

www.nhslothian.scot

Date 23/01/2026
Your Ref
Our Ref 10929

Enquiries to Richard Mutch
Extension 35687
Direct Line 0131 465 5687
loth.freedomofinformation@nhs.scot
richard.mutch@nhs.scot

Dear

FREEDOM OF INFORMATION – TRAUMA AND ORTHOPAEDICS

I write in response to your request for information in relation to fellowships in Trauma and Orthopaedics

Question:

1. Do you currently offer, or have you offered in the last year any post CCT (or equivalent) fellowships in trauma and orthopaedics?
2. For each fellowship that you offer, please could you answer/provide the following;
 - a. What is the sub-speciality?
 - b. What was the advertised base pay (or nodal point e.g. MT04, MT05) that the job offers?
 - c. Does the fellowship include being part of an on-call rota, or attract any uplift from the base pay?
 - d. Is that inclusion on the on-call rota optional?
 - e. If yes to question c, please include a copy of the rota, and associated uplift in pay?
 - f. How many annual leave days does this fellowship allow?
 - g. How many study leave days does this fellowship allow?
 - i. What is the study leave budget for the fellowship?
 - j. Please include a copy of the job description and person specification for the job

Answer:

We have checked the Royal Infirmary of Edinburgh (RIE) Vacancy control and there were 2 posts in the past year (attached), 1 of which was OGS.

One RAF is for the CDF post we have just appointed the other is for the senior trauma fellows. We have no other CDFs in Orthopaedics as we converted the funded CDFs to LAS posts.

We have an arthroplasty fellow and a trauma fellow. Trauma one is on call, arthroplasty is not. They get the same annual leave and study leave as our own senior trainees. Enclosed is copy of recent advert providing detail to answer the points above.

The most experienced clinical fellow (grade 9) will get basic pay of £74,591 (excluding employer costs). If we add employer costs the annual amount will be £102,161.

Grade 5 clinical fellow will get basic pay of £62,758 (excluding employer costs). Including employer costs it will be £85,831.

I hope the information provided helps with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner's Office online appeals service at www.itspublicknowledge.info/Appeal. If you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the FOI Reviewer at the email address at the head of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.

FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhslothian.scot/FOI/Pages/default.aspx>

Yours sincerely

ALISON MACDONALD
Executive Director, Nursing
Cc: Chief Executive



Working for NHS Lothian

Edinburgh Orthopaedics Lower Limb Arthroplasty Fellowship



Image courtesy of Edinburgh Inspiring Capital (www.edinburgh-inspiringcapital.com)



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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.

Section 1: Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Training	GMC registered medical practitioner Licence to practise	Additional post-graduate qualifications, e.g. MD/ PhD Additional sub-specialty training
Experience	Experience and interest in arthroplasty.	Additional subspecialty training in arthroplasty.
Ability	Ability to take responsibility for management of patients Ability to communicate effectively and clearly with patients and other team members	Able to organise time efficiently and effectively
Academic Achievements	Evidence of research activity and presentations.	Evidence of research and publications in peer reviewed journals.
Teaching and Audit	Evidence of commitment to: clinical audit formal and informal teaching and training of trainee doctors, medical students and other clinical staff learning and continuing professional development	Experience of designing audits Evidence of training in clinical practice and / or educational supervision
Motivation	Evidence of commitment to: patient-focused care continuous professional development and life-long learning effective and efficient use of resources	Desire to develop services for patients
Team Working	Ability to work in a team with colleagues in own and other disciplines Ability to organise time efficiently and effectively Reliability	Ability to motivate colleagues Evidence of previous managerial training and experience

	Enthusiastic, excellent communication skills Committed to flexible working Maturity, openness and flexibility Subscribes to NHS Lothian values	
Circumstances of Job	Will be required to work at any of NHS Edinburgh and the Lothian's sites	

Section 2: Introduction to Appointment

Job Title: Edinburgh Orthopaedics Lower Limb Arthroplasty Fellow

Department: Trauma and Orthopaedics

Base: Royal Infirmary of Edinburgh

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

Post Summary:

This is a 6 or 12-month post at the Royal Infirmary of Edinburgh. The post is appropriate for senior level trainees who wish to pursue a career in orthopaedics, with an interest in arthroplasty and wish to gain further experience in a busy orthopaedic centre.

Section 3: Departmental and Directorate Information

Department of Trauma and Orthopaedics. Royal Infirmary of Edinburgh and St John's Hospital Livingston

The Department of Trauma and Orthopaedics is based at the Royal Infirmary of Edinburgh (RIE) with outreach clinics and day case surgery at St John's Hospital in Livingston (SJH). The Unit has a national and international reputation as a major centre for teaching and research. Facilities include 139 in-patient beds, a day case surgery unit at RIE and SJH, six in-patient operating theatres and recovery area, outpatient and preadmission clinics, X-ray, physiotherapy, occupational therapy and social work services. The trauma unit is a dedicated service based upon a large throughput of acute fractures and soft tissues injuries with additional patients undergoing late reconstructive surgery. The Royal Infirmary of Edinburgh is also a designated a Major Trauma Centre for the South East of Scotland. All inpatient elective and trauma surgery for Lothian is based at the Royal Infirmary site and the full range of adult reconstructive surgery is available. Additional day case surgery takes place at St. John's Hospital in Livingston. Out patient orthopaedic clinics are also located at RIE, SJH,

East Lothian Community Hospital and at the Lauriston Building adjacent to Edinburgh city centre.

Section 4: Main Duties and Responsibilities

Outline of Duties:

Surgery

Fellows work on a one-to-one basis with their clinical supervisor. All fellowship supervisors undertake complex primary and revision surgery of the hip and knee. Fellows may also wish to spend time experiencing orthopaedic oncology surgery or hip / knee arthroscopy.

The arthroplasty team consists of 12 surgeons and there are many emergency cases and complex procedures. Surgeons special interests include revision hip / knee, dysplasia, young adult hip, hip arthroscopy, knee osteotomy, computer navigation, Mako robotic-arm assisted surgery, rheumatoid arthritis.

Consultations

There is an arthroplasty on-call schedule that involves daily referrals from the trauma service and other specialties. The fellow will be involved in these cases but the fellowship supervisor will be responsible for the patients. There is no on-call commitment for fellows. There is no out-of-hours work for fellows.

Clinics

Typically 2 elective clinics and a pre-admission clinic per week. All clinics are consultant supervised but fellows will be seeing new and review patients. We are a university teaching hospital and regularly see second opinions and tertiary referrals. With experience, fellows will be encouraged to develop their practice ultimately requiring only light supervision.

Teaching

Most fellowship supervisors have undergraduate medical students or Allied Health Professionals (AHP) attached to their team. We encourage fellows to be involved in their education. We run multiple teaching courses each year and fellows can become involved in these courses (including cadaveric workshops). The fellows are encouraged to participate in the South-East Scotland orthopaedic training programme.

Meetings

Weekly arthroplasty meeting. Weekly MSK infection MDT. Quarterly morbidity & mortality meeting meeting.

Fellows are entitled to study leave as per terms and conditions of contract.

Audit

Morbidity and mortality meeting quarterly. Fellow will maintain a logbook of surgical activity.

There is a continuous quality improvement programme in our department that the fellow may wish to become involved with and there is ample opportunity for clinical audit in an area of interest.

Self-Directed Learning

Edinburgh Orthopaedics Research Unit offers a full programme of arthroplasty related research that fellows are encouraged to become involved in. Previous fellows have published multiple papers and presented at conferences.

Location:

- It is anticipated that the principal base of work will be the Royal Infirmary of Edinburgh
- As part of your role, you will be required to work at any of NHS Lothian's sites
- Further experience is available with your supervisor at Spire Edinburgh Hospitals.

Section 5: NHS Lothian – Indicative Job Plan

Specific daily job plan will depend on the clinical supervisor's activities.

Principal Place of Work: Royal Infirmary

Contract: Full Time

Managerially accountable to: Nominated Clinical Supervisor

Example job plan:

Monday	Alternative weeks operating list
Tuesday	All day clinic
Wednesday	Audit/ Research / Self-directed learning
Thursday	All day operating list
Friday	Clinic/Teaching

Section 6: Contact Information

Mr Gavin Macpherson
Consultant Orthopaedic Surgeon
Royal Infirmary of Edinburgh
Little France
Old Dalkeith Road
Edinburgh EH16 4SU
Email: gavin.macpherson@nhs.scot
Tel: 0131 242 3544

Section 7: Working for NHS Lothian

Working in Edinburgh and the Lothians

Who are we?

NHS Lothian is an integrated NHS Board in Scotland providing primary, community, mental health and hospital services. Professor Caroline Hiscox is the Chief Executive and Ms Tracey Gillies is the Medical Director.

The NHS Board determines strategy, allocates resources and provides governance across the health system. Services are delivered by Lothian University Hospitals Services (LUHS), the Royal Edinburgh Hospital and associated mental health services, 4-community health (and social care) partnerships (CH(C)Ps) in Edinburgh, West Lothian, East Lothian and Midlothian, and a Public Health directorate.

NHS Lothian provides services for the second largest residential population in Scotland – circa 850,000 people. We employ approximately 24,000 staff and are committed to improving all patient care and services and engaging staff in service planning and modernisation.

Further information about NHS Edinburgh and the Lothians 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, Mid 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. London is a short, one hour, flight away and flight connections with London, Amsterdam and Paris offer 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

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.

In conjunction with England, Wales, Northern Ireland and NHS Education for Scotland (NES) 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 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>

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.

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>

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, full time
GRADE AND SALARY	Salary TBC
HOURS OF WORK	40
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.
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.
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 three months' notice on either side, subject to appeal against dismissal.
PRINCIPAL BASE OF WORK	You will be required to work at any of NHS Lothian's 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.

Section 9: General Information for Candidates

Data Protection Act 1988

Please note that any personal information obtained from you throughout the recruitment process will be collected, stored and used in line with the Data Protection Act 1998. Information will be available to the recruiting manager and to Human Resources staff.

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 at <http://www.audit-scotland.gov.uk/work/nfi.php>.

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. 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 on the Home Office website www.ind.homeoffice.gov.uk

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 Edinburgh and the Lothians and accepts its obligations both legal and moral by stating commitment to the promotion of equal opportunities and elimination of discrimination.

The objectives of its policy are that no person or employee receives less favourable treatment on the grounds of sex, disability, marital status, age, race (including colour, nationality, ethnic or national origin), creed, sexuality, responsibility for dependants, 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 at:

www.nhslothian.scot.nhs.uk/WorkingWithUs/Employment/Pages/EqualOpportunities.aspx

Recruitment Authorisation Form – Medical & Dental and Senior Manager/ Exec Level Posts Only

PART ONE - AUTHORISATION

A. GENERAL DETAILS OF THE POST TO BE RECRUITED

****PLEASE NOTE:** When submitting the RAF to be considered for authorisation the job description must be included**

REPLACEMENT POST (from existing funded establishment) **YES**

OR

NEW POST (from additional funded investment) **YES**

LOCAL VACANCY REFERENCE NUMBER: GS/DIR/RIE/2024/130

Please note: the vacancy will automatically be assigned a reference number through JobTrain. Including a reference number to the RAF will only be for the directorate/services own use

STAFF CATEGORY: Junior Medical	DEPARTMENT: Orthopaedics
POST TITLE: Trauma Fellow in Orthopaedics	NUMBER OF POSITIONS: 2
DIVISION: NHS Lothian	HIRING MANAGER'S NAME: Wendy Parkinson
COST CENTRE: S48015	GROUP CODE & PAY POINT JA Y6
CONTRACT DURATION: 1 Year	IF FIXED TERM LENGTH OF CONTRACT:
REASON FOR FIXED TERM CONTRACT:	BASE/LOCATION: Royal Infirmary Edinburgh
HOURS: 48	WTE: 2
REASON FOR VACANCY: Fellowship	SERVICE/SPECIALTY: Trauma & Orthopaedics
IS THIS POST TO BE ADVERTISED TOGETHER WITH OTHER POSTS?: YES IF <u>YES</u> , PLEASE STATE POST/S (SEE GUIDANCE):	
PREVIOUS POSTHOLDER: Maya Mouallem & Adam Wertheimer	DATE POST WILL BE VACANT: 01/08/2026

GRADE OF POST: (either 1 or 2 needs to be completed)

1. SENIOR MANAGER/ EXEC LEVEL GRADE: 2. MEDICAL & DENTAL GRADE: Tier 5

B. STATEMENT OF CASE TO SUPPORT THE REQUIREMENT TO RECRUIT (TO BE COMPLETED FOR ALL POSTS)

Please explain why this appointment is needed (required for service / finance authorisation purposes):

- Is filling this post in line with your service and financial plan? **YES/**
- What is the impact of not filling this post on service delivery, risk, patient care, the Board's ability to fulfil its statutory duties?

The Senior Trauma Fellow role is essential in ensuring optimal standards of patient care are met through assessment, treatment and review planning in partnership with patients and their families. The Trauma Fellow role is integral to the Orthopaedic 24 hrs on-call service, supporting the FY/Senior registrars/Consultant from admission in A&E through to Orthopaedic ward level care in delivering optimal standards of care.

- Anything else you wish the Authorising Manager/Panel to consider:

Recruitment Authorisation Form – Medical & Dental and Senior Manager/ Exec Level Posts Only

SOURCE OF FUNDING: Existing establishment

C. AUTHORISATION

*Refer to [Vacancy Authorisation Scheme of Delegation Guidelines](#) for further information

LINE MANAGER

NAME: Sam Molyneux
POST TITLE: Consultant Orthopaedic Surgeon
DATE COMPLETED: 28/11/24

FINANCE:

NAME: Christopher Rhodes
POST Assistant Finance Manager
DATE Finance.Manpowers@nhslothian.scot.nhs.uk

SITE DIRECTOR/HSCP CHIEF OFFICER/CORPORATE DIRECTORS

NAME: Aris Tyrothoulakis



POST TITLE: Site Director
DATE COMPLETED: 08/01/25

D. ADDITIONAL AUTHORISATION CONSIDERED BY BOARD PANEL

In addition to the above authorisation, some posts (locum consultant, substantive consultant, executive and senior manager and B8+ posts) are subject to additional authorisation by the Board Vacancy Review Panel. When submitting the RAF to be considered for authorisation by the board panel please include the job description, person spec and job plan (9:1).

Email: Loth.cmtra@nhslothian.scot.nhs.uk

DATE CONSIDERED BY PANEL:

APPROVED: **YES/ NO**

REASON FOR DECISION:

SIGNED ON BEHALF OF PANEL:

Recruitment Authorisation Form – Medical & Dental and Senior Manager/ Exec Level Posts Only

PART TWO – RECRUITMENT PROCESSING DETAILS

Only to be completed once vacancy has been authorised.

E. ADVERTISING

IS THIS POST TO BE ADVERTISED TOGETHER WITH OTHER POSTS: **/NO**

IF YES, PLEASE STATE POST/S ([SEE GUIDANCE](#)):

Vacancies are advertised on NHS Scotland vacancy website: [NHS Scotland Jobs](#) with vacancy feeds to the following: Indeed, Adzuna and Google for Jobs

WHERE WOULD YOU LIKE THIS POST ADVERTISED?

INTERNAL ONLY **/NO**

INTERNAL & EXTERNALLY (NHS Scotland website) **YES**

ADDITIONAL ADVERTISING MEDIA:

NOT TO BE ADVERTISED **YES/NO**

IF NOT TO BE ADVERTISED REASON FOR SUBMITTING TO REGION VACANCIES MAILBOX:

Please note - your post will be advertised automatically unless you state here that it is not for advert

ADVERTISE FOR: 1 week, 2 weeks or other (please specify):

If you want the number of applications received capped for this post (if you normally receive high volumes of applications) please state how many you would like it capped at:

Would you like a pre-assessment question added to the vacancy (advise can be given on suitable question by recruitment): **YES/NO**

F. CONTACT DETAILS FOR VACANCY

FIRST CONTACT:

NAME: Sam Molyneux

E-MAIL: sam.molyneux@nhs.scot

TELEPHONE: 0131 242 6881

SECOND CONTACT:

NAME: Wendy Parkinson

EMAIL: wendy.parkinson@nhs.scot

TELEPHONE: 0131 242 3461

PLEASE PROVIDE ADDITIONAL EMAIL ADDRESSES OF ALL RELEVANT STAFF WHO YOU WOULD LIKE TO HAVE ACCESS TO THE VACANCY ON JOBTRAIN (e.g. shortlisters, admin support staff, etc):

sam.molyneux@nhs.scot

Wendy.parkinson@nhs.scot

Carol-Ann.veitch@nhs.scot

Gillian.x.stewart@nhs.scot

Donna.robertson@nhs.scot

Recruitment Authorisation Form – Medical & Dental and Senior Manager/ Exec Level Posts Only

G. PRE-EMPLOYMENT CHECK REQUIREMENTS

OCCUPATIONAL HEALTH

THE POST WILL INVOLVE: please mark: **F** (Frequent) or **O** (Occasionally) or **N** (Never)

Clinical care of patients:	F	Manual Handling:	F/	Chemical Handling:	N/
Haemofiltration/Haemodialysis	N	Handling of patient/donor specimens:	N/	Working in Clean Room:	O
Statutory Health Surveillance:	O	Display Screen equipment user:	F/	Shift Work:	F/
Food Handling:	/N	Bank work:	/N	Driving-Patients	/N
Working in operating theatre:	F	Direct TB patient/specimen contact:	/N	Driving-large van/HGV:	/N
Night worker:	F/	Other (please specify):			

IS THIS ROLE A NON-CLINICAL ONE IN A NON-CLINICAL ENVIRONMENT WITH NO FACE-TO-FACE CONTACT WITH PATIENTS/CLIENTS: **YES/ NO**

(Recruitment: Category A OHS questionnaire should be sent if answer is yes)

EPP ROLES

Prior to answering the next question please note:

Exposure prone procedures (EPPs) are those where the following apply:

- 1) There is a risk that injury to the worker may result in exposure of the patient's open tissues to the blood of the worker
- 2) These procedures include those where the worker's gloved hands may be in contact with sharp instruments, needle tips or sharp tissues (spicules of bone or teeth) inside a patient's open body cavity or wound or confined anatomical space where the hands or fingertips may not be completely visible at all times.

Please read the definition above and identify if staff employed in this role will perform any duties in line with the definition. If so, indicate:

IS THIS AN EPP ROLE: **YES/ NO**

DISCLOSURE SCOTLAND

DISCLOSURE SCOTLAND (Yes or No have to be selected for PVG and POLICE ACT questions – Yes cannot be selected for both)

PROTECTION OF VULNERABLE GROUPS? **YES/** IF 'YES': Adult, Children or Both:

POLICE ACT DISCLOSURE? **YES/** IF 'YES, WHAT LEVEL: Standard or *Enhanced:

Note: *Enhanced only applicable to limited posts such as non-clinical post working in the Prison Service

Guidance to help assist in determining the appropriate level of disclosure, (if any) is required for a post is available on [HR Online](#)

OTHER REQUIREMENTS FOR MEDICAL & DENTAL POSTS

WILL THE MEDIC CONTRIBUTE TO A JUNIOR ON-CALL ROTA / RECEIVE A BANDING? YES/	Please complete the following as applicable:	
IF 'YES', CONFIRM ROTA NUMBER (as per Compliance Statement:) OR0304/05	Number of EPAs (Consultants):	Number of APAs (Specialty Doctor):
	Availability Allowance:	

Recruitment Authorisation Form – Medical & Dental and Senior Manager/ Exec Level Posts Only

ADDITIONAL INFORMATION FOR NON-TRAINING MEDICAL GRADE POSTS – INTERVIEW DETAILS

CHAIR - For Consultant and Locum Consultant posts this must be an approved Chair	NAME:	CONFIRMED - YES/NO
PANEL MEMBERS - please state if these are confirmed panellists for date stated below The recruitment team will arrange University Representative and External Advisers for consultant panels	NAMES:	CONFIRMED - YES/NO
VENUE		
DATE (if for substantive consultant post this will be arranged by the recruitment team in line with university rep and external advisor's availability)		

Where to send forms – The Hiring Manager is responsible for ensuring the RAF is appropriately authorised as per NHS Lothian's Vacancy Control Scheme of Delegation. Submit advert (if one is not supplied the template advert will be used), job description (the relevant [template](#) must be used) and RAF electronically email to email mailbox trail of authorised signatories with attachments to:

eos.regionvacancies@nhs.scot

Recruitment Authorisation Form – Medical & Dental and Senior Manager/ Exec Level Posts Only

PART ONE - AUTHORISATION

A. GENERAL DETAILS OF THE POST TO BE RECRUITED

****PLEASE NOTE:** When submitting the RAF to be considered for authorisation the job description must be included**

REPLACEMENT POST (from existing funded establishment)

OR

NEW POST (from additional funded investment) YES

LOCAL VACANCY REFERENCE NUMBER:

Please note: the vacancy will automatically be assigned a reference number through JobTrain. Including a reference number to the RAF will only be for the directorate/services own use

STAFF CATEGORY: Medical	DEPARTMENT: Orthopaedics
POST TITLE: Clinical Development Fellow – Orthopaedic Medicine of the Elderly Liaison Service	NUMBER OF POSITIONS: 1
DIVISION: Surgical Services	HIRING MANAGER'S NAME: Wendy Parkinson
COST CENTRE: S01222	GROUP CODE & PAY POINT: JA C1
CONTRACT DURATION: 12 months	IF FIXED TERM LENGTH OF CONTRACT: 12 month fixed term
REASON FOR FIXED TERM CONTRACT: Development post	BASE/LOCATION: Royal Infirmary of Edinburgh
HOURS: 40	WTE: 1.0 WTE
REASON FOR VACANCY: Vacancy – current fellow contracts to end.	SERVICE/SPECIALTY: Orthopaedics
IS THIS POST TO BE ADVERTISED TOGETHER WITH OTHER POSTS?: No IF YES, PLEASE STATE POST/S (SEE GUIDANCE):	
PREVIOUS POSTHOLDER:	DATE POST WILL BE VACANT:

GRADE OF POST: (either 1 or 2 needs to be completed)

1. SENIOR MANAGER/ EXEC LEVEL GRADE: 2. MEDICAL & DENTAL GRADE: Clinical Development Fellow

B. STATEMENT OF CASE TO SUPPORT THE REQUIREMENT TO RECRUIT (TO BE COMPLETED FOR ALL POSTS)

Please explain why this appointment is needed (required for service / finance authorisation purposes):

- Is filling this post in line with your service and financial plan? **YES**
- What is the impact of not filling this post on service delivery, risk, patient care, the Board's ability to fulfil its statutory duties?

The CDF role is essential in ensuring optimal standards of patient care are met through assessment, treatment and review planning in partnership with patients and their families. The CDF role is integral to the orthopaedic MoE liaison service, delivering care to elderly/frail patients who have experienced orthopaedic injuries across the orthopaedic wards.

- Anything else you wish the Authorising Manager/Panel to consider:

SOURCE OF FUNDING: Within service budget

Recruitment Authorisation Form – Medical & Dental and Senior Manager/ Exec Level Posts Only

C. AUTHORISATION

*Refer to [Vacancy Authorisation Scheme of Delegation Guidelines](#) for further information

LINE MANAGER

NAME: Wendy Parkinson
POST TITLE: Clinical Service Manager
DATE COMPLETED: 05.08.2025

FINANCE:

NAME: Nick Bradbury
POST TITLE: Capital Finance Manager
DATE COMPLETED: 25.08.2025
Finance.Manpowers@nhslothian.scot.nhs.uk

SITE DIRECTOR/HSCP CHIEF OFFICER/CORPORATE DIRECTORS

NAME: JOANNE DOBSON



POST TITLE: SITE DIRECTOR
DATE COMPLETED: 01/09/25

D. ADDITIONAL AUTHORISATION CONSIDERED BY BOARD PANEL

In addition to the above authorisation, [some posts](#) (locum consultant, substantive consultant, executive and senior manager and B8+ posts) are subject to additional authorisation by the Board Vacancy Review Panel. When submitting the RAF to be considered for authorisation by the board panel please include the job description, person spec and job plan (9:1).

Email: Loth.cmtra@nhslothian.scot.nhs.uk

DATE CONSIDERED BY PANEL:

APPROVED: **YES/ NO**

REASON FOR DECISION:

SIGNED ON BEHALF OF PANEL:

Recruitment Authorisation Form – Medical & Dental and Senior Manager/ Exec Level Posts Only

PART TWO – RECRUITMENT PROCESSING DETAILS

Only to be completed once vacancy has been authorised.

E. ADVERTISING

IS THIS POST TO BE ADVERTISED TOGETHER WITH OTHER POSTS: **YES** – To be advertised as part of the wider Clinical Fellow recruitment process 2025.

IF **YES**, PLEASE STATE POST/S ([SEE GUIDANCE](#)):

Vacancies are advertised on NHS Scotland vacancy website: [NHS Scotland Jobs](#) with vacancy feeds to the following: Indeed, Adzuna and Google for Jobs

WHERE WOULD YOU LIKE THIS POST ADVERTISED?

INTERNAL ONLY **NO**

INTERNAL & EXTERNAL (NHS Scotland website) **YES**

ADDITIONAL ADVERTISING MEDIA:

NOT TO BE ADVERTISED **NO**

IF NOT TO BE ADVERTISED REASON FOR SUBMITTING TO REGION VACANCIES MAILBOX:

Please note - your post will be advertised automatically unless you state here that it is not for advert

ADVERTISE FOR: 1 week, 2 weeks or other (please specify): 4 weeks

If you want the number of applications received capped for this post (if you normally receive high volumes of applications) please state how many you would like it capped at:

Would you like a pre-assessment question added to the vacancy (advise can be given on suitable question by recruitment): **NO**

F. CONTACT DETAILS FOR VACANCY

FIRST CONTACT:	SECOND CONTACT:
-----------------------	------------------------

NAME: Wendy.parkinson

NAME: John McKinley

EMAIL: Wendy.parkinson@nhs.scot

EMAIL: John.McKinley@nhs.scot

TELEPHONE: 0131 242 3461

TELEPHONE: 0131 536 3725

PLEASE PROVIDE ADDITIONAL EMAIL ADDRESSES OF ALL RELEVANT STAFF WHO YOU WOULD LIKE TO HAVE ACCESS TO THE VACANCY ON JOBTRAIN (e.g. shortlisters, admin support staff, etc):

Eilidh.markie@nhs.scot; gillian.stewart13@nhs.scot; wendy.parkinson@nhs.scot

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Statutory Health Surveillance:	O	Display Screen equipment user:	F	Shift Work:	F
Food Handling:	N	Bank work:	N	Driving-Patients:	N
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Night worker:	F	Other (please specify):			

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(Recruitment: Category A OHS questionnaire should be sent if answer is yes)

EPP ROLES

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Please read the definition above and identify if staff employed in this role will perform any duties in line with the definition. If so, indicate:

IS THIS AN EPP ROLE: **NO**

DISCLOSURE SCOTLAND

DISCLOSURE SCOTLAND (Yes or No have to be selected for PVG and POLICE ACT questions – Yes cannot be selected for both)

PROTECTION OF VULNERABLE GROUPS? **YES** **IF 'YES': Both:**

POLICE ACT DISCLOSURE? **YES** **IF 'YES, WHAT LEVEL:** Standard

Note: *Enhanced only applicable to limited posts such as non-clinical post working in the Prison Service

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