

Working for NHS Lothian

JOB TITLE: Consultant Respiratory Paediatrician, RHCYP

JOB REFERENCE: CG 2220

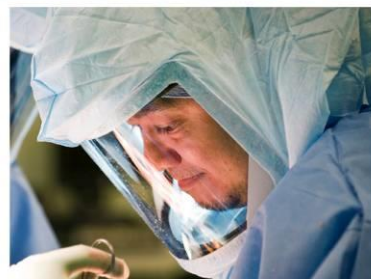
JOBTRAIN REFERENCE: 67401

CLOSING DATE: 3rd October 2021.
(pm)

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Unfortunately we cannot accept CV's as a form of application and only application forms completed via the Jobtrain system will be accepted. Please visit <https://apply.jobs.scot.nhs.uk> for further details on how to apply.

You will receive a response acknowledging receipt of your application.

This post requires the post holder to have a PVG Scheme membership/record. If the successful applicant is not a current PVG member for the required regulatory group i.e. child and/or adult, then an application will need to be made to Disclosure Scotland and deemed satisfactory before the successful post holder can commence work.

All NHS Scotland and NHS Lothian Medical vacancies are advertised on our medical jobs microsite: www.medicaljobs.scot.nhs.uk

Please visit our Careers website for further information on what NHS Lothian has to offer <http://careers.nhslothian.scot.nhs.uk>



<http://careers.nhslothian.scot.nhs.uk>

Section 1: Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Training	<p>Fully registered with the GMC Licence to practise</p> <p>On the specialist register for paediatrics or within six months of being eligible for the register at the time of interview</p> <p>Completion of recognised training in paediatric respiratory medicine.</p> <p>If not already registered, a commitment to achieve sub-specialist registration within two years of appointment</p>	<p>MRCPCH or equivalent</p> <p>On the specialist register for paediatric respiratory medicine</p> <p>Relevant higher degree and research experience in paediatric respiratory medicine</p> <p>An area of interest/expertise within paediatric respiratory medicine which complements the department</p>
Experience	<p>Must be able to demonstrate a high level of clinical experience and competence in all aspects of paediatric respiratory and sleep medicine and general paediatric medicine.</p> <p>Specific high level experience in the management of cystic fibrosis</p> <p>Level 3 child protection training.</p> <p>Appropriate paediatric life support qualification.</p>	<p>Life support instructor.</p>
Ability	<p>Ability to take full responsibility for independent management of patients</p>	
Academic Achievements	<p>Evidence of the ability to carry out and supervise medical research.</p>	<p>Publications/ Presentations</p> <p>Active research interest</p>
Teaching and Audit	<p>Demonstrable experience of participation in clinical audit and implementation of its findings.</p>	<p>Experience in training undergraduate medical students and postgraduate doctors</p>



Motivation	Evidence of commitment to patient focused care, continuous professional development, effective and efficient use of resources. Knowledge of and commitment to the relevant work of the Scottish Patient Safety Programme.	Clear commitment to developing role in respiratory and sleep medicine
Team Working	Ability to work in a team with colleagues in own and other disciplines Ability to organise time efficiently and effectively Reliability Excellent communication skills	Ability to motivate colleagues Evidence of previous managerial training and experience
Circumstances of Job	May be required to work at any of NHS Edinburgh and the Lothian's sites and outpatient clinics in NHS Borders, Fife and Forth Valley	

Section 2: Introduction to Appointment

Job Title: Consultant respiratory paediatrician with responsibility for cystic fibrosis

Department: Department of Paediatric Respiratory and Sleep Medicine.

Base: Royal Hospital for Children and Young People, Edinburgh

You may also be required to work at any of NHS Lothian sites.

Post Summary:

This is a substantive consultant post and is available from 01 February 2022.

The department delivers tertiary respiratory care to children in NHS Lothian and other health boards. The post includes a commitment to non-resident on call covering general paediatrics at RHCYP and two weeks as consultant of the week for acute general paediatrics.



Section 3: Departmental and Directorate Information

Department of Paediatric Respiratory and Sleep Medicine

The successful applicant will join Professor Steve Cunningham, Don Urquhart, Catherine McDougall, David Armstrong, Kenneth Macleod, Florian Gahleitner and Stefan Unger in providing the Respiratory and Sleep Medicine inpatient and outpatient service.

Catherine McDougall and David Armstrong hold joint Respiratory/Critical Care positions.

There will be a specific responsibility for leading the cystic fibrosis team.

The Respiratory and Sleep Medicine service in Edinburgh provides a comprehensive and detailed tertiary level service to patients within SE Scotland (population 1.25 million), and through national service contracts to patients throughout Scotland (population 5 million).

The service provides care across the spectrum of respiratory disease:

Cystic Fibrosis

Edinburgh is the regional centre for patients with cystic fibrosis. There are approximately 150 patients within the region. Edinburgh for SE Scotland is one of three hub centres networking across Scotland as part of the Scottish National Delivery Plan. There is a well-established transition to adult service. Dr Don Urquhart is currently the Centre Director of CF centre. There are 2.5 WTE Cystic Fibrosis Nurse Specialists, 0.5 WTE physiotherapist, 0.4 WTE dietician and 0.2 WTE psychologist allocated to the service. Clinics are based at RHCYP, Borders, Fife and Forth Valley.

The department is involved in local, national and international research as well as contributing to national committees such as the newborn screening committee.

The successful candidate will be responsible for the delivery of high quality care and continued improvements in the era of CF modulators. This will involve embedding novel clinical measures such as lung clearance index into routine physiological monitoring.

Chronic Suppurative Lung Disease

Our service has a commitment to quality improvement in the management of complex chronic airway disease. There is newly funded support for this service, providing diagnostics, treatment, and ongoing management of those with established or suspected conditions such as chronic wet cough, persistent bacterial bronchitis and non-CF bronchiectasis. We have a regular flexible bronchoscopy list with frequent joint ENT/respiratory procedures. We link with UK centres for specific PCD diagnostics (ciliary studies and genetics).

Asthma

The asthma clinic service provides diagnosis and management to patients with complex and severe asthma across Lothian as well as supporting other regions in the South East of Scotland. The hospital provides PICU and HDU (with retrieval) and this provides additional interest for asthma, as all patients requiring these levels of care are reviewed by the respiratory team who provide follow up in asthma clinics. There is a multidisciplinary difficult asthma service for complex cases. There is an established transition clinic to adult services on two occasions each year. The asthma service is supported by 2.0 WTE asthma nurse specialists who have their own clinics each week.

Sleep Medicine



The department has a Sleep Laboratory, separate from ward areas with full polysomnography (S-Med, Somnoscreen and SomnoTouch systems). Additional bedside video PSG monitoring can be provided for patients in the ward, as well performing several home respiratory polygraphy studies per week. The sleep service is led by a Band 7 Sleep Clinical Physiologist and the consultant team with support from a Band 6 Sleep Clinical Physiologist and four Band 3 Sleep Clinical Physiology Support workers.

Long term respiratory and Airway Support

We provide a long-term respiratory airway support to a range of infants and children throughout the East and North of Scotland. The respiratory in-patient service provides care to children with complex ventilation requirements once they are considered physiologically stable in PICU. We provide an active program to review children with neuromuscular weakness to pre-empt respiratory compromise and to provide respiratory support where necessary. There is an established annual review programme and transition to adult services for patients requiring CPAP (Sleep Laboratory, Royal Infirmary Edinburgh) and more complex ventilation (Home Ventilation Service, Western General Hospital). The ventilation service is assisted by 2.0 WTE respiratory support clinical nurse specialists. The department also supports the ENT Department in providing care for inpatients with tracheostomies, and those with Pierre Robin requiring nasopharyngeal airway support care.

National Paediatric Spinal Deformities Service

Edinburgh provides the national service for spinal deformity surgery. The respiratory service is funded to provide significant support to this service in the form of pre-operative respiratory assessments and post-operative respiratory care where required.

Congenital Lung Disease

The Respiratory Department manages congenital lung lesions in liaison with surgical colleagues who are internationally recognised specialists in minimally invasive video assisted thoracic techniques for procedures including lobectomy and lung biopsy. Patients are regularly discussed and managed as part of the Scottish Congenital Lung MDT with surgical, respiratory and radiology clinicians in Edinburgh, Glasgow and Aberdeen.

Other respiratory

The service provides support for other patients with complex pneumonia (including empyema), and the respiratory complications of immune deficiency, oncology and intensive care. There is close liaison with neonatal and intensive care colleagues for review and management of infants with complex respiratory disease. An established clinic with neurology colleagues is run four times a year to jointly meet children with neuromuscular disease, in particular boys with Duchenne Muscular Dystrophy.

Respiratory Laboratory

The respiratory laboratory provides a range of respiratory and exercise function testing, including spirometry, body plethysmography, gas transfer and exhaled nitric oxide. There is particular interest in ventilation inhomogeneity (Multiple Breath Washout) and exercise physiology. The laboratory has full CardioPulmonary Exercise Testing equipment (CPET) with both cycle ergometer and treadmill testing available. The laboratory is managed by a Band 8 Respiratory and Sleep Clinical Physiologist, and assisted by two Band 7 and two Band 6 Respiratory and Sleep Clinical Physiologists and a student clinical physiologist. In addition, there are three Band 3 Sleep Clinical Physiology support workers.

There are strong links with colleagues in Glasgow, Aberdeen and Dundee as part of a Scottish group (SPRING - Scottish Paediatric Respiratory Interest Group) which meets three times each year. In addition SPRING has provided a platform for research across sites in Scotland.



The respiratory team normally has two senior medical trainees: One a grid trainee and the other a trainee who wishes to pursue a respiratory interest.

There is excellent support from and working relationships with other sub-specialities within medical paediatrics, paediatric surgery and AHP's, radiology (there is a weekly medical radiology meeting), dietetics, pharmacy, clinical psychology, speech and language therapy. There are excellent links with the adult specialist respiratory services at RIE and WGH.

Members of the Respiratory & Sleep Medicine Department

Professor Steve Cunningham	Professor of Paediatric Respiratory Medicine & Honorary Consultant Respiratory Paediatrician
Dr Don Urquhart	Consultant Respiratory Paediatrician and Honorary Reader
Dr Catherine McDougall	Consultant Respiratory Paediatrician and Consultant Intensivist
Dr David Armstrong	Consultant Paediatrician, Respiratory and HDU interest
Dr Kenneth Macleod	Consultant Respiratory Paediatrician, Clinical Lead
Dr Florian Gahleitner	Consultant Respiratory Paediatrician
Dr Stefan Unger	Consultant Respiratory Paediatrician
Amanda McGrath	Cystic Fibrosis Clinical Nurse Specialist
Heather Dowle	Cystic Fibrosis Clinical Nurse Specialist
Jenny Marwick	Cystic Fibrosis Clinical Nurse Specialist
Linda McCarthy	Respiratory Support Nurse Specialist (Wellchild)
Laurie Jack	Respiratory Support Nurse Specialist (Wellchild)
Ann McMurray	Asthma Nurse Specialist
Julie Westwood	Asthma Nurse Specialist
David Fynn	Senior Respiratory and Sleep Clinical Physiologist
Sarah Blacklock	Senior Respiratory and Sleep Clinical Physiologist
Emma Carruthers	Senior Respiratory and Sleep Clinical Physiologist
Jodie Forster	Senior Respiratory and Sleep Clinical Physiologist
Kirsty Thompson	Senior Respiratory and Sleep Clinical Physiologist
Kelly Moffat	Trainee Clinical Respiratory Physiologist
3 x Band 3	Respiratory and Sleep Clinical Physiologist

ST6-8 (current national grid attachment)

ST 6-8 (current respiratory interest)

Administrative Support

Clare Stuart	Medical secretary CF
Ryan McKendrick	Medical Secretary
James Cuddihy	Admin Assistant
Taylor Gilchrist	Service coordinator, Respiratory and Sleep Physiology

General Paediatrics

General paediatric services are provided at the Royal Hospital for Children and Young People and St John's Hospital, Livingston.

Acute general paediatrics at RHCYP runs on the "consultant-of-the-week" model. During the ARU weeks, the successful candidate will be responsible for all general medical inpatients and admissions on PARU. The post holder will conduct two ward rounds a day, take telephone



calls from general practitioners and hospital colleagues, and advise the team of trainee doctors assigned to the general paediatric service with timely review of admissions to the Unit. The post holder will work closely with colleagues in the Emergency Department to provide a seamless service for children presenting acutely to RHCYP, and also with the staff in paediatric critical care. During the ARU weeks you are expected to carry the Paediatric Emergency Team bleep and thus be available to attend any resuscitations and any acutely and severely unwell children in the Emergency Department, the outpatient clinics, and on the wards.

RHCYP and paediatric services are co-located with neonatal and adult services at the Little France campus. There is a community paediatric service with 12 WTE consultants for Lothian which takes the lead in child protection and neurodisability care.

There is an excellent teaching programme that includes weekly radiology meetings and well attended hospital grand rounds in addition to journal clubs and departmental teaching.

You will participate in the undergraduate and postgraduate teaching programme, and will be involved in audit projects, which are regularly undertaken within the general medical paediatric department.

Members of the Department

RHCYP

Dr Sonia Joseph	Clinical Director, Medical Paediatric Specialties
Dr Kenneth Macleod	Consultant Respiratory Paediatrician, Clinical Lead
Dr Don Urquhart	Consultant Respiratory Paediatrician
Dr Catherine McDougall	Consultant Respiratory & Intensive Care Paediatrician
Dr David Armstrong	Consultant Respiratory & Critical Care Paediatrician
Dr Stefan Unger	Consultant Respiratory Paediatrician
Dr Florian Gahleitner	Consultant Respiratory Paediatrician
Professor Steve Cunningham	Consultant Respiratory Paediatrician
Dr Daniela Ellis	Consultant Paediatrician
Dr Venita Sharma	Consultant Paediatrician
Dr Mairi Stark	Consultant Paediatrician and clinical lead ARU
Dr Laura Jones	Consultant Paediatrician with an interest in Infectious Diseases/Immunology/HIV
Dr Dylan Broomfield	Consultant Paediatrician with an interest in Emergency Medicine
Dr Sarah Clegg	Consultant Paediatrician and Community Paediatrician
Dr Charlotte Kirk	Consultant Paediatrician and Community Paediatrician
Dr Kiran Patwardhan	Consultant Paediatrician
Dr Nke Nwafor	Consultant Paediatrician
Dr Guy Millman	Consultant Paediatrician and CD General Paediatrics
Dr Rozi Ardill	Consultant Paediatrician with an interest in Nephrology
Dr Claire Hathorn	Consultant Paediatrician
Dr Jennifer Horne	Consultant Paediatrician
Dr Lois Biggerstaff	Consultant Paediatrician
Dr Daniela Elleri	Consultant Endocrinology and Diabetes
Dr Louise Bath	Consultant Paediatrician with an interest in Endocrinology and Diabetes



Dr Harriet Miles	Consultant Endocrinology and Diabetes
Dr Kathryn Noyes	Associate Specialist in Diabetes
Dr. Sarah Kiff	Consultant Endocrinology and Diabetes
Dr. Daniela Elleri	Consultant Endocrinology and Diabetes
Dr Tarini Chetty	Consultant Endocrinology and Diabetes
Professor David Wilson	Professor of Paediatric Gastroenterology, Hepatology and Nutrition
Dr Peter Gillett	Consultant in Paediatric Gastroenterology
Dr David Mitchell	Consultant in Paediatric Gastroenterology
Dr Paul Henderson	Consultant in Paediatric Gastroenterology
Professor Richard Russell	Consultant in Paediatric Gastroenterology
Dr Victoria Merrick	Consultant in Paediatric Gastroenterology
Dr Alex Baxter	Consultant in Paediatric Neurodisability
Dr Ailsa McLellan	Consultant Paediatric Neurologist
Dr Kamath Tallur	Consultant Paediatric Neurologist
Dr Jay Shetty	Consultant Paediatric Neurologist
Professor Richard Chin	Consultant Paediatric Neurologist
Dr Kenneth McWilliam	Consultant Paediatric Neurologist
Dr Elizabeth Pilley	Consultant Paediatric Neurologist
Dr Susan Baird	Consultant Haematologist
Dr Mark Brougham	Consultant Oncologist and Clinical Lead
Dr Angela Edgar	Consultant Oncologist
Dr Emma Johnson	Associate Specialist in Oncology
Dr Matthew Howard-Jones	Consultant Paediatric Haematologist
Dr Shona Mair	Associate Specialist Haematology
Dr Lesley Simpson	Consultant Paediatric Oncologist
Professor Hamish Wallace	Consultant Oncologist
Dr Alison Cozens,	Consultant in Metabolic Medicine
Dr Mary Brennan	Consultant Paediatric Rheumatologist
Dr Mohammed Walayat	Consultant Paediatric Cardiologist
Dr Katalin Torok	Consultant Paediatric Cardiologist

Section 4: Main Duties and Responsibilities

Clinical:

- The successful applicant will, with Drs Urquhart, Macleod, McDougall, Armstrong, Gahleitner, Unger and Cunningham provide the consultant-based respiratory service 52 weeks per year. This role is to support NHS Lothian priorities to provide continuity of care and completion of all daytime work within the service. This will comprise of 'acute service' (emergency and acute care), 'CF service' (acute and elective CF care) and 'elective service' (elective or routine care) weeks. The exact mix of service weeks will be determined by clinical experience. There will also be two weeks per year of general paediatric consultant of the week. Annual leave (six weeks) and study leave, plus public holidays will total close to 10 weeks per year for each consultant.
- When performing 'acute respiratory service' at RHCYP, there will be a high level of direct clinical care from 08.00-18.00 Monday to Friday. Depending on experience, the consultant will cover all acute in-patient work, including working alongside the critical care team for high dependency and intensive care patients (including invasive and



non-invasive ventilation). The acute service clinician will also act as an information resource and contact point for respiratory specialist nurses and specialist respiratory clinical physiologists. The acute service clinician will respond to acute referrals (within and outside the hospital) and reviews (within the hospital and in the neonatal unit at RIE), urgent calls, and unscheduled bronchoscopies as required. The acute service clinician is expected to provide a continuity of care that will facilitate better patient management and team communication. The acute service clinician leads the weekly MDT meeting to facilitate input from the wider team.

- CF service weeks are expected to be the primary responsibility of the successful applicant. When performing CF service weeks, the consultant is responsible for organising outpatient and inpatient aspects of care including preparing the CF clinics, conducting annual reviews, reporting to the rest of the MDT, compiling reports, and reviewing patients. There is oversight of the CF registry data entry, processing of test results and the work of the rest of the team. There is frequent communication with patients and families and meeting with families of new diagnosis cases.
- The successful applicant will be expected to support clinical research for people with CF in SE Scotland and it would be desirable for a successful candidate to develop as an independent researcher.
- The successful candidate will be able to attend internal CPD through the routine RHCYP educational meetings (Tuesday lunchtime Hospital Grand Rounds at 13.00, Wednesday lunchtime respiratory teaching sessions, and mandatory three hour CPD sessions once per two months) in addition to radiology meetings (weekly at 12.00 on a Thursday). The post carries 1.0 SPA which will be for responsibilities relating to appraisal and revalidation. Supporting professional activity related to teaching, training and supervision of undergraduates and postgraduates may be negotiated with the Clinical Director after appointment. Post holders will be eligible to study leave for external CPD as per the Terms and Conditions of Service.
- In addition to providing general paediatric out of hours and general paediatric service weeks, the successful applicant, along with the rest of the respiratory team, will have an important role in supporting the paediatric acute receiving unit in developing guidelines and improving the quality of care for children with acute respiratory conditions (e.g. bronchiolitis and wheeze).
- The successful applicant will be responsible for undertaking the administrative duties associated with the care of respiratory patients, the administration of wards and clinics and participating in the day-to-day management of the respiratory and sleep service, and the on-call general paediatric service, sharing duties with the existing consultants.
- The successful candidates will become members of the Medical Staff Committee and Patient Services Group and will be encouraged to attend meetings.
- This is an Exposure Prone Post and evidence of the relevant immunities will be required before starting work.

Out of Hours Commitments:

- The post holder will contribute on a 1:14 (1:11 with prospective cover) basis to the general paediatric consultant rota at the Royal Hospital for Children and Young People.



Location:

- The principal base of work will be the Royal Hospital for Children and Young People, Edinburgh
- As part of your role, you may be required to work at any of NHS Lothian's sites and outpatient clinics in NHS Borders, Fife and Forth Valley.

Provide high quality care to patients:

- Maintain GMC specialist registration and hold a licence to practice
- Develop and maintain the competencies required to carry out the duties of the post
- Ensure patients are involved in decisions about their care and respond to their views

Research, Teaching and Training:

- There is an academic department of Child Life and Health with an active research programme led by Professor Jurgen Schwarze. There are opportunities for audits or collaboration with research work. There is an active research in progress meeting every fortnight, alternating Tuesdays and Thursdays, within Child Life and Health.
- The Edinburgh Hospital for Children and Young People has an active Clinical Research Facility embedded within the hospital which is MHRA Phase I accredited. The Respiratory department is a site of the UK CF Trust Clinical Trials Accelerator Programme (CTAP centre) and is in addition a UK CF Trust Early Phase Clinical Trial Centre.
- Professor Cunningham has research interests in Cystic Fibrosis, Bronchiolitis, Asthma and Rare Respiratory Disease.
- Dr Urquhart is an Honorary Reader and NRS Career Research Fellow, with interests in Sleep Medicine (sleep and epilepsy), exercise in CF and Pierre Robin epidemiology and is the Director of the CF centre in RHCYP.
- Dr Catherine McDougall is PhD trained, with interests in viral interactions with airway epithelial cells and further opportunities in intensive care medicine.
- Dr Stefan Unger Honorary Senior Lecturer and NRS Career Research Fellow, with an interest in chronic suppurative lung disease, respiratory infections, nutrition and respiratory microbiome.
- Dr Florian Gahleitner is PhD trained and has an interest in sleep medicine and clinical research.
- Dr Kenneth Macleod is PhD trained and has an interest in clinical research including multiple breath washout and also methodologies for quality improvement. He is the clinical lead for the respiratory service.
- Dr David Armstrong is MD trained and has an interest in clinical research including respiratory support in critical care.
- The Department are regular contributors to national and international respiratory meetings.
- The successful applicant will be expected and encouraged to continue and/or establish and develop their own research interest within the department.
- The Royal Hospital for Children and Young People is a teaching hospital and as such students are seconded to its departments on a regular basis. The service has a prominent role in teaching undergraduates and postgraduates. The post-holder can contribute to the undergraduate teaching programme and to the teaching of trainee medical staff.
- There are regular clinical and radiological meetings for staff within the hospitals general (secondary) and specialist (tertiary) departments. There are many and varied opportunities for clinical audit. The appointees will be expected to participate in all of



the above teaching exercises and also to participate in ad-hoc teaching as and when the need arises.

Governance:

- Participate in clinical audit, incident reporting and analysis and to ensure resulting actions are implemented
- Ensure clinical guidelines and protocols are adhered to by doctors in training and updated on a regular basis
- Keep fully informed about best practice in the specialty areas and ensure implications for practice changes are discussed with the Clinical Director
- Role model good practice for infection control to all members of the multidisciplinary team

Leadership and Team Working:

- To demonstrate excellent leadership skills with regard to individual performance, clinical teams and NHS Lothian and when participating in national or local initiatives
- To work collaboratively with all members of the team
- To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties
- Adhere to NHS Lothian and departmental guidelines on leave including reporting absence
- Adhere to NHS Lothian values
- Strategy and Business Planning with participation in the clinical and non-clinical objective setting process for the directorate

Section 5: NHS Lothian – Indicative Job Plan

Post:	Consultant respiratory paediatrician
Specialty:	Respiratory and general paediatrics
Principal Place of Work:	RHCYP Edinburgh
Contract:	Full time. 10 PA
Availability Supplement:	3%
Out-of-hours:	1:14 with prospective cover
Managerially responsible to:	Clinical Director

Indicative Job Plan

Out of Hours

The post holder will contribute on a 1:14 (1:11 with prospective cover) basis to the general paediatric consultant rota.

Annualised 10 PA job plan (420 PA per annum) comprising

- 1.0 PA per week out of hours on call work (42 PA).
- 1.0 SPA per week (42 PA)
- 8.0 DCC per week (336 DCC per year) including



Acute respiratory weeks (12.5 DCC each 08.00-18.00 Mon-Fri DCCPA)	= 100 PA
CF service weeks (7.5 DCC each)	= 105 PA
2 acute general paediatric weeks (10 DCC each 09.00-17.00 Mon-Fri DCCPA)	= 20 PA
Elective weeks	= 55 PA
Respiratory Grand Round (1 DCCPA each elective week x 32)	= 32 PA
Multidisciplinary radiology meeting (0.25 DCCPA each elective week)	= 8 PA
Multidisciplinary specialist meeting: asthma, CF, sleep (0.5 DCC each elective week)	= 16 PA
Total DCC	=336PA

The above job plan in its present form describes a 9:1 split between direct clinical care and supporting professional activities. NHS Lothian allocates all consultants one SPA for CPD, audit, clinical governance, appraisal, revalidation job planning and routine internal communication and management meetings. As a major teaching and research contributor it would normally expect to allocate additional SPA time for activities to do with undergraduate education, educational supervision of trainee medical staff, research and other activities. These are all areas where NHS Lothian has a strong commitment and we recognise the contribution that consultants are both willing and eager to make. The precise allocation of SPA time and associated objectives will be agreed with the successful applicant.

Section 6: Contact Information

Informal enquiries and visits are welcome and should initially be made to:

Dr Kenneth Macleod, Consultant Respiratory Paediatrician, RHCYP, 0131 536 0000
Kenneth.a.macleod@nhslothian.scot.nhs.uk

Dr Don Urquhart, Consultant Respiratory Paediatrician, RHCYP, 0131 536 0000
Don.urquhart@nhslothian.scot.nhs.uk

Dr Sonia Joseph, Clinical Director of Specialty Paediatrics, NHS Lothian, 0131 536 0000
sonia.joseph@nhslothian.scot.nhs.uk

Dr Guy Millman Consultant Paediatrician, CD for General Paediatrics, 0131 536 0000
Guy.Millman@nhslothian.scot.nhs.uk

Section 7: Working for NHS Lothian

Working in Edinburgh and the Lothians

Who are we?

NHS Lothian is an integrated teaching NHS Board in Scotland providing primary, community, mental health and hospital services. Calum Campbell is the Chief Executive, Esther Robertson is the Interim Chair and Tracey Gillies is the Executive Medical Director.



NHS Lothian provides services for the second largest residential population in Scotland – circa 850,000 people. We employ approximately 26,000 staff and are committed to improving all patient care and services and engaging staff in service planning and modernisation.

Over the next year across Scotland there will be significant changes in the way health and social care services are provided. In April 2015, integration came into effect in local areas led by four Health and Social Care Partnerships in East Lothian, Edinburgh, Midlothian and West Lothian. Working together will help us provide even better services for our communities and, where appropriate, people will receive high quality care closer to home. There is work underway in relation to the operational and governance capacity required, ensuring that planning for unscheduled and scheduled care is done in tandem between the four Integrated Joint Boards and the acute service.

Further information about Edinburgh and NHS Lothian can be found at <http://www.nhslothian.scot.nhs.uk/OurOrganisation/Pages/default.aspx>.

Location

Edinburgh and the Lothians are on the eastern side of Scotland's central belt in the heart of the country. Four main areas make up Edinburgh and the Lothians – Edinburgh, East Lothian, Mid Lothian and West Lothian.

Edinburgh and the Lothians are a place of exceptional beauty and contrast, from Edinburgh's historic skyline to the scenic countryside and coastline that surround it. Edinburgh is famous for its castle, military tattoo, fringe and international festival.

Edinburgh and the Lothians are home to top-ranking state and private schools and world class universities and colleges. Edinburgh offers a rich diversity of parks and gardens to spend time relaxing with friends and family. Whether you want to buy or rent Lothian also offers a diversity of accommodation ranging from city centre based flats, waterfront living, Victorian or Georgian villas to more rural farm houses or coastal homes.

Local and wider transport networks are excellent. Glasgow is less than 50 minutes away by train. The Scottish Highlands are accessible in a few hours offering opportunities for skiing and walking. National and international transport links make it easy to keep in touch with friends and family via Edinburgh Airport which offers a variety of international flight opportunities.

If you are thinking about joining us from overseas further information can be found at www.talentscotland.com. For a comprehensive list of services to help moving to the City of Edinburgh, please visit the City of Edinburgh Council Website at: www.edinburgh.gov.uk.

What we can offer you

Working with NHS Lothian offers a variety of opportunities and benefits:

- Access to the NHS pension scheme
- Assistance relocating to Edinburgh
- NHS Lothian is an equal opportunities employer and promotes work-life balance and family-friendly policies
- A beautiful setting to live and work and to take time out after a busy day or week
- Access to a transport network offering easy travel links to the rest of the UK and Europe, as well as international options



<http://careers.nhslothian.scot.nhs.uk>

Teaching and Training Opportunities

NHS Lothian has one of the largest and some of the most successful teaching hospitals in Scotland. We have a growing national and international reputation for medical teaching and research and are recognised as a centre of excellence.

We successfully train medics, nurses and other healthcare professionals from all over the UK and the world, many of whom choose to remain in employment with NHS Lothian and continue to contribute to the development of the organisation, promoting new techniques and going on to train the doctors, surgeons and nurses of tomorrow.

NHS Education for Scotland (NES) and NHS Lothian recruits junior medical staff both UK and worldwide. We are committed to providing a high standard of medical education and are able to offer training in a variety of specialties at foundation and specialty level, with the majority of training posts in the South East of Scotland rotating through Edinburgh and Lothian hospitals.

Information regarding training with links to the appropriate UK websites can be found at <http://www.scotmt.scot.nhs.uk/> and <http://nes.scot.nhs.uk/>

We enjoy close links with the University of Edinburgh (<http://www.ed.ac.uk/home>) whose Medical School is renowned for preparing its medical students to become world-class doctors. Alongside NHS Lothian, the University of Edinburgh offers state-of-the-art medical teaching facilities at the Chancellors Building, including lecture theatres, seminar rooms, clinical skills training area, computing suites, as well as library facilities at the main university, Western General Hospital and Royal Hospital for Sick Children.

Our vision, values and strategic aims

We strive to provide high quality, safe, effective and person centred healthcare, continually improving clinical outcomes for patients who use our services and for our population as a whole.

To achieve this, we are committed to ever-closer integrated working with patients and our other partners in healthcare and to embedding a culture of continuous improvement to ensure that:

- Our staff can contribute fully to achieving the best possible health and healthcare, based on evidence and best practice
- Everything we do maximises efficiency and delivers value for patients and the public

We have identified six strategic aims to ensure we can deliver safe, effective and person-centred health and social care:

1. Prioritise prevention, reduce inequalities and promote longer healthier lives for all
2. Put in place robust systems to deliver the best model of integrated care for our population – across primary, secondary and social care
3. Ensure that care is evidence-based, incorporates best practice and fosters innovation, and achieves seamless and sustainable care pathways for patients
4. Design our healthcare systems to reliably and efficiently deliver the right care at the right time in the most appropriate setting
5. Involve patients and carers as equal partners, enabling individuals to manage their own health and wellbeing and that of their families
6. Use the resources we have – skilled people, technology, buildings and equipment – efficiently and effectively.



The specific areas of focus and actions needed to achieve each of these aims are detailed in “Our Health, our Future: NHS Lothian Strategic Clinical Framework 2013 – 2020,” consultation document which you will find at www.nhslothian.scot.nhs.uk/OurOrganisation/KeyDocuments.

Our Health, Our Care, Our Future

NHS Lothian works to help people live healthier, longer lives – no matter who they are or where in the region they live. Much progress has been made, but significant challenges and opportunities lie ahead. NHS Lothian draft strategic plan - Our Health, Our Care, Our Future – sets out what we propose to do over the coming decade to address these challenges and continue to provide a high quality, sustainable healthcare system for the people of Lothian.

In developing the strategic plan we have:

- asked staff and patients what and how things need to change to deliver our aims
- brought together local plans into an integrated whole
- identified opportunities to make better use of existing resources and facilities
- prioritised areas that will make most difference to patients

The plan outlines a range of proposals, which will allow us to:

- improve the quality of care
- improve the health of the population
- provide better value and financial sustainability

Over the coming months we will discuss the need for change and the proposals set out in the plan with staff, patients, communities and other stakeholders. A summary of the plan can be found at

<http://www.nhslothian.scot.nhs.uk/OurOrganisation/OurHealthOurCareOurFuture/Documents/NHSL%20Strategy%20Summary%20final.pdf>

NHS Lothian’s Clinical Quality Approach – Quality Driving Improvement

This is a new way of approaching quality in NHS Lothian. With this approach to service improvement we aim to deliver ‘high quality, safe and person-centered care at the most affordable cost’. This acknowledges that every £1million of waste, unnecessary or inappropriate costs in one area of our system, denies us the opportunity to invest that £1million in another area of our system.

In all highly reliable healthcare organisations, it is clear that senior leadership commitment to the importance of the work, the introduction of consistent improvement methodology, the use of good quality data and building improvement capability within the workforce, are key to the successful delivery of improvement strategies.

To allow NHS Lothian to meet the needs of our population today and in the future, we need to build on the good work that is already being done to redesign services and create a whole organisation approach to quality improvement.

Our Values and ways of working

NHS Lothian is determined to improve the way their staff work so they have developed a set of common values and ways of working which they now need to turn into everyday reality - to the benefit of everyone working in the organisation and, most importantly, to the benefit of their patients.



<http://careers.nhslothian.scot.nhs.uk>

NHS Lothian – Our Values into Action:

Care and Compassion

- We will demonstrate our compassion and caring through our actions and words
- We will take time to ensure each person feels listened to, secure, understood and is treated compassionately
- We will be visible, approachable and contribute to creating a calm and friendly atmosphere
- We will provide a safe and caring setting for patients and staff, and an efficient, effective and seamless care experience
- We will meet people's needs for information and involvement in all care, treatment and support decisions.

Dignity and Respect

- We will be polite and courteous in our communications and actions
- We will demonstrate respect for dignity, choice, privacy and confidentiality
- We will recognise and value uniqueness and diversity
- We will be sincere, honest and constructive in giving, and open to receiving, feedback
- We will maintain a professional attitude and appearance.

Quality

- We will demonstrate a commitment to doing our best
- We will encourage and explore ideas for improvement and innovation
- We will seek out opportunities to enhance our skills and expertise
- We will work together to achieve high quality services
- We will use our knowledge and enthusiasm to implement positive change and overcome challenges.

Teamwork

- We will understand and value each other's role and contribution
- We will be fair, thoughtful, welcoming and kind to colleagues
- We will offer support, advice and encouragement to others
- We will maximise each other's potential and contribution through shared learning and development
- We will recognise, share and celebrate our successes, big and small.

Openness, Honesty and Responsibility

- We will build trust by displaying transparency and doing what we say we will do
- We will commit to doing what is right – even when challenged
- We will welcome feedback as a means of informing improvements
- We will use our resources and each other's time efficiently and wisely
- We will maintain and enhance public confidence in our service
- We will be a positive role model.

Throughout the recruitment process candidates will need to demonstrate they meet all of Our Values.

Further information on our values into action can be found at

<http://www.nhslothian.scot.nhs.uk/OurOrganisation/Pages/OurValues.aspx>



<http://careers.nhslothian.scot.nhs.uk>

Section 8: 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	PERMANENT
GRADE AND SALARY	Consultant £84984 - £112925
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
GENERAL PROVISIONS	You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions, you are expected to observe the organisation's agreed policies and procedures and to follow the standing orders and financial instruction of NHS Lothian, in particular, where you manage employees of the organisation, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.
REMOVAL EXPENSES	Assistance with removal and associated expenses may be awarded (up to 10% of salary)
EXPENSES OF CANDIDATES FOR APPOINTMENT	Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement 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.



<p>CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK</p>	<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>
<p>REHABILITATION OF OFFENDERS ACT 1974</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>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 three months' 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's 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>



Section 9: General Information for Candidates

Data Protection Legislation

During the course of our activities we will collect, store and process personal information about our prospective, current and former staff. The law determines how organisations can use personal information. For further information on the type of data that is handled, what the purpose is of processing the data and where and why we share data, please see the NHS Lothian Staff Privacy Notice, found [here on the NHS Lothian website](#).

For the purposes of this privacy notice, 'staff' includes applicants, employees, workers (including agency, casual and contracted staff), volunteers, trainees and those carrying out work experience.

Counter Fraud

NHS Lothian is under a duty to protect the public funds it administers, and to this end will use the information you have provided on your application form for the prevention and detection of fraud. It will also share this information with other bodies responsible for auditing or administering public funds for these purposes. More detail on this responsibility is on NHS Lothian intranet (Counter-Fraud and Theft page) and further information is available via [Audit Scotland](#).

References

All jobs are only offered following receipt of three satisfactory written references. At least one reference must be from your current/most recent employer or your course tutor if you are currently a student. If you have not been employed or have been out of employment for a considerable period of time, you may give the name of someone who knows you well enough to confirm information given and to comment on your ability to do the job.

Disclosure Scotland

Where a Disclosure or Protection of Vulnerable Groups Check is deemed necessary for a post, the successful candidate will be required to undergo an appropriate check. Further details on the Recruitment of Ex-Offenders are available from the recruitment centre.

Work Visa

If you require a Work Visa, please seek further guidance on current immigration rules, which can be found [here on the Home Office website](#).

Job Interview Guarantee Scheme

As a Disability Symbol user, we recognise the contribution that all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities, all applicants who are disabled and who meet the minimum criteria expressed in the job description will be guaranteed an interview.



Overseas Registration and Qualifications

NHS Lothian will check you have the necessary professional registration and qualifications for this role. You will need to provide an official translation of qualifications notarized by a solicitor of your overseas qualifications to be checked by the recruiting panel. Please ensure that this is available before applying for the post.

Workforce Equality Monitoring

NHS Lothian is committed to supporting and promoting dignity at work by creating an inclusive working environment. We believe that all staff should be able to fulfill their potential in a workplace free from discrimination and harassment where diverse skills, perspectives and backgrounds are valued.

In order to measure and monitor our performance as an equal opportunities employer, it is important that we collect, store and analyse data about staff. Personal, confidential information will be collected and used to help us to understand the make-up of our workforce that will enable us to make comparisons locally, regionally and nationally.

Equal Opportunities Policy Statement

NHS Lothian considers that it has an important role to play as a major employer and provider of services in Lothian. We are committed to encouraging equality and diversity among our workforce, and seek to eliminate discrimination. The aim is for our workforce to be truly representative and for each employee to feel respected and able to give their best.

The objectives of its policy are that no person or employee receives less favourable treatment on the grounds of gender identity, gender expression, disability, marital status, age, race (including colour, nationality, ethnic or national origin), religion or belief, sexuality, responsibility for dependants, socio-economic status, political party or trade union membership or activity, HIV/AIDS status or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Our Equal Opportunities in Employment policy can be viewed on our careers website: www.careers.nhslothian.scot.nhs.uk/AboutNHSLothian/EqualOpportunities/Pages/default.aspx

NHS Scotland Application Process

- The purpose of an application form is to help evidence that the applicant has all the requirements applicable to carry out the job applied for.
- It is essential to read both the job description and the person specification to gain a full understanding of what the job entails and the minimum criteria required.
- Please note for equal opportunity purposes NHS Lothian do not accept CV's as a form of application.
- Your personal information will not be sent with the application for shortlisting. The application form will be identified by the candidate number only to ensure that no applicant will be unfairly discriminated against.
- Please complete all sections of the application form. Those sections that are not relevant please indicate 'not applicable', do not leave blank.
- Please visit <https://apply.jobs.scot.nhs.uk> for further details on how to apply.

