

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 communication skills</p> <p>Problem Solving:</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>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>		
<p>Probity</p>	<p>Professional Integrity: 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
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 JobTrain system to be considered for the post.

Introduction to Appointment

Job Title: Clinical Fellow (Locum Appointment for Service) Posts with focus on Quality Improvement, Simulation, or Undergraduate Teaching

Department: Department of Urology

Base: Western General Hospital, NHS Lothian

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

Post Summary:

Working within the Urology department, these posts will give successful applicants the opportunity to experience urology before committing to a programme of training through a Core or Specialty application.

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.

The 10% development time will be combined with supervised and directed activity linked to an area of mutual professional interest including clinical teaching, quality improvement and safety, management and leadership development or informatics.

The successful candidate will require to support the ward rounds and the FY1s. This post will also contribute to emergency flow during core hours, supporting in the Surgical Assessment Unit, emergency theatres and diagnostic procedures as well as providing care for emergency patients on the wards. Access to general urology and subspecialty clinics are also available to support professional development. Participation to departmental audits and research projects is also encouraged.

Urology services at the Western General Hospital and the network are currently delivered by a team of 16 consultants, covering well-developed sub-specialist interests in all the major disease areas with variable contributions to General Urology as follows:

Mr A. Alhasso	Female Urology, Urodynamics and reconstructive urological surgery
Mr M Cutress	Endo-urology & Scottish Lithotripter Service.
Mr M Trail	Endo-urology , minimally invasive management of BPH
Ms V Granitsiotis	Female Urology, Urodynamics, neurourology and reconstructive Urological surgery
Mr S Leung	Renal cancer
Prof P. Mariappan	Bladder malignancy – complex pelvic oncology
Prof .A. McNeill	Minimally invasive management of prostate & Lead in RARP
Mr D. Good	Minimally invasive management of prostate cancer
Mr A. Sharma	Management of prostate cancer
Mr S Phipps	Endo-urology & minimal access surgery, Scottish Lithotripter Service.
Mr CJ Shukla	Andrology
Mr B. Thomas	Endo-urology & minimal access surgery, Scottish Lithotripter Service
Mr A Laird	Renal cancer
Ms H Smith	General Urology, BPH, QI Lead in Urology
Mr E Mains	Renal cancer and General Urology
Mr R Hasan	Bladder malignancy – lead in RARC

The department also has 2 SAS grade doctors who deliver general urology, andrology and diagnostics.

The post will be based mainly at the Western General Hospital, which acts as local, regional and in specific instances supraregional referral centre for Urological Diseases.

It is a well-equipped unit with endoscopic facilities in all theatres, a full range of endoscopic and laparoscopic equipment and a full complement of video-urodynamic equipment. The well-developed subspecialist organisation of the unit has allowed it to develop a tradition of leading developments in Urology in Scotland, in all areas from andrology to robotic renal and pelvic surgery. Further development in robotics is encouraged and supported. The Scottish Lithotripsy Centre is a well-renowned part of the Department of Urology based at the Western General Hospital, which provides a secondary and tertiary service for the management of patients with urinary tract stones.

Urology services at St John's Hospital include Robotically assisted radical prostatectomy, Day Case surgery, Green Light Laser prostatectomy, flexible cystoscopy and clinics. There is a need to optimise and expand the current BPH Service further with the addition of bipolar TUR and recent introduction of REZUM. Nurse urology support for SJH is based at WGH, except flexible cystoscopy and prostate biopsy. Consultants visit St John's Hospital on a rotational weekly basis. We expect that a full complement of BPH treatments will be offered as 23h stay at the new NTC-L.

Urology Services at East Lothian Community Hospital are delivered on Thursdays and Fridays, predominantly for diagnostic services including flexible cystoscopy/Transperineal biopsy clinics and local anaesthetic procedures, as well as outpatient clinics.

Urology services the Borders General Hospital (BGH), Melrose outpatient clinics and operating in fully equipped theatres allowing endoscopic and day case procedures. This currently includes lower urinary tract Urology, eg TURP's. Diagnostic work includes a urodynamic session with a nurse specialist in training, development of intravesical Botox services and flexible cystoscopy. Flexible cystoscopies, prostate assessment and catheter clinics are run by Urology Nurse Specialists alongside the consultant staff. At present services are provided by a team of three consultant urologists working between BGH and the Western General Hospital (WGH) and an Associate Specialist based at BGH.

The unit provides training as part of the East of Scotland Training Programme in Urology which currently offers training to five specialty trainees and 3 Subspecialty training fellows who share on-call commitments on a 1:8 non-residential on-call rota. Training opportunities are focussed according to the specific needs of each trainee.

The medical team at WGH is supported by an excellent team of theatre and ward nursing staff and nurse practitioners who undertake roles such as prostate biopsies, flexible cystoscopy and junior doctor support with venepuncture, intravenous cannulation and antibiotic administration. The Nurse Urology Unit houses facilities for assessment and follow up of patients with bladder outflow obstruction and incontinence. This unit also takes pressure off the ward with regard to performing trial without catheters and teaching intermittent self-catheterisation. It supports the emergency service by providing urgent access for catheter related problems. The Surgical Assessment Unit offers an area for assessment of emergency patients and a treatment room

Main Duties and Responsibilities

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.

For Clinical Fellow Posts with focus on Simulation, Quality Improvement, or Undergraduate Teaching

Within a 40 hour contract (minimum – some areas may have a banded component), each fellow will contribute approximately:

- 36 hours of Supervised Clinical activity within the Department selected.
- 4 hours Personal and Professional Development (PPD) which will focus on *either* Simulation, Quality improvement, *or* Undergraduate Teaching.

Communication 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 who will act as immediate Line manager
- FY1 cohort, who the postholder will support on a day to day basis
- Supervising Staff members from Medical, Clinical and AHPs backgrounds
- Academic mentor/ Named Clinical Supervisor
- Colleagues in training grades at Foundation, Core and Specialty level

Base

The post holder will be based the Western General Hospital and will spend much of their time with other clinicians, staff and medical students.

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. 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.

Appointment

The appointment will be on a full time basis for 6 or 12 months only and subject to satisfactory on-going appraisal within role.

Contact Information

Programme / Post Queries

Prospective applicants are encouraged to make contact with the named contact for each service area that they are interested in applying for further information.

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: 6 and 12 months August 2024 – 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.
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