

## Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE	WHEN EVALUATED
<b>Qualifications and Training</b>	Successful completion of UK Foundation Programme or equivalent	Distinction, prizes or honours during Postgraduate training  ALS/ATLS/CRISP Instructor Status	Application Form
<b>Experience</b>	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
<b>Eligibility</b>	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
<b>Teaching</b>	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
<b>Fitness To Practise</b>	Is up to date and fit to practise safely		Application Form  References

<p><b>Health</b></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><b>Academic/ Research Skills</b></p>	<p><b>Research Skills:</b>          Demonstrates understanding of the basic principles of audit, clinical risk management &amp; evidence-based practice</p> <p>Understanding of basic research principles, methodology &amp; ethics, with a potential to contribute to research</p> <p><b>Audit:</b>          Evidence of active participation in audit</p>	<p>Evidence of relevant academic &amp; 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><b>Personal Skills</b></p>	<p><b>Judgement Under Pressure:</b>          Capacity to operate effectively under pressure &amp; remain objective in highly emotive/pressurised situations</p> <p>Awareness of own limitations &amp; when to ask for help</p> <p><b>Communication Skills:</b>          Capacity to communicate effectively &amp; 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><b>Problem Solving:</b></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><b>Situation Awareness:</b> Capacity to monitor and anticipate situations that may change rapidly</p> <p><b>Decision Making:</b> Demonstrates effective judgement and decision- making skills</p> <p><b>Organisation &amp; Planning:</b> Capacity to manage time and prioritise workload, balance urgent &amp; important demands, follow instructions</p> <p>Understands importance &amp; 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><b>Probity</b></p>	<p><b>Professional Integrity:</b> 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
<b>Circumstances of Job</b>	May be required to work at any of NHS Lothian's sites, according to the placement of the post		

## Introduction to Appointment

**Job Title:** Gastroenterology and Liver Transplant, Royal Infirmary Edinburgh/ Gastroenterology and Liver Transplant, Western General Hospital Edinburgh (x 2 Clinical Fellow Posts with 6 months in each specialty)

**Duration:** Fixed Term: 12 months  
August 2024 until August 2025 (12 months)

**Specialty/ Department** Gastroenterology and Liver Transplant, Gastroenterology and Liver Transplant  
  
Acute Hospital Services

**Base:** Western General Hospital & Royal Infirmary of Edinburgh

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

### **Gastroenterology/Liver Transplant at RIE**

Six months of this post is based in Ward 205 and 206 Transplant with responsibilities for in-patients, day cases and out-patients with gastrointestinal or liver disease.

There will be the opportunity for experience in the Scottish Liver Transplant Unit. Ward 205 is a 28 bedded ward which has both liver and luminal patients. Our junior doctors work in a team based structure with 1 FY1 doctor, 1 FY2-IMT doctor and a specialist registrar on each team. There are extensive endoscopy lists including ERCP, EUS and therapeutic endoscopy. There is a full 24 hour, 7 day interventional radiology service available-including TIPSS, mesenteric embolisation, transjugular liver biopsy etc. The Transplant Unit provides a liver transplant and fulminant liver failure service for the whole of Scotland. It has 20 ward and 12 high dependency beds and incorporates both the Scottish Liver Transplant Unit, performing 100 liver transplants annually, and the regional renal transplant unit, performing 100 renal transplants (cadaveric, living related and living unrelated) annually. In addition, the unit cares for approximately 50 patients annually with acute (fulminant) liver failure. It is

a multidisciplinary unit staffed by Hepatologists, Nephrologists, Transplant Surgeons, and Anaesthetists, Specialist nursing and related staff.

Clinical duties include the day-to-day care of patients in Wards 205 (the in-patient wards of GI/liver) as well as the Scottish Liver Transplant Unit. This will involve supervision of FY1 doctors and liaison with all members of MDT. Outpatient clinics are available if the candidate is interested in participating and this is encouraged. There will be evening and weekend shifts on wards 205 and 206 transplant and an out of hours commitment to HAN. There are daily unit meetings including pathology, unit educational meeting, radiology, journal club and the weekly transplant assessment meeting.

The successful candidate would have the opportunity to participate in the organisation and delivery of the teaching to the Y4 medical students from the University of Edinburgh.

Participation in the Clinical Educator Programme and Clinician Development programme is encouraged. Participation in QI projects is also encouraged.

**For more information please contact:** Dr Carol Blair, Consultant Hepatologist  
[carol.blair@nhslothian.scot.nhs.uk](mailto:carol.blair@nhslothian.scot.nhs.uk)

### **Gastroenterology at the Western General Hospital (WGH)**

6 months is based in ward 75, comprising of 17 beds with all single accommodation. There is a mix of gastrointestinal and liver patients but gastrointestinal diseases predominate with Inflammatory bowel disease (IBD), nutrition and GI cancer making up the majority of the inpatient workload. WGH is a tertiary centre for inflammatory bowel disease and a regional centre for complex nutrition. The successful candidate would be based on the ward alongside 2 FY1 and 1 FY2 doctors to manage these patients. In addition there is a registrar of the week and a consultant of the week. Postholder is expected to hold the on call page, review and manage acute GI admissions and be on the GI on-call rota.

There are busy GI clinics and it is expected that the successful candidate participates in these, building experience in chronic GI disease management especially in inflammatory bowel disease.

A purpose built 4 room endoscopy facility performs emergency inpatient endoscopy for the WGH site. A large number of colonoscopies including, bowel cancer screening colonoscopy, IBD assessment and surveillance, and complex EMR procedures are performed.

The unit benefits greatly from close interaction with the University of Edinburgh and with other clinical specialties. The Western General is the regional referral unit for colorectal diseases and very close links exist between the GI and Colorectal departments as well as with dedicated GI Radiology and pathology services. These links result in weekly MDT and X-ray meetings.

There is an extensive IBD research programme with opportunities to get involved in research, audit or quality improvement. In addition the successful candidate is expected to contribute towards the undergraduate teaching of (mainly 4<sup>th</sup> year) medical students.

**For more information, please contact:** Dr Ian Arnott, Consultant Gastroenterologist  
ian.arnott@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>.

<b>TYPE OF CONTRACT</b>	Fixed Term: 12 months  August 2024 until August 2025 (12 months)
<b>GRADE AND SALARY</b>	Clinical Fellow (Locum Appointment for Service) £40,995 - £54,235 per annum (pro-rata if applicable)
<b>HOURS OF WORK</b>	40 hours per week (up to 48 with rota commitment)
<b>SUPERANNUATION</b>	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: <a href="http://www.sppa.gov.uk">www.sppa.gov.uk</a>
<b>REMOVAL EXPENSES</b>	Assistance with removal and associated expenses may be awarded
<b>EXPENSES OF CANDIDATES FOR APPOINTMENT</b>	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.
<b>TOBACCO POLICY</b>	NHS Lothian operates a No Smoking Policy in all premises and grounds.
<b>DISCLOSURE SCOTLAND</b>	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.
<b>CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK</b>	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

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