

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 appointment and hold a current licence to practice Evidence of achievement of postgraduate medical training in line with GMC standards/Good Medical Practice 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</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>communication skills</p> <p>Problem Solving: 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>		
Probity	Professional Integrity:		Application

	<p>Takes responsibility for own actions</p> <p>Demonstrates respect for the rights of all</p> <p>Demonstrates awareness of ethical principles, safety, confidentiality & consent</p>		<p>Form</p> <p>Interview</p> <p>References</p>
Circumstances of Job	<p>May be required to work at any of NHS Lothian's sites, according to the placement of the post</p>		

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.

Questions regarding the post itself please contact: Dr Oliver Robinson,
 Consultant in Critical Care and Transplant Anaesthesia, Royal Infirmary Edinburgh
 Rota Coordinator and Faculty Tutor: oliver.robinson@nhslothian.scot.nhs.uk

Introduction to Appointment

Job Title: Clinical Fellow in Critical Care Medicine (Intensive Care) – 9 posts in total

Department: Critical Care

Base: 7 posts - Royal Infirmary of Edinburgh (RIE)
1 post - St John's Hospital (SJH), Livingston
1 post - Western General Hospital (WGH), Edinburgh

Post Summary:

These are full time posts in Critical Care based at either Royal Infirmary of Edinburgh, Western General Hospital (Edinburgh) and St Johns Hospital (Livingstone) are available for 12 months. It is anticipated that the successful candidates will participate in the junior rota with flexible arrangements and protected time to pursue other interests The posts are particularly suitable for candidates between core and specialty training, but those looking for an "FY3" post are also welcome to apply. The posts are EWTD compliant.

The Critical Care Fellowship offers an exciting opportunity to work at three excellent critical Critical Care Departments in Scotland. Successful applicants will also enjoy living in Edinburgh a vibrant modern capital city that has retained much of its historic architecture but is also famous for its festivals.

The posts are suitable for candidates who wish to develop clinical experience caring for the critically ill. As well as general intensive care each unit has its own sub-specialties:

1. The RIE unit also provides care for:
 - a. Trauma
 - b. Neuro-intensive care
 - c. Transplantation
 - d. TAAA vascular services

2. The WGH unit also provides care for:
 - a. Haematology and oncology patients

3. The SJH unit also provides care for:
 - a. ENT
 - b. Major Plastics

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

Four hours/week of development time is guaranteed in this post and will be combined with supervised and directed activity linked to an area of mutual professional interest including clinical teaching, quality improvement and safety, research, management and leadership development or informatics.

Main Duties and Responsibilities

These are full time Clinical Fellow (LAS posts) in either Royal Infirmary of Edinburgh, Western General Hospital (Edinburgh) and St Johns Hospital (Livingston) and are available for 12 months. It is anticipated that the successful candidates will participate in the junior rota, also this will depend on the successful candidate's experience and service need.

Clinical Duties

Under the supervision of the intensive care consultants, the fellow will be expected to participate in clinical duties in intensive care including communication with patients and their relatives, other disciplines and allied health professionals as appropriate.

Administration

The successful candidates will be expected to participate in day to day running of the department, patient reports and letters; and completion of the ICU WardWatcher database. The exact format of each post will be agreed with the successful applicant and the Clinical Director of the clinical area. However, the following general principles will apply.

Teaching and Training:

The successful candidates will be expected, within his or her NHS responsibilities, to undertake and to participate in undergraduate and post-graduate teaching as required. The RIE Critical Care department hosts the weekly, regional journal club. This meeting provides valuable training in critical appraisal of key research influencing clinical practice and promotes skills required to apply evidence-based medicine to everyday practice. The strong academic ethos of the department ensures trainees and fellows are closely mentored in preparation for leading the journal club discussion.

On Call Commitments:

Successful applicants will be expected to work as part of a resident full shift pattern person junior rota providing both daytime and night shift cover on a prospective basis to the general critical care unit at the Royal Infirmary Edinburgh. The post holder will be employed to provide an average of 48 hours work per week (including out of hours banding), including overnight and weekend working, with 4 hours designated for development time. This development time can be flexibly organised on discussion with the rota co-ordinator. The post attracts an annual leave allocation of 36 days including public holidays.

Qualifications and Experience

The post holder must (at the time of commencement of employment) have full registration with the GMC. Ideally 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.

Contact Information

Programme / Post Queries

Questions regarding the posts itself please contact:

Dr Oliver Robinson

Consultant in Critical Care and Transplant Anaesthesia

Rota Coordinator and Faculty Tutor

Royal Infirmary of Edinburgh

oliver.robinson@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 until 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 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 one month notice on either side, subject to appeal against dismissal.
PRINCIPAL BASE OF WORK	You may be required to work at any of NHS Lothian 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.