

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 logbook 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>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>Excellent written and verbal 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>		
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	Experienced with Microsoft Word including PowerPoint, word-processing and spreadsheet software		
Probity	<p>Professional Integrity: 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>Application Form</p> <p>Interview</p> <p>References</p>
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 Job Train system to be considered for the post.

Introduction to Appointment

Job Title: Clinical Fellow

Department: Emergency Department

Base: St John's Hospital, NHS Lothian

Circumstances of the posts

There are a number of full-time posts available to commence August 2024. Consideration will be given if there is a request for less than full time. Eighty percent of the working time will be spent as part of the Emergency Department's multi-disciplinary team. You will be expected to assess and manage a broad range of adult and paediatric patients with the support of colleagues including emergency medicine trainees and consultants. The department receives around 130-180 patients per day.

Twenty percent of the working time will be given to a specialist interest. Within each post study time can be given for any extra qualifications that are deemed appropriate for the post. Examples of previous specialist interests pursued by fellows are shown below. Note it is possible to tailor your development time in a bespoke way. Some special interest areas will only accommodate one person, awarded based on ranking at interview. However there is scope for specialties such as paediatrics to accommodate more than one candidate. There will also be training given in the department towards CV preparation and interview technique.

Examples of special interest positions are as follows:

Paediatrics - work one day a week in the Emergency Department at the Royal Hospital for Children and Young People, assessing and managing the care of the children and young people under the age of 16.

ICU - spend 4 weeks in a 6 month block with the ICU team at St John's hospital gaining exposure to critical care cases and procedures.

Toxicology – Spend up to a day a week with a toxicology consultant working on the toxicology ward at the Royal Infirmary of Edinburgh. Attend toxicology education days, complete Toxbase learning modules or even consider starting a toxicology qualification.

Simulation – gain experience in designing and running simulations. Follow this up by getting involved in the provision of sim teaching to healthcare colleagues.

Quality Improvement – take on a QI project with a consultant mentor at St John's Hospital. Attend QI training days

Bespoke – suggest your own design for the 20% development time. Previous fellows have studied for qualifications in legal medicine or pursued training in leadership and simulation.

Main Duties and Responsibilities

The exact format of each post will be agreed with the successful applicant, the Clinical Director of the base specialty and the consultant mentor from the specialist interest area.

Within a 40-hour (programmed activity) contract, each fellow will contribute an average of:

- 32 hours of Supervised Clinical activity within the Emergency Department.
- 8 hours Personal and Professional Development within the specialist interest which will be fixed by the department or requested and given at the rota master's discretion.

Communications 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 of the Emergency Department who will act as immediate Line manager
- Supervising specialist interest Consultant
- Academic mentor/ Named Clinical Supervisor
- Colleagues in training grades at Foundation, Core and Specialty level

Base

The base is St John's Hospital, Livingston. Some posts may spend a little time at other Lothian healthcare sites.

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 built on sound educational governance principles.

Appointment

The appointment will be on a full time basis for 6 or 12 months depending on preference. There will be consideration for less than full time if requested.

Contact Information

Programme / Post Queries

Prospective applicants are encouraged to make contact with:

Dr Jonathan Wraight
Specialist interest posts lead Consultant
St John's Hospital
Tel: 01506 523000
Email: Jonathan.wraight@nhslothian.scot.nhs.uk

Please note that interviews may be conducted digitally via Microsoft Teams.

Terms and Conditions of Appointment

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

TYPE OF CONTRACT	Fixed Term (12 Months)
GRADE AND SALARY	Clinical Fellow (Locum Appointment for Service) £40,995 - £54,235 per annum (pro-rata if applicable)

HOURS OF WORK	Full Time – up to 48 hours with on on-call 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	ED at SJH. You may be required to work at any of NHS Lothian sites as part of your role. Your base will be clarified for expenses purposes.
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.