

Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE	WHEN EVALUATED
Qualifications and Training	Successful completion of UK Foundation Programme or equivalent	Distinction, prizes or honours during Postgraduate training ALS/ATLS/CRISP Instructor Status	Application Form
Experience	Recent development in areas of acute care and medical specialty e.g. ED, Acute Medicine etc	Well-presented log book or professional portfolio	Application Form Interview
Eligibility	Eligible for full registration with the GMC at time of interview and hold a current licence to practice in the UK. Eligibility to work in the UK	Evidence of research and publications in peer reviewed journals	Application Form Interview
Teaching	Enthusiastic in teaching clinical skills in the workplace or training environment Evidence of contributing to teaching & learning of others	Experience of simulation based teaching Has successfully completed a 'training the trainers' or 'teaching skills' course	Application Form Interview
Fitness To Practise	Is up to date and fit to practise safely		Application Form References

<p>Health</p>	<p>Meets professional health requirements (in line with GMC standards/ Good Medical Practice)</p>		<p>Application Form</p> <p>Pre-employment health screening</p>
<p>Academic/ Research Skills</p>	<p>Research Skills: Demonstrates understanding of the basic principles of audit, clinical risk management & evidence-based practice</p> <p>Understanding of basic research principles, methodology & ethics, with a potential to contribute to research</p> <p>Audit: Evidence of active participation in audit</p>	<p>Evidence of relevant academic & research achievements e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements</p> <p>Evidence of participation in risk management and/or clinical/laboratory research</p>	<p>Application Form</p> <p>Interview</p>
<p>Personal Skills</p>	<p>Judgement Under Pressure: Capacity to operate effectively under pressure & remain objective in highly emotive/pressurised situations</p> <p>Awareness of own limitations & when to ask for help</p> <p>Communication Skills: Capacity to communicate effectively & sensitively with others</p> <p>Able to discuss treatment options with patients in a way they can understand</p> <p>Excellent written and verbal communication skills</p> <p>Problem Solving:</p>	<p>Motivated and able to work unsupervised as well as within a small team under appropriate guidance</p>	<p>Application Form</p> <p>Interview</p> <p>References</p>

	<p>Capacity to think beyond the obvious, with analytical and flexible mind</p> <p>Capacity to bring a range of approaches to problem solving</p> <p>Situation Awareness: Capacity to monitor and anticipate situations that may change rapidly</p> <p>Decision Making: Demonstrates effective judgement and decision- making skills</p> <p>Organisation & Planning: Capacity to manage time and prioritise workload, balance urgent & important demands, follow instructions</p> <p>Understands importance & impact of information systems</p> <p>Excellent interpersonal skills</p> <p>Evidence of ability to present oneself in an organised, professional manner</p> <p>Evidence of understanding of the importance of team work</p> <p>Experienced with Microsoft Word including PowerPoint, word-processing and spreadsheet software</p>		
<p>Probity</p>	<p>Professional Integrity: Takes responsibility for own actions</p> <p>Demonstrates respect for the rights of all</p>		<p>Application Form</p> <p>Interview</p>

	Demonstrates awareness of ethical principles, safety, confidentiality & consent		References
Circumstances of Job	May be required to work at any of NHS Lothian's sites, according to the placement of the post		

HOW TO APPLY

Eligibility to Apply

Candidates MUST meet the following Criteria to be eligible to apply for these posts:

1. Be Registered with a full licence to practise with the General Medical Council (GMC)
2. Will have completed Foundation Year Two training or equivalent by August 2024 but no more than 2 years ago.

All applicants must complete the full medical application form via the Jobtrain system to be considered for the post.

Introduction to Appointment

Job Title: Clinical Fellow in Colorectal Surgery (Locum Appointment for Service) with focus on Quality Improvement, Simulation, or Undergraduate Teaching

Department: Colorectal Surgery

Base: Western General Hospital

You may also be required to work at any of NHS Lothian's sites, according to the needs of the service.

Post Summary:

Working within the Colorectal Service, this post will give the successful applicant the opportunity to experience the clinical specialty, in which they are expected to have a

professional interest, before committing to a programme of training through a Core or Specialty application.

This post will offer the successful applicant the opportunity to develop their clinical and professional competence in a purposeful and supervised manner as an assist to overall CV development.

The 10% development time will be combined with supervised and directed activity linked to an area of mutual professional interest including clinical teaching, quality improvement and safety, management and leadership development or informatics.

The Colorectal unit is currently staffed by three University appointments; Professor M G Dunlop, Mr H M Paterson and Miss F V M Din and eleven NHS Consultants; Mr B J Mander, Mr M A Potter, Mr N Ventham, Mr C Reddy, Miss M H S Collie, Mr AJ Clark, Mr D Speake, Mr MJ Duff, Miss D Collins, Mr P Vaughan-Shaw and Miss Goodbrand.

The appointee will be part of a team consisting of 14 consultants, 9 STs (with 2 Breast STs making a middle grade rota of 1.10), 4 FY2s/2CTs and 15 Fy1s providing emergency, in-patient and day case service to the population of Lothian. The successful candidate will be expected to provide a full commitment to the middle-grade rota on a 1.10 (1:8 days / 1:10 nights) basis.

The post holder will be based at the Western General Hospital, which is the main centre of adult colorectal services in Edinburgh and one of Europe's busiest Colorectal Units. The unit also provides a colorectal service at St John's Hospital and at East Lothian Community Hospital. Elective colorectal short stay Surgery is carried out at the Western General and St Johns Hospitals. Emergency and in-patient colorectal surgery is carried out at the Western General Hospital.

The Western General Hospital has a long history as a major teaching hospital and is the site of major research laboratories funded by MRC, CRC and by ICRF. The hospital has all of the major acute medical specialities and has supra-regional services for Oncology, Urology, Infectious Diseases and Rheumatology. There is a well-established Gastroenterology Unit at the Western and a long tradition of close working with the surgeons. A full range of on site laboratories and imaging supports the hospital.

The Colorectal Surgical Unit has a complement of 73 elective beds, including a 25-bedded acute admissions ward. Critical care comprises 10 level one surgical high dependency beds; 6 level 2/3 beds and a 10-bedded intensive care unit. Within the Anne Ferguson Building is a modern theatre suite, including a dedicated CEPOD theatre, day bed and GI endoscopy facilities as well as out patient clinics. The GI endoscopy service supports a full range of interventional modalities including laser therapy, argon plasma coagulation and endoscopic ultrasound. Colonoscopy is supported by the Scope Guide system and a dedicated colorectal emergency session. A full bowel screening service is undertaken on site. Endoanal ultrasound and anorectal physiology are available on site. The Unit performs over 700 major colonic resections with a major proportion undertaken laparoscopically. We have commenced robotic colorectal surgery with the CMR and Da Vinci platforms over the last

couple of years. Approximately 20 ileoanal-pouch procedures are performed annually. 80 complex exenterations from gynae oncology, advanced rectal cancer, recurrent rectal cancer and sarcoma are undertaken per year. TEMS, Sacral Nerve Stimulation, Ventral Rectopexy and other advanced colorectal procedures are also undertaken.

The colorectal unit admits 15+ emergency colorectal patients daily. Consultant on-call is based on a rotating cycle of long weekends (Friday am-Monday am) followed by a week of daytime cover (Monday am – Friday am) alternating with a week of evening shifts (Monday – Thursday) during which all elective sessions are cancelled. The middle grade rota is 1B compliant.

The unit also accepts tertiary referrals from other Scottish centres; activity data confirms that the unit received in the last year 6,300 new patient referrals, 2356 emergencies. The unit also carried out 1239 elective in-patients episodes and 1214 day case /23 hour stay patients.

There is a weekly multidisciplinary Oncology team meeting, at which all cases of colorectal cancer are discussed pre and post operatively. There are weekly unit meetings, which include morbidity and mortality meetings and also a weekly Radiology meeting. The Multi-disciplinary IBD team meets every Friday Lunchtime. There is an active Post Graduate Medical Educational Programme on a Friday afternoon both in house and at the Lister Post Graduate Institute.

There is an active clinical and laboratory research programme within the unit and the successful candidate will be encouraged to take an active role in ongoing clinical research.

There is a busy undergraduate and postgraduate training programme within the unit to which the successful applicant will be expected to take a full part.

Main Duties and Responsibilities

For Clinical Fellow Posts with focus on Simulation, Quality Improvement, or Undergraduate Teaching

Within a 40-hour contract, each fellow will contribute approximately:

- 36 hours of Supervised Clinical activity within the Department.
- 4 hours Personal and Professional Development (PPD) which will focus on *either* Simulation, Quality improvement, *or* Undergraduate Teaching.

Colorectal Surgery specific

- Experience managing emergency general surgical and colorectal presentations.
- Management of acutely unwell patients on the wards

- Development of surgical technical skills (for example abscess drainage, lap appendicectomy, laparotomy)
- Assisting major complex surgery in theatre
- Contribution to clinical service management in a leadership role

Communication and Working Relationships

The post holders will be expected to establish and maintain extremely good communications and working relationships with a wide range of staff, including:

- Clinical Director who will act as immediate Line manager
- Supervising Staff members from Medical, Clinical and AHPs backgrounds
- Academic mentor/ Named Clinical Supervisor
- Colleagues in training grades at Foundation, Core and Specialty level
- Service Management Team
- Surgical and Colorectal nursing teams, including the colorectal ANPs and the SAU nursing team

Base

Western General Hospital – though may be required to work at other NHS Lothian sites as required by the service.

Annual leave

Annual leave is in accordance with the nationally agreed level for the grade of applicant

Qualifications and Experience

The post holder must (at the time of commencement of employment) have full registration with the GMC. Applicants will have recently completed a UK based Foundation Programme and understand the UK Healthcare system. It is no longer a requirement of employment within the NHS that medical staff be registered with a medical insurance organisation. Should you wish to maintain registration with such an organisation this is entirely your own choice.

Job Revision

This job description should be regarded only as a guide to the duties required and not definitive or restrictive in any way. It may be reviewed in the light of changing circumstances following consultation with the post holders. This job description does not form part of the contract of employment.

Training Approval

These posts are **not** recognised for training but have been designed in consultation with the Postgraduate Dean in relation to future employment status and eligibility for Core or Specialty training and are built on sound educational governance principles.

Appointment

The appointment will be on a full time basis for 6 or 12 months only and subject to satisfactory on-going appraisal within role.

Contact Information

Programme / Post Queries

Danielle.collins@nhslothian.scot.nhs.uk

Terms and Conditions of Employment

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

TYPE OF CONTRACT	Fixed Term: 12 months August 2024 – August 2025
GRADE AND SALARY	Clinical Fellow (Locum Appointment for Service) £40,995 - £54,235 per annum (pro-rata if applicable)
HOURS OF WORK	40 hours per week (up to 48 with rota commitment)
SUPERANNUATION	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 "opt out" arrangements can be made to do this via: www.sppa.gov.uk
REMOVAL EXPENSES	Assistance with removal and associated expenses may be awarded
EXPENSES OF CANDIDATES FOR APPOINTMENT	NHS candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Reimbursement shall not normally be made to employees who withdraw their application, refuse an offer of appointment. Non NHS employees are not normally awarded travel expenses.
TOBACCO POLICY	NHS Lothian operates a No Smoking Policy in all premises and grounds.
DISCLOSURE SCOTLAND	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.
CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK	NHS Lothian has a legal obligation to ensure that it's employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS Lothian they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals

	<p>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.</p>
<p>REHABILITATION OF OFFENDERS ACT 1974</p>	<p>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.</p>
<p>MEDICAL NEGLIGENCE</p>	<p>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.</p>
<p>NOTICE</p>	<p>Employment is subject to one month notice on either side, subject to appeal against dismissal.</p>
<p>PRINCIPAL BASE OF WORK</p>	<p>You may be required to work at any of NHS Lothian sites as part of your role.</p>
<p>SOCIAL MEDIA POLICY</p>	<p>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.</p>