

MEDICAL and DENTAL CANDIDATE INFORMATION PACK

Care & Compassion	Dignity & Respect	Openness, Honesty & Responsibility	Quality &Teamwork
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Thank you for your interest in applying to [NHS Greater Glasgow and Clyde](#)!

Please read this guidance carefully before you begin your application

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Job Title: Consultant in Paediatric Emergency Medicine

Department: Paediatric Emergency Department

Location: Royal Hospital for Children, Glasgow

Type of contract: Permanent

Salary Grade:

Working Hours: 16

Interview Date: To be confirmed (April 2026)

For the **Terms and Conditions of Service**: please refer to the **Supporting information (Medical and Dental)** document

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish to visit the department/hospital(s) concerned. Details of Arrangements for Applicants to Visit the Department/Hospital(s) or to discuss the post(s). In the first instance, please contact:

Name	Job title	Email	Telephone
Dr Lynsey Johnston	Consultant / clinical lead	Lynsey.Johnston4 @nhs.scot	01414524603

For further information regarding NHS Greater Glasgow and Clyde and its hospitals, please visit our website <https://www.nhsggc.scot/>

ABOUT THE POST

We have an exciting opportunity to recruit a PEM trained consultant within The Royal Hospital for Children, Glasgow. The job plan will consist of 4 PAs and will be a permanent contract commencing May 2026.

THE HOSPITALS AND THE DEPARTMENT/SPECIALTY – FACILITIES, RESOURCES AND ACTIVITY & STAFFING STRUCTURE

The Hospital

The Royal Hospital for Children, Glasgow, is one of the largest paediatric teaching hospitals in the UK and the largest in Scotland. It provides secondary care for more than 900,000 people resident within the Greater Glasgow and Clyde area, but also tertiary care for the 3m people living across the West of Scotland. There are also 17 nationally designated services delivered from the hospital including cardiac surgery, bone marrow and renal transplantation, ECLS and complex airway supported by a 22 bed PICU.

The hospital provides the major undergraduate paediatric teaching facility for the University of Glasgow. There is on site clinical audit and research and development support to assist with departmental research projects.

The Radiology Department located within RHC provides ultrasound, CT, MRI and isotope studies on site. All imaging is digital and accessed through the PACS system.

Diagnostic laboratory facilities are primarily located in a new build laboratory complex on the Queen Elizabeth University Hospital campus.

Other Paediatric services in NHSGG&C

There are two maternity hospitals in Glasgow; Princess Royal Maternity Hospital and the Queen Elizabeth University Hospital, plus the Royal Alexandra Hospital in Paisley, all with neonatal intensive care facilities. There is an extensive range of specialist community based children's services across NHS Greater Glasgow. Managed within community health and social care partnerships, these services are integrated with primary care and social care services.

The Emergency Department

The Emergency Department at RHC provides 24 hour facilities for the care of acutely ill and injured children of Glasgow and the surrounding areas. We have seen year-on-year increases in our attendances, and currently see more than 75 000 patients annually. We routinely see patients up until their 16th birthday and since 2021, RHC Glasgow has been the Paediatric Major Trauma Centre for the West of Scotland. The department is staffed 24/7 by trained Paediatric nurses, and supported by Emergency Nurse Practitioners.

Dr Lesley Nairn (medical paediatric consultant) is the Clinical Director for General Paediatrics and the Emergency Department. She is supported by link clinicians. For Emergency Medicine, this is Dr Lynsey Johnston (consultant in Paediatric Emergency Medicine).

Contact details for these doctors can be found below:

Dr Lesley Nairn: Lesley.Nairn@nhs.scot

Dr Lynsey Johnston: Lynsey.Johnston4@nhs.scot

JOB DESCRIPTION, JOB PLAN & PERSON SPECIFICATION

Job description:

You will join a team of 16 consultants working an on-call rota, providing 16/7 consultant cover. On-call duties to cover to the department out of hours will be split equitably between the Emergency Department Consultant team with prospective cover. The successful applicant will undertake administrative duties associated with the care of their patients and the running of their clinical department.

Duties:

Clinical

- The reception, resuscitation, diagnosis and initial treatment of all emergencies
- The appropriate disposal of patients into hospital beds, to out-patient clinics or back to the community
- The organisation and supervision of minor procedures in the Emergency Department
- The planning for major incidents and disasters and the management of such within the Emergency Department
- The provision of a high quality, evidence based service

Education

In conjunction with colleagues, the post holder will:

- ensure the provision of a formal programme of continuing medical education for trainee medical staff in the Emergency Department
- ensure a high standard of clinical teaching
- take part in the work-place based assessment of all trainee medical staff
- participate in the Directorate's education programme
- participate in education of medical students, nurses and other professional groups

Communication

- ensure effective communication with colleagues and departments across the Directorate
- develop good working partnerships with General Practitioners and external agencies

Job plan

This post attracts 4 programmed activities per week.

The job plan for the first three months will be based on a provisional/indicative timetable and formal job plan agreed between the appointee and Clinical Lead within three months of the commencement date.

The supporting professional activities (SPAs) allocation within the provisional job plan is for 0.4 core SPA (appraisal and revalidation, audit, internal routine communication, mandatory training, individual CPD and management meetings). Any additional SPA undertaken will be reflected by additional SPAs in the formal job plan. The post-holder will participate in annual appraisal, with revalidation every 5 years. CPD opportunities offered within the department are: consultant CPD sessions, M&M meetings, clinical governance meetings, radiology MDTs and clinical departmental meetings. There are also various CPD opportunities within the wider hospital sessions.

Category A on-call attracting a 3.0% supplement.

DCC sessions will be worked across the week, including OOH and weekend cover. They are divided:

- 3.2 DCC shop floor clinical work, including clinical results
- 0.4 DCC patient related administration tasks

We work to an annualised rota that gives maximum flexibility while ensuring safe clinical cover of the department. We currently use Healthrota for self-rostering.

Our current rota is based on 16 consultants (15 consultants on the on-call rota): the sample rota below is for 1.0 WTE and will be adjusted for 0.4 WTE.

1 in 15 weekday (Mon-Thurs) on-calls: 1600-2400 clinical shift then 2400-0800 non-resident on-call

1 in 16 weekday (Mon-Thurs) back-shifts: 1600-2300

1 in 4 weekends comprising:

- 1 in 16 weekend days 0800-1700
- 1 in 15 weekend on-calls: 1600-2400 clinical shift then 2400-0800 non-resident on-call (Fri/Sat/Sun)
- 1 backshift weekend annually: 1300-2200 Sat/Sun for extra winter cover (Oct-Mar)

The job plan is subject to annual review with the Clinical Lead and post holder to ensure that they are re-numerated for any additional activities undertaken and that the job plan accurately reflects the overall workload.

Person Specifications

Consultant in Paediatric Emergency Medicine

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • MBChB or equivalent • MRCPCH or FRCEM • Current APLS or EPLS certificate 	<ul style="list-style-type: none"> • ATLS
Experience	<ul style="list-style-type: none"> • CCT or eligible within 6 months of interview in Paediatrics or Emergency Medicine • Sub-specialty training in Paediatric Emergency Medicine or equivalence 	<ul style="list-style-type: none"> • Evidence of pre-hospital care experience • Evidence of experience in major incident management • Evidence of Child Protection training and PICU experience
Research	<ul style="list-style-type: none"> • Evidence of knowledge and understanding of research methodology • Evidence of interest in audit 	<ul style="list-style-type: none"> • Evidence of specific emergency medicine research or audit • Presentation of research/audit at national meeting
Teaching	<ul style="list-style-type: none"> • Interest and experience in teaching at undergraduate and postgraduate levels 	<ul style="list-style-type: none"> • APLS or EPLS instructor status
Personal	<ul style="list-style-type: none"> • Good communication and interpersonal skills • Leadership skills • Organisational and administrative skills • Commitment to team working 	
Other	<ul style="list-style-type: none"> • Full GMC registration and a licence of Practise • Occupational Health Clearance • Enhanced disclosure from Disclosure Scotland 	

MAKING YOUR APPLICATION

Please note

- Take note of the **Closing date** and the **Job reference number** of the vacancy. Please quote the reference number on any correspondence.
- Applications for Medical and Dental posts within NHS Greater Glasgow and Clyde (NHSGGC) will only be accepted via the completion of an **online application form** via our eRecruitment system (JobTrain)

If this is the first time you are applying via JobTrain, you will be asked to create an account. You can do this via an email address or social media account. NHS Scotland does not accept CV's in addition to/instead of a completed application form.

If you already have an existing account, you will have the option to copy a previous application. Please ensure that you go through the application to ensure that the details are up-to-date and complete.

- Please make sure that the **email address** submitted is correct as this will be our primary method of contact during each stage of the recruitment process.
- You will **time-out** after 30 minutes of inactivity. Please regularly save your application.
- You need to provide **at least two (2) referees, one of which must be your current employer/line manager**. It is Board policy that no person can act as a member of an Advisory Appointments Committee and be a referee for a candidate for that post. You should therefore check with your proposed referees whether there is likely to be any difficulty in this respect for we may otherwise have to invite you to submit another name or names
- At the Shortlisting stage, all application forms are **anonymised** and only the Education, Employment and Assessment/Supporting Statement Information sections are accessible to those involved in the recruitment process
- **Interviews** are conducted either in-person or via MS Teams video call. If the interview date is not noted on the advert, you will be contacted with the details as soon as they are available to allow you to book. You will receive an email with the link to join if your interview will be a video call.

Job Interview Guarantee Scheme

NHSGGC recognises the contribution 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 all the minimum criteria expressed in the job description will be guaranteed an interview. All information will be treated as confidential. We only asks for relevant information with regards to your disability to ensure that we can assist you if you are called for interview.

- **If you delete your application, you will not be able to re-apply.**
- **Professional Regulatory Bodies Membership (GMC/GDC)** details must be provided on the application form
- Before submitting your application please make sure you read **the Declaration section**. This section will highlight any parts of the form which haven't been completed and it also covers the following important information:
 - Criminal Convictions Declaration - NHS Scotland is exempt from the 1974 Rehabilitation of Offenders Act (Exclusions & Exceptions) (Scotland) Order 2003.
 - Accuracy of Information - False or misleading information can cause disqualification of the application and dismissal from employment if appointed to the post.
 - General Data Protection Regulation (GDPR) and Data Protection Act 2018 - Your data will be stored by Jobtrain and will be used only by NHSGGC authorised staff for the purpose of processing your job application, making recruitment decisions and for statistical and audit purposes. It will be retained, archived, and deleted in line with the NHS Scotland retention policy and will not be passed to any third party organisations without your permission
- **Please remember to review your application prior to submission as once you submit, you will not be able to edit any details or make changes.**

GENERAL HELP AND SUPPORT

JOBTRAIN

General Help and Support with Login, Password reset or Technical issues
<http://jobseekersupport.jobtrain.co.uk/support/home> or
contact (+44)0161-850-2004 (Monday-Friday 09:00-17:30 UK local time)

NHS GGC RECRUITMENT

+44 (0)141 278 2700 and select Option 1 for Recruitment and then
Option 5 for Medical Recruitment
nhsggcrecruitment@nhs.scot

LIVING AND WORKING IN THE GREATER GLASGOW AND CLYDE

We understand that choosing the right place to live is just as important as choosing the right job. Many people who have relocated to Scotland have been attracted by the opportunity to enhance their quality of life.

Scotland's people are well known for being warm, welcome and friendly. Scotland is a home to over five million people, and it is estimated that for every person living in Scotland, another five people living across the world have Scottish ancestry. With such wide connections spreading to every corner of the globe, it is no wonder that overseas visitors are made to feel like they are returning home!

As a place to live, the Greater Glasgow and Clyde area has many attractions. The West of Scotland combines cosmopolitan charm, lush countryside and soothing seaside. Culturally diverse, architecturally stunning and historically rich, this vibrant region is home to innovation, celebration and the largest city in Scotland – Glasgow. As Scotland's most populous region, the West of Scotland is home to approximately two million people. In addition to the city of Glasgow, East and West Dunbartonshire, Inverclyde, Ayrshire, North and South Lanarkshire, Renfrewshire and East Renfrewshire make up this captivating and eclectic part of the country.

This is a region of striking contrast. Larger areas like Glasgow are within easy reach of picturesque towns, villages and some of Scotland's most scenic beaches, captivating wildlife and tranquil countryside.

Glasgow

Multicultural, magnificent and brimming with personality, Scotland's largest city is home to nearly 600,000 people. Discover rich history, stunning architecture and the best shopping in the UK outside London. Glasgow is one of the highest ranking cities in the UK for quality of life. (source: Mercer survey, 2012).

This aptly-named 'Dear Green Place' blends the best of urban-living with the splendour of lush gardens and parks. Impressively, the city boasts more green space per square mile than any other UK city. With some of the biggest and brightest businesses Scotland has to offer, in addition to enjoying the scenery, you can explore the many great career opportunities the city offers.

Offering the best of both worlds, Glasgow is close to breath taking countryside offering up nearby hill walking, sailing, and cycling. Some of the world's greatest golf courses are all within an hour's drive of the city. And this bustling city's arts and culture, nightlife and food are hard to surpass.

Home to over 133,000 students from around the world, this vibrant city has five world-renowned universities and seven colleges.

Lots to see and do

No matter what your age or interest, the West has something for you. Be dazzled by Charles Rennie Mackintosh's iconic architecture in Glasgow or satisfy your appetite with mouth-watering produce at the farmers' markets in Renfrewshire and Inverclyde. You also have your choice of impressive year-round events and festivals, attractions or some of the best leisure facilities in the country. And as a UNESCO City of Music, Glasgow offers an impressive range of musical delights.

Housing

Whether you are renting or buying, Glasgow offers a superb selection of housing. Here you'll have your choice of apartments on the River Clyde, spacious Victorian flats in the West End and family homes in leafy suburbs conveniently located near to schools.

Getting around

The region's excellent transport links mean you're connected to the rest of the UK - and the world. The M8 motorway connects the West with the rest of Scotland, taking just under an hour to drive between the country's major cities Glasgow and Edinburgh, a well-used commuter's route. The bus is an effortless way to get around because it's inexpensive and widely available across the region – even in remote locations.

Glasgow has the UK's largest suburban rail network outside London. An abundance of stations and travel times makes exploring the region by train an easy option. The rail network links both rural areas and cities with the rest of Scotland and the wider UK. From Ardrossan, Gourock and Wemyss Bay you can also travel by ferry to many of Scotland's islands, or further afield from one of the cruise ships that dock at Greenock harbour.

Glasgow's two international airports connect the region with the rest of the UK and beyond. There are approximately 200 flights per day (pre pandemic levels) from Glasgow international airport alone, ready to fly to over 90 destinations like London, Dubai and New York. The best of the city-living, magnificent countryside and an opportunity to work in some of Scotland's most exciting industries means this region is a hugely popular place to live and work.

Useful websites:

- www.scotland.org/live-in-scotland/moving-to-scotland
- www.transport-executive.co.uk/best-places-to-live-in-glasgow
- www.visitscotland.com
- www.mygov.scot/search-house-prices

Thank you for your interest in NHS Greater Glasgow and Clyde, we look forward to receiving your application.