

Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE	WHEN EVALUATED
Qualifications and Training	<p>Successful completion of UK Foundation Programme and further experience at junior or senior middle grade level</p> <p>MRCP UK or equivalent (if applying for Senior role)</p>	<p>Distinction, prizes or honours during Postgraduate training</p> <p>ALS/ATLS/CRISP Instructor Status</p> <p>MRCP UK or equivalent (if applying for junior role)</p>	Application Form
Experience	Recent development in areas of acute care and medical specialty	Well-presented log book or professional portfolio	Application Form Interview
Eligibility	<p>Eligible for full registration with the GMC at time of appointment and hold a current licence to practice</p> <p>Evidence of achievement of postgraduate medical training in line with GMC standards/Good Medical Practice</p> <p>Eligibility to work in the UK</p>	Evidence of research and publications in peer reviewed journals	Application Form Interview

<p>Teaching</p>	<p>Enthusiastic in teaching clinical skills in the workplace or training environment</p> <p>Evidence of contributing to teaching & learning of others</p>	<p>Experience of simulation based teaching</p> <p>Has successfully completed a 'training the trainers' or 'teaching skills' course</p>	<p>Application Form</p> <p>Interview</p>
<p>Fitness To Practise</p>	<p>Is up to date and fit to practise safely</p>		<p>Application Form</p> <p>References</p>
<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:</p> <p>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:</p> <p>Evidence of active participation in audit</p>	<p>Evidence of relevant academic & research achievements</p> <p>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:</p> <p>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:</p> <p>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>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:</p> <p>Capacity to monitor and anticipate situations that may change rapidly</p> <p>Decision Making:</p> <p>Demonstrates effective judgement and decision- making</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>
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	<p>skills</p> <p>Organisation & Planning:</p> <p>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 teamwork</p> <p>Experienced with Microsoft Word including PowerPoint, word-processing and spreadsheet software</p>		
<p>Probity</p>	<p>Professional Integrity:</p> <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>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		
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Introduction to Appointment

Job Title: Clinical Development in Medicine of the Elderly and Stroke

Department: Medicine and Associated Services

Base: Western General Hospital, Edinburgh

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

Departmental and Directorate Information

Medicine of the Elderly and Stroke, Western General Hospital

Our department has an excellent reputation for teaching, training, patient safety and quality improvement. You will join a team of over 20 other junior doctors including FY1, FY2, GPSTs, and registrars and work alongside our enthusiastic and supportive consultants.

Within the WGH site the Medicine for the Elderly services have developed extensive relationships with all areas involved in the care of older frail adults. This is in the form of front door frailty rounds as well as liaison to surgical, haematology and other areas. TEAM 65 is a team of specialist nurses who support older people across all areas of the WGH and the post holder will have the opportunity to work with this team to gain an all round general experience which will be useful for future posts in whatever specialty they choose.

These opportunities can be tailored to the needs of the individual.

You will be allocated an Educational Supervisor who can support you through your role. Our training experience is ranked very highly in training surveys.

Main Duties and Responsibilities

Our Clinical Fellow posts offer an excellent opportunity to join a dynamic, enthusiastic and supportive team in Medicine of the Elderly and Stroke.

The main clinical duties will involve supporting the care of patients in the Medicine for the Elderly and Stroke wards at the Western General Hospital as well as gaining experience in Acute Frailty, the Stroke Unit and Geriatric Orthopaedic Rehabilitation Unit.

The post attracts a banding and the post holders will contribute to the out of hours rota (long days, weekends, H@N) in the WGH.

These posts are suitable for doctors who may have an interest in pursuing a career in medicine for the elderly, general practice, medicine, surgery, emergency medicine, psychiatry or palliative care. The experience offered can be flexible according to individual need.

Clinical Fellows have dedicated professional development time (equivalent of 0.5 days per week) and support with professional and career development. We offer excellent opportunities to develop as a clinical educator through undergraduate teaching and as a Quality Improver with a range of quality improvement projects available which can be aligned to the development needs of the Clinical Fellow.

Contact Information

Programme / Post Queries

Prospective applicants are encouraged to make contact with:
Dr Elizabeth Keane or Dr Andrew Pearson , via Deborah Cherry
(PA):Deborah.Cherry@nhslothian.scot.nhs.uk Telephone: 0131 465 9103.

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
GRADE AND SALARY	Clinical Fellow (£40,995 - £54,235)
HOURS OF WORK	40 hours per week
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

	<p>withdraw their application, refuse an offer of appointment. Non NHS employees are not normally awarded travel expenses.</p>
TOBACCO POLICY	<p>NHS Lothian operates a No Smoking Policy in all premises and grounds.</p>
DISCLOSURE SCOTLAND	<p>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.</p>
CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK	<p>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.</p>
REHABILITATION OF OFFENDERS ACT 1974	<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>
MEDICAL NEGLIGENCE	<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>

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.