Lothian NHS Board

NHS Lothian Headquarters
Waverley Court
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Edinburgh
EH8 8BG
www.nhslothian.scot

Date 16 November 2026
Your Ref
Our Ref 12067

Enquiries to Richard Mutch
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loth.freedomofinformation@nhs.scot
richard.mutch@nhs.scot

Dear

FREEDOM OF INFORMATION – JOB PLANS

I write in response to your request for information in relation to job plans within NHS Lothian.

Question:

1. **Current offer**
   For the most recently advertised substantive EM consultant post, please state the total number of Programmed Activities (PAs) offered and how these were split between Direct Clinical Care (DCC) and Supporting Professional Activities (SPA).

Answer:

The Job Plan is negotiable and will be agreed between the successful applicant, and the Clinical Director. A typical 10PA job plan would include 9PA DCC, 1PA Core SPA.

NHS Lothian initially allocates all consultants 10 PAs made up of 9 PAs in Direct Clinical Care (DCC) and 1 Core SPA for CPD, audit, clinical governance, appraisal, revalidation job planning, internal routine communication and management meetings.

As a major teaching and research contributor, NHS Lothian 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 as outlined above.

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. Precise allocation of SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

Question:

2. **Advertised PA split, 2021/22 to 2025/26**
   For each financial year from 2021/22 to 2025/26, please state the DCC/SPA split given in the job advert or job description for substantive EM consultant posts. If the split was the same for all posts in a year, a single figure is fine. Copies of the job descriptions or adverts would also be acceptable in place of extracted figures.

Answer:

2021/2022

1. *The Job Plan is negotiable and will be agreed between the successful applicant, and the Clinical Director. 1.5 core SPA is available for CPD, audit, clinical governance, appraisal, revalidation job planning, internal routine communication and management meetings.*

   As a major teaching and research contributor, NHS Lothian 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.

   Precise allocation of SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

2022/2023

1. *The Job Plan is negotiable and will be agreed between the successful applicant, and the Clinical Director. A typical 10PA job plan in Emergency Medicine would include 8PA DCC, 1PA Core SPA, 0.5PA for Undergraduate & Postgraduate Education, 0.5PA for service development. It may normally be expected that successful applicants will also provide clinical sessions at one of the other NHS Lothian Emergency Departments.*

   As a major teaching and research contributor, NHS Lothian 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 as outlined above. 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.

   Precise allocation of SPA time and associated objectives will be agreed with the successful applicant prior to commencement of post and will be reviewed at annual job planning.

2. *The Job Plan is negotiable and will be agreed between the successful applicant, and the Clinical Director. A typical 10PA job plan in Emergency Medicine would include 8PA DCC, 1PA Core SPA, 0.5PA for Undergraduate & Postgraduate Education, 0.5PA for service development. It will be expected that successful applicants will also provide clinical sessions at Royal Hospital for Children and Young People, Emergency Department. NHS Lothian initially allocates all consultants 10 PAs made up of 9 PAs in Direct Clinical Care (DCC) and 1 Core SPA for CPD, audit, clinical governance, appraisal, revalidation job planning, internal routine communication and management meetings.*

   As a major teaching and research contributor, NHS Lothian 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 as outlined above. 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.

Precise allocation of SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

3. *The Job Plan is negotiable and will be agreed between the successful applicant, and the Clinical Director. The proposed 10PA job plan would include 6.5PA DCC, 1PA Core SPA, 0.5PA for Undergraduate & Postgraduate Education, 2.0PA for service development. 50% of the job would be in the ED department and 50% in the MoE department.*
   As a major teaching and research contributor, NHS Lothian 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 as outlined above. 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.

   Precise allocation of SPA http://careers.nhslothian.scot.nhs.uk time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

4. *The Job Plan is negotiable and will be agreed between the successful applicant, and the Clinical Director. NHS Lothian initially allocates all full time consultants 10 PAs made up of 9 PAs in Direct Clinical Care (DCC) and one core SPA for CPD, audit, clinical governance, appraisal, revalidation job planning, internal routine communication and management meetings.*

   It is expected that all ED consultants will provide informal bedside teaching / supervision of medical students and junior staff as part of their clinical role.

   Additionally, as a major teaching and research contributor, NHS Lothian 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.

   Precise allocation of SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

2023/2024

1. *The Job Plan is negotiable and will be agreed between the successful applicant, and the Clinical Director.*

A typical 10PA job plan would include 9PA DCC, 1PA Core SPA. This will be split 50:50 between Emergency Department & Critical Care. On-Call commitment will be split between EM and CC. NHS Lothian initially allocates all consultants 10 PAs made up of 9 PAs in Direct Clinical Care (DCC) and 1 Core SPA for CPD, audit, clinical governance, appraisal, revalidation job planning, internal routine communication and management meetings.

As a major teaching and research contributor, NHS Lothian 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 as outlined above. 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.

Precise allocation of SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

2024/2025

1. *The Job Plan is negotiable and will be agreed between the successful applicant, and the Clinical Director. It is expected that all ED consultants will provide informal bedside teaching / supervision of students and junior staff as part of their clinical role.*

   Additionally, as a major teaching and research contributor, NHS Lothian 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.

   Precise allocation of SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

2. *NHS Lothian initially allocates all consultants 10 PAs made up of 9 PAs in Direct Clinical Care (DCC) and 1 Core SPA for CPD, audit, clinical governance, appraisal, revalidation job planning, internal routine communication and management meetings. This would be expected to be fully negotiable to fulfil individual development plans and to satisfy individual specialist interests.*

   As a major teaching and research contributor, NHS Lothian allocate additional SPA time for activities to do with undergraduate education, educational supervision of trainee medical staff, research and other activities (0.5 PA). There may also be opportunities for allocated time for service development. 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.

Precise allocation of SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

2025/2026

1. *The Job Plan is negotiable and will be agreed between the successful applicant, and the Clinical Director. A typical 10PA job plan would include 9PA DCC, 1PA Core SPA. NHS Lothian initially allocates all consultants 10 PAs made up of 9 PAs in Direct Clinical Care (DCC) and 1 Core SPA for CPD, audit, clinical governance, appraisal, revalidation job planning, internal routine communication and management meetings.*

   As a major teaching and research contributor, NHS Lothian 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 as outlined above. 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.

   Precise allocation of SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

Question:

3. **Number of appointments, 2021/22 to 2025/26**
   For each financial year from 2021/22 to 2025/26, please state the number of EM consultant appointments made, reporting substantive posts and Health Board-employed locum consultant posts separately. Agency and bank locums are excluded. If any figure is fewer than five and you consider it identifiable, please report it as "fewer than five" rather than withholding it.

Answer:

Year	Appointments
2021/22	Substantive Consultants - Fewer than five Locum Consultants – Fewer than five
2022/23	Substantive Consultants - Fewer than five Locum Consultants – Fewer than five
2023/24	Substantive Consultants - Fewer than five Locum Consultants – Seven
2024/25	Substantive Consultants - Fewer than five Locum Consultants – Fewer than five
2025/26	Substantive Consultants - Fewer than five Locum Consultants – Fewer than five

To protect the identity of the individuals involved any figure of 5 or less has not been shown in the table above. Since we do not have their consent to release this data from their records, the information is exempt under section 38(1)(b) of the Freedom of Information (Scotland) Act i.e. to provide it would breach the Data Protection Act (2018).

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