. The rules are complicated, so it is important you read the guidance below as part of making your application.
NHS Scotland is exempt from the 1974 Rehabilitation of Offenders Act (Exclusions & Exceptions) (Scotland) Order 2003. As part of any offer of employment candidates will be subject to one of the following:

- For posts in regulated work – Protection of Vulnerable Groups Scheme membership
- For all other posts which are subject to a criminal conviction record check – A Police Act check
- For posts not subject to a criminal conviction record check – A self-declaration

For further information please visit our careers site: http://careers.nhslothian.scot.nhs.uk/HelpAndAdvice/Recruitmentofpeoplewithconvictions/FAQsdisclosurescotlandandselfassessmentform/Pages/default.aspx

Disclosure Scotland
Where a Police Act 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 on our careers webpage: http://careers.nhslothian.scot.nhs.uk/HelpAndAdvice/Recruitmentofpeoplewithconvictions/Pages/default.aspx

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.gov.uk/government/organisations/uk-visas-and-immigration or visit our Careers website: www.careers.nhslothian.scot.nhs.uk/pathwaysintoemployment/OverseasWorkers/Pages/default.aspx

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 please click on this link: 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.

Application Form Completion
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. (7500 is the character limit for statement in support of application.)
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.

For general help and advice on how to complete an application form please visit our careers website: www.careers.nhslothian.scot.nhs.uk/HelpAndAdvice/ApplyingForPosts/Pages/default.aspx

**NHS Staff Benefits**
As a staff member in NHS Lothian, you will have access to a wide variety of offers and discounts from local and national businesses. For more information and to view these discounts, visit www.nhsstaffbenefits.co.uk - new offers are added on a weekly basis.

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**Section 6: 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**

Edinburgh and the Lothians are on the eastern side of Scotland’s central belt in the heart of the country. Four main areas make up Edinburgh and the Lothians – Edinburgh, East, Mid and West Lothian. NHS Lothian serves a population of approximately 850,000 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.

For further information on relocating to Edinburgh please visit our careers website: www.careers.nhslothian.scot.nhs.uk/AboutNHSLothian/Location/RelocatingToLothian/Pages/default.aspx

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**Section 7: Workplace 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.

Section 8: 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 on our careers website: www.careers.nhslothian.scot.nhs.uk/AboutNHSLothian/EqualOpportunities/Pages/default.aspx

Section 9: Code of Conduct for Healthcare Support Workers

If this post is a healthcare support worker position the post holder will need to follow the Code of Conduct for Healthcare Support Workers.

A Healthcare Support Worker is defined as any healthcare worker working within NHS Scotland who is not currently statutorily regulated or in a role that has been recommended for statutory regulation by the Government.

The Code of Conduct sets the standard of conduct expected of healthcare support workers and adult social care workers. It outlines the behaviour and attitudes that you should expect to experience from those workers signed up to the code. It helps them to provide safe, compassionate care and support.