

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
Teaching	<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>	Application Form Interview

Fitness To Practise	Is up to date and fit to practise safely		Application Form References
Health	Meets professional health requirements (in line with GMC standards/ Good Medical Practice)		Application Form Pre-employment health screening
Academic/ Research Skills	<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>	Application Form Interview
Personal Skills	<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>	Motivated and able to work unsupervised as well as within a small team under appropriate guidance	Application Form Interview References

	<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: 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</p>		
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	<p>understanding of the importance of teamwork</p> <p>Experienced with Microsoft Word including PowerPoint, word-processing and spreadsheet software</p>		
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	<p>May be required to work at any of NHS Lothian's sites, according to the placement of the post</p>		

Introduction to Appointment

Job Title: Clinical Development in Respiratory Medicine

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

The Respiratory Unit at the Western General Hospital in Edinburgh is delighted to accept applications for clinical fellow posts.

The post is for a period of 12 months from August 2024 – August 2025.

Working within the unit on ward 54, in outpatients and joining the on-call respiratory rota these posts will give successful applicants the opportunity to experience respiratory medicine and gain exposure to and competencies in bronchoscopy and pleural procedures.

The medical specialties at the Western General Hospital work closely together nurturing strong professional ties providing an opportunity for excellent clinical experience within highly supportive environments. Some aspects of out of hours cover are shared between specialties further enhancing the opportunity for varied clinical exposure.

Main Duties and Responsibilities

The Clinical Fellow posts in Respiratory medicine are aimed at FY2+ level i.e., those Doctors having completed the UK Foundation programme and having being assessed as "acute take safe" under supervision who are looking for some further experience of acute and general medicine. This may be to further pursue a career in medicine or to provide a professional development adjunct to any future clinical activity.

We also welcome applications from more senior doctors than FY2 and roles may be negotiable dependent on experience. We have an excellent track record of clinical fellows moving on to training posts (IMT, ST4 Respiratory medicine and GP).

These posts 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 before committing to a program of training through a Core or Specialty application.

All Clinical Fellow posts include 10% development time which will be combined with supervised and directed activities linked to an area of mutual professional interest including clinical teaching, quality improvement and patient safety, management and leadership development or informatics.

The post does not have educational approval from the Postgraduate Dean and will not be recognised for training. The post is designed however to meet educational and developmental needs and is ideally suited for anyone looking to build a career in respiratory medicine.

Contact Information

Programme / Post Queries

Prospective applicants are encouraged to make contact with:

- Jenni.Crane@nhslothian.scot.nhs.uk
- Andrew.leitch@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
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 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

	<p>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>