

# 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 Description, Job Plan, and Person Specification
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**Job Title: Consultant Paediatric Oncologist**

**Department: Paediatric Medical Oncology**

**Location: Royal Hospital for Children, Glasgow**

**Type of contract: Substantive**

**Salary Grade: Consultant**

**Working Hours: Full time**

**Interview Date:** To be confirmed or available on the Advert text

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
Milind Ronghe	Consultant Paediatric Oncologist	Milind.ronghe@nhs.scot	0141 4516520

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

## ABOUT THE POST

Applications are invited for a new whole-time, or maximum part-time, post of Consultant Paediatric Oncologist at the Royal Hospital for Children, Glasgow. The successful candidate will be one of four Paediatric Oncologists supporting, expanding and developing the existing services to children with solid tumours in the West of Scotland. Opportunity for the development of an individual candidate's special interest will be encouraged within the service, and candidates with experience and an interest in Neuro-Oncology will be welcomed.

The appointee will be expected to care for patients collaboratively with the existing Oncology team and to implement areas of special interest which complement the work of the Department. Applicants with an interest and previous experience in neuro-oncology will be encouraged to develop this service. All other responsibilities can be subject to discussion. The appointee will share responsibility for inpatient care and participation in clinics.

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

The Royal Hospital for Children (RHC), Glasgow, is the largest paediatric teaching hospital in Scotland. It provides secondary care for children resident within the Greater Glasgow area, tertiary care for those living across the West of Scotland and, in some subspecialties, care for children across Scotland. 17 nationally designated services are delivered from the hospital including cardiac surgery, Extracorporeal Life Support (ECMO), complex airway management, Erbs palsy and renal services. Paediatric Stem Cell Transplant and The Scottish Molecular Radiotherapy (SmaRT) services provide treatment to patients from Scotland and beyond

There is a complement of 266 inpatient beds, which includes 23 integrated neonatal medical and surgery cots. There are 16 nationally funded intensive care beds and 6 high dependency beds within an integrated critical care facility. This facility has the physical capacity to extend to 26 integrated critical care beds. A theatre complex comprises 11 full theatres, scope room and dental suite. There are 12 day case beds.

The hospital handles approximately 90,000 out-patients, 15,000 in-patients, 7,300 day cases and 45,000 A&E attendances every year.

The hospital provides care for children from newborn to around 16 years of age.

All paediatric medical and surgical subspecialties are represented, including general medical paediatrics, neurosurgery, cardiology, neonatology, neurology, nephrology, respiratory, endocrinology, gastroenterology, immunology and infectious diseases, dermatology, haematology, oncology, rheumatology, metabolic medicine, audiology, ophthalmology, ENT surgery, orthopaedics and general paediatric and neonatal surgery. There is a combined neonatal medical and surgical intensive care unit, as well as a paediatric and neonatal retrieval service. A selection of child and adolescent psychiatry facilities are located within the campus.

The diagnostic imaging department provides MRI, CT, ultrasound, nuclear medicine and a fluoroscopic digital screening room. A Scotland-wide PACS for transmission of digital diagnostic imaging is in place. Virtually all the hospitals in Glasgow are filmless. Specialist diagnostic laboratory facilities on site include haematology, blood bank, biochemistry, microbiology, virology, paediatric pathology, medical cytogenetics and molecular haematology and oncology.

The Royal Hospital for Children is a major centre for research and education. The hospital provides the Undergraduate Paediatric Teaching facility for the University of Glasgow and accommodates the University Departments of Child Health, Child and Family Psychiatry, Medical Genetics, Human Nutrition, Paediatric Pathology, Paediatric Biochemistry and Paediatric Surgery. There are also links with both Caledonian and Strathclyde Universities. The Research and Development Department and the Department of Clinical Audit provide assistance with research projects. A Scottish Medicines for Children Network (SMCN) supports research projects adopted through Clinical Studies Groups of UK based Medicines for Children Research Networks.

### **Other Paediatric Services in NHS Greater Glasgow**

There are currently three maternity hospitals in Greater Glasgow; Princess Royal Maternity Hospital, Southern General Hospital and the Royal Alexandra Hospital, all with neonatal intensive care facilities.

Paediatric Radiotherapy (under general anaesthetic) is provided at the Beatson Oncology Centre (located at the Gartnavel campus) 2 miles away.

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. Well established clinical links across combined Acute and Community settings within the NHS Board are in place.

## **Clinical Leadership**

Medical services are a key component of integrated hospital paediatric services within the Women and Children's Directorate (of the Acute Operating Division, NHS Greater Glasgow and Clyde).

Dr Alan Mathers (Consultant Obstetrician) is the Chief of Medicine for Women and Children's Women and Children's Services

Dr Philip Davies (Consultant Paediatrician) is the Clinical Director for Paediatric Medical Specialities.

They are supported by a number of link clinicians.

Dr Milind Ronghe, Consultant in Paediatric Oncology, is the link for haematology and oncology.

## **National Service Contracts**

The RHC hosts a number of paediatric national services:

- Paediatric Cardiac Surgery
- Paediatric Interventional Cardiology
- Brachial Plexus Surgery
- Complex Airways
- Extracorporeal Life Support (ECLS)
- Paediatric Intensive Care Transport
- Paediatric Intensive Care (in conjunction with RHSC Edinburgh)
- Renal Transplant
- Haemopoietic Stem Cell Transplant
- Scottish Molecular Radiotherapy Service (SmaRT)

## **Managed Service Network for Children and Young People with Cancer**

The Scottish Government established the Managed Service Network (MSN) for Children and Young People with Cancer in April 2011. Cancer services for Children and Young people in Scotland are now delivered as a single cohesive service, led by the MSN on 3 sites: Glasgow, Edinburgh and Aberdeen.

## **2 CLINICAL HAEMATOLOGY/ONCOLOGY SERVICE**

The clinical Haematology and Oncology service is part of the Medical Directorate.

The hospital is a Children's Cancer and Leukaemia Group (CCLG) Principal Treatment Centre (PTC) and eligible patients are entered into appropriate clinical trials.

The clinical Haematology / Oncology department (Schiehallion Unit) has a 26 bedded inpatient ward, large day care unit on the same floor. It provides care for children and young adults with leukaemia, brain and solid tumours, bleeding disorders and a range of benign haematological conditions. The unit serves the West of Scotland and acts as a National Tertiary/Quaternary Referral centre.

The Department in Glasgow is the largest UK CCLG centre in Scotland and sees approximately 80 new cases a year with cancer of which two thirds are solid or brain tumours.

There are three and half WTE clinical paediatric oncologists (Dr M Ronghe, Dr J Sastry, Dr D McIntosh, this post), caring for children with solid tumours and brain tumours from the West of Scotland and beyond. Furthermore, the Oncology service also looks after patients from other principle treatment centres who are referred to Glasgow as per agreed pathways of MSN or as required for consideration for Early Phase trials.

Glasgow is one of 9 UK based ITCC (Innovative Therapies for Children with Cancer)/ ECMC (Experimental Cancer Medicine Centre) units to deliver phase I/II trials to children Scotland and the North East of England. The clinical trials service is embedded on the Children and Young Adult Cancer Unit within the Children's hospital.

The clinical Trials Unit (CTU) in Glasgow is the largest in Scotland. It has 1 Clinical Trial Co-ordinator, 3 Data Managers and 3 Research Nurses and a pharmacist. The unit has developed a broad and increasing portfolio of early phase clinical trials and plays an important collaborative role within ECMC and ITCC.

The department has recently appointed 3 advanced Nurse Practitioners (ANPs) who are part of multidisciplinary team and support Haem/Onco clinical service.

The new unit also contains one of only 3 purpose built targeted radio-nucleotide suites for children in the United Kingdom. The Scottish Molecular Radiotherapy Service (SMaRT) attracts patients from across the British Isles and plays an active role in early phase clinical trial delivery of novel radiopharmaceuticals.

A dedicated Teenage Cancer Trust (TCT) unit for teenagers (13 to 16 years) & young adults (16 to 25 years) provides a separate age specific space. It has its own staff trained to look after this group of patients. There is a dedicated TCT support worker who acts as a befriender and information resource for teenagers and their families. The Scottish Government, in partnership with the voluntary sector, (CLIC Sargent) has addressed the needs of families travelling long distances by providing a brand new, family orientated, "Home from Home" on the campus of the new hospital. This allows whole families to travel and stay while their children are having complex or innovative therapies. Families are housed in a series of apartments that can be configured to their needs and allows them to stay in Glasgow without the expense of dining out, laundry and travel. Within the new house there is also a large social area that allows families to provide informal support to one another.

Radiotherapy facilities are at the nearby Beatson West of Scotland Cancer Centre and Dr Ben Fulton, dedicated Consultant Clinical Oncologist support this service. Radiotherapy facilities include full range of megavoltage linear accelerators, with CT planning and a brachytherapy service.

The department houses the National Stem Cell Transplant Unit and is the Regional Paediatric Haemophilia Centre. Paediatric Haematology is provided by 6 Consultant Haematologists colleagues, who share the on call rota. The Haemopoietic Stem Cell Transplantation (HSCT) Programme is a national service with National Service Division (NSD) recognition and funding. It has JACIE and HTA accreditation as both an allogeneic and autologous clinical transplant centre and collection site for bone marrow and PBSCs. The programme is supported by a HSCT data manager, Clinical Nurse Specialist (CNS), Advanced Nurse Practitioner (ANP) and Quality Manager.

The haemoglobinopathy service cares for approximately 90 children with sickle cell disease, 13 with transfusion dependent Thalassaemia and about 30 patients are on regular red cell transfusions. About 40 children with Sickle Cell Anaemia are on long term hydroxycarbamide treatment and on regular monitoring – this number is expected to increase. The Department is dedicated to expanding the transplant programme to include unrelated transplants for thalassaemia and sickle cell disease and haplo-identical grafts in sickle cell disease facilitated by a consultant secondment to St Mary's, London.

Haemophilia care is provided as part of a Comprehensive Care Service with adult services at Glasgow Royal Infirmary. The service at RHC cares for about 50 children with severe bleeding disorders residing in the West of Scotland (including 40 patients with severe Haemophilia A/B). Clinical services are funded directly by GGC Health Board and funding is allocated through local or regional service planning. A risk sharing scheme to fund recombinant and commercial clotting factor concentrates is in place since 1997 and is hosted by NSD. The Haemostasis and Thrombosis Service also provides clinical advice (through a dedicated Consultant-led Thrombosis Clinic) and monitoring support of anticoagulation (through a nurse-led Anticoagulation Clinic) for patients from various other specialities who experience acute thromboembolic events. The Anticoagulation service provides monitoring of anticoagulation and support for about 80 patients receiving Vitamin K antagonists (ie: Warfarin) for a variety of different prophylactic indications, working closely with the referring specialities (mainly Cardiology)

Two Paediatric Surgeons, Mr Jacovides and Miss Braungart, have an interest in Oncology and perform most of the oncology surgery. There is also dedicated theatre list provision for a long line insertion service. Bone tumour surgery, including Endo prosthetic replacement surgery, is done by Mr Daniel Porter, a Paediatric Orthopaedic Surgeon with an interest in oncology, who works closely with, and is an active member of, the West of Scotland Bone Tumour and Sarcoma Group.

Paediatric Neurosurgery is on site, provided by a dedicated Paediatric Neurosurgeons, Miss Emer Campbell, Mr Roddy O'kane, Mr Raju Sangra, and Mr Tony Amato-Watkins.

Regular multi-disciplinary National Tumour Board Meetings are held, attended by specialists in the hospital involved in Oncology care. Multi-disciplinary ward meetings are held weekly. There is a monthly Oncology/Endocrine Clinic, attended by 2 Paediatric Endocrinologists with an interest in late effects. (Dr Guftar Sheikh and Dr Suet Ching) They also support the Multi Disciplinary Supra-Sellar Tumour Service

The clinical work is supported by a full range of on-site laboratory services.

The West of Scotland Blood Transfusion Service provides an apheresis service for harvesting peripheral blood stem cells for intensive chemotherapy support. Specialist in-house Paediatric Renal, Respiratory, Cardiology, Gastro-enterology and Endocrinology Consultants support the Unit. There is an on-site Intensive Care and High Dependency Unit. The clinical work is supported by a full range of laboratory services. The Radiology Department has ultrasound, CT and new MRI scanning facilities and nuclear medicine. There is access to interventional radiology. The Histopathology service is provided by 5 Paediatric pathologists. Medical Genetics is sited within the new laboratory complex at the Southern General Hospital. There is a dedicated cancer genetics service.

Prior to discharge follow up arrangements are discussed with the patient their family and additional support is provided the Paediatric Oncology Outreach Nursing service (POON; 3 in Glasgow). Patients and families are also supported by an oncology specific psychology team, CLIC Sargent / Young Lives verses Cancer service and outreach nurses and the palliative care team.

### **3 UNIT FACILITIES**

The hospital opened in June 2015. There is a dedicated Haematology / Oncology Unit (Ward 2A) with a total of 24 inpatient beds, all of which are individual cubicles. This includes 8 HEPA filtered rooms (2 for adolescent use), a 4 bedded adolescent unit funded by the Teenager Cancer Trust, and an MIBG room. There is a generous TYAC social space, a Hub for children 8-12 years, a Playroom for younger children and parent/carer facilities within the ward.

There is a comprehensive Day-care facility (Ward 2B) with 5 consulting rooms and 8 day-care beds/reclining chairs.

Pharmacy support is provided by the dedicated oncology pharmacists based on and near the unit. All prescribing is electronic (HEMPA) with a prescribing system (Chemocare) dedicated to chemotherapy. The HSCT programme is JACIE and HTA accredited. Eligible patients for NCRI and commercial trials are actively recruited and the Unit is a recognised ITCC centre.

There is parent accommodation in the nearby Young Lives Verses Cancer supported Marion House and Ronald McDonald House. There is a small classroom with provision for both primary and secondary education and small play room supported by play therapists.

The Unit has recently undergone a major upgrade of ventilation and water supply

**Activity Outcome (RHSC – Glasgow):**

Solid tumour new patients per annum	20 - 25
Brain tumour new patients per annum	20 - 25
Leukaemia new patients per annum	20 – 25
Clinically significant Haemoglobinopathies	100 in total
Patients on regular Hydroxycarbamide monitoring	40 in total
Severe Inherited Bleeding disorders	50 in total

**Transplants:**

Autologous per annum	3 - 5
Allogeneic per annum	15-18
Sibling per annum	2 - 4
Unrelated per annum	13 – 14

The allogenic Transplant Unit is funded for 18 transplants but funded is expected to expand to 20 patients per year.

## 4 **STAFFING**

### ***Medical Staff:***

#### **i) Consultants:**

##### Oncology

Dr Milind Ronghe	Full time
Dr Jairam Sastry	Full time
Dr Diana McIntosh	5 sessions
Courtney Willis	Full time
This post	Full time

##### Haematology

Dr Fernando Pinto	Full time
Dr Shahzya Chaudhury	Full time
Dr Sarah Clarke	Full time
Dr Nkemdirim Jacob	Full time
Dr Anna Maria Ewins	Full time

##### Haematology - Adolescent and Young adults

Dr Nicholas Heaney	5 sessions
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##### Academic

Dr Christina Halsey	1 NHS session
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##### Clinical Oncology

Dr Ben Fulton	2 sessions
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ii) **Other Medical Staff:**

- 4 Specialty Doctors – 2.2 WTE who work predominantly in DCU and OP clinics
- 1 or 2 Specialist Trainee (ST) in Haematology
- 1 Specialist Trainee (ST) in Paediatric Oncology
- 2 STs in Paediatrics
- 2 FY2s in Paediatrics

The Haematology Department is a recognised part of the West of Scotland Specialist Haematology trainee rotation with trainees attached to the department for a period of 6-months. Similarly Paediatric Oncology Department is recognised as a Training Centre for Oncology Grid trainees.

iii) **Nursing:**

All nursing staff are appropriately experienced and trained in caring for children with haemato-oncology conditions. The department benefits from the employment of five Advanced Nurse Practitioners, three Research Nurses and a Nurse Educator. In addition there is a CNS and ANP in Stem Cell Transplant who coordinate patient care during transplant. There are also 2 Nurse Specialists, a Health Care Support Worker and an ANP responsible for haemophilia care and haemoglobinopathy. There are 4 outreach Nurse Specialists providing support in the community, including chemotherapy administration, throughout a child's treatment as well as in the palliative phase.

iv) **Social Work:**

The Young Lives Verses Cancer Fund provides social work support for Haemato-Oncology patients.

v) **Data Management and Secretarial Staff:**

There is secretarial support provided to the Haemato-Oncology Consultants. 3 data managers provide clinical trial and administrative support to the team, plus one stem cell transplant data manager / HSCT coordinator. One data manager is dedicated to the non-malignant service.

In addition, there are dedicated paediatric pharmacy, physiotherapy, psychology, occupational therapy and dietetics staff.

## **Shared Care**

Shared care arrangements currently exist between RHC and a number of District General Hospitals around Scotland. Regular shared-care clinics take place with Raigmore, Inverness and Dumfries and Galloway.

Shared care units provide varying levels of support, including blood count monitoring, treatment of febrile neutropenia and bolus chemotherapy administration. This reduces travelling and disruption to families, without compromising quality of care. They also have an important role in the delivery of palliative care.

A transition clinic is held with the Beatson Oncology Centre for teenagers, with age of transition dependent on educational needs and choice.

Shared care links for children with non-malignant haematology conditions currently exist between RHC and a number of local Paediatric Hospitals around Scotland.

## **Teaching and Learning Centre**

The £25M purpose-built Teaching and Learning Centre provides a world class training environment for the clinical years of the undergraduate medical and nursing degrees, and postgraduate students studying health-related disciplines. The four-storey building houses three floors devoted to learning and teaching.

Key facilities include a 500-seat auditorium conference space, teaching spaces, learning resources centre, a teaching laboratory and world class clinical skills facilities giving undergraduate students an unrivalled opportunity to learn and practice clinical skills in a multi-professional environment.

## **JOB DESCRIPTION, JOB PLAN & PERSON SPECIFICATION**

The appointee must commit to supporting trial activity and collaborating in appropriate local, national and international research.

The successful candidate will be expected to organise their workload and operate an appointment system in a manner that is consistent with good clinical practice.

The Consultant will be expected to undertake necessary administrative duties to care of his/her patients and to the running of the service.

## **Managerial**

The management responsibility of the post-holder will be to the Clinical Lead of Haemato-Oncology, who is responsible to the Clinical Director of Medical Paediatrics.

## **Clinical Audit and Clinical Governance**

The post-holder must be aware of clinical governance and clinical risk management and take an active part in their implementation, including audit.

The Consultant will take an active part in the department audit and governance arrangements.

## **On-Call Commitment**

The appointee will be required to provide a 1 in 6 out of hours Consultant cover for malignant haematology and oncology patients. Further consultant appointments may decrease the on call commitment.

## **Leave**

6 weeks and 10 days per year of statutory public holidays (pro-rata to contract need).

Absence must be planned by discussion with consultant colleagues.

## **Research**

The RHC is a teaching hospital affiliated to the University of Glasgow. Excellent research facilities are available, and the Consultant will be expected to initiate and participate actively in research projects and to supervise clinical research by trainees. The Division encourages all Consultants to contribute to research in their specialties, whether in basic or clinical areas or in the evaluation of health-care. Collaboration with University clinical and pre-clinical departments is particularly encouraged. The Division has a Research and Development Support Unit and a Director for Research and Development.

Dedicated research sessions may be available to a candidate with a particular research interest.

## **Teaching**

The appointee will take part in active postgraduate education programmes. This involves running education programmes for junior staff, (both for in-service training and post graduate examinations), local educational programmes which contribute to CPD and involvement in interagency education and training.

The appointee will take part in the teaching and assessment of medical students, particularly during the third, fourth and fifth years of their medical course. There will also be a variable

requirement to teach postgraduates and other professionals including nurses, health visitors and professions allied to medicine

As a paediatric sub-specialist in a major children's teaching hospital it is expected that the appointee will take an active role in education of undergraduate and postgraduate students and in the training of clinical staff. In particular, the Department provides the paediatric haematology training to Specialist Trainees in Haematology, supervised by the West of Scotland Post Graduate Committee in Haematology

The Unit is accredited as a Paediatric Oncology Training Centre.

The hospital has extensive Postgraduate educational sessions, including a weekly Grand round and a half-day session dedicated to CPD activities. The appointee will be expected to participate in the Department's weekly educational session.

### **Continuous Professional Development**

Continuous professional development is supported according to the guidance of the Royal College of Pathology. Active participation in clinical audit will be an important part of the post. Clinical audit in the hospital is supported by an Audit Department with appropriate staff.

## **SECTION 4: WORK PROGRAMME**

The work programme attached to this job plan is detailed in Appendix A which is expected to be subject to some variation on discussion with the appointee.

Agreement should be reached between the appointee and the Clinical Director with regard to the scheduling of the Supporting Professional Activities.

## **SECTION 5: GENERAL PROVISIONS**

The appointee 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, the appointee will be expected to observe the Health Board's agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instruction of NHS Greater Glasgow. In particular, where the appointee manages employees of the Trust, he/she will be expected to follow the local and national employment and personnel policies and procedures. He/she will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of his/her patients to be able to contact the appointee when necessary.

All medical and dental staff employed by NHSGGC must comply with all Hospital Health and Safety Policies.

The appointee will have responsibility for the training and supervision of (junior) medical staff who work for him/her and will devote time to this activity on a regular basis. If appropriate, he/she will be named in the contracts of doctors in training grades, as the person responsible for overseeing their training and as the initial source of advice to such doctors on their careers.

### **Details of Arrangements for Applicants to visit Hospital**

- Milind Ronghe, Clinical Lead / Link and Consultant Paediatric Oncologist, email [milind.ronghe@ggc.scot.nhs.uk](mailto:milind.ronghe@ggc.scot.nhs.uk)

Within the Women and Children's Directorate the following list of useful contact names are available:

- Jamie Redfern – Director, Women and Children's Directorate, RHC.
- Dr Philip Davies (Consultant Paediatrician) is the Clinical Director for Paediatric Medical Specialities.
- Dr Alan Mathers (Consultant Obstetrician) is the Chief of Medicine for Women and Children's Women and Children's Service

### **SECTION 6: REVIEW OF JOB PLAN**

#### **Job Plan**

A formal job plan will be agreed between the appointee and their Clinical Lead, on behalf of the Medical Director prior to commencement. The job plan will be based on the provisional timetable shown at Appendix A.

#### ***Provisional assessment of Programmed Activities in Job Plan***

For a whole-time contract:

Direct Clinical Care:

**9 PAs on average per week**

*(includes clinical activity, clinically related activity, predictable and unpredictable emergency work)*

Supporting Professional Activities:

**1 PAs on average per week**

*(audit, clinical governance, appraisal, revalidation, job planning, internal routine communication and management meeting)*

This job plan is negotiable and will be agreed between the successful applicant and the Clinical Director. NHS Greater Glasgow & Clyde initially allocates all full-time consultants 10 PAs made up of 9 PAs in Direct Clinical Care (DCC) and one core Supporting Professional Activities (SPA) for CPD, audit, clinical governance, appraisal, revalidation, job planning, internal routine communication and management meetings. The precise allocation of SPA time and associate objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

Additional sessions may be available for research interests.

**Provisional Weekly Timetable**

	<b>AM</b>	<b>PM</b>
<b>Monday</b>	Ward rounds	MDT/ On treatment meeting
<b>Tuesday</b>	Ward Duties	Admin/ Research/Audit
<b>Wednesday</b>	Ward Duties / DCU	Clinic / Tumour Board
<b>Thursday</b>	Ward / DCU	MDT
<b>Friday</b>	Ward Duties	Chemo prescription

**Notional half day/week**

Direct Clinical Care Fixed sessions:

- Ward Rounds & clinical related work (DCC) 4
- Clinics 1
- Multi-disciplinary Meetings 2 to include chemo ordering
- Day Care consultations 2
- Admin / Research /Audit/ SPA 1

**The post attracts an 5% availability supplement**

**Person Specification for Consultant in Paediatric Oncology**

	<b><i>Essential Requirements</i></b>	<b><i>Desirable Requirements</i></b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>➤ Full GMC Registration and licensed to practice</li> <li>➤ MRCPCH or equivalent</li> <li>➤ On the Specialist Register for Paediatrics with Oncology subspeciality or with CCT due within six months of interview date</li> </ul>	<ul style="list-style-type: none"> <li>➤ Further qualification e.g. MD/PhD thesis</li> <li>➤ APLS</li> <li>➤ EBMT certificate</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>➤ Minimum of three years general paediatric training</li> <li>➤ Oncology training should include two years of experience in paediatric haematology</li> <li>➤ Basic child protection training</li> <li>➤ Ability to offer expert clinical opinion on all aspects of paediatric Oncology</li> </ul>	<ul style="list-style-type: none"> <li>➤ Some experience in paediatric oncology to facilitate out of hours cover</li> </ul>
<b>Ability</b>	<ul style="list-style-type: none"> <li>➤ Commitment to team approach and multi-disciplinary working</li> <li>➤ Counselling and communication skills</li> </ul>	<ul style="list-style-type: none"> <li>➤ Computing skills</li> </ul>
<b>Audit</b>	<ul style="list-style-type: none"> <li>➤ Evidence of participation in clinical audit and understanding role of audit in improving medical practice</li> <li>➤ Understanding of clinical risk management and clinical governance</li> </ul>	<ul style="list-style-type: none"> <li>➤ Evidence of initiating, progressing and concluding audit projects with a documented change in practice</li> </ul>
<b>Research</b>	<ul style="list-style-type: none"> <li>➤ Active research interests</li> </ul>	<ul style="list-style-type: none"> <li>➤ Evidence of initiating, progressing and concluding research projects with publication</li> </ul>
<b>Management</b>	<ul style="list-style-type: none"> <li>➤ Commitment to participating in and understanding of the management process</li> </ul>	<ul style="list-style-type: none"> <li>➤ Evidence of management training</li> </ul>
<b>Teaching</b>	<ul style="list-style-type: none"> <li>➤ Evidence of teaching medical students and junior doctors</li> </ul>	<ul style="list-style-type: none"> <li>➤ Organisation of (undergraduate and/or postgraduate) teaching programmes</li> <li>➤ Evidence of further training in educational techniques</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>➤ Evidence of ability to work both in a team and alone</li> <li>➤ Flexible approach focussed on service</li> </ul>	<ul style="list-style-type: none"> <li>➤ Evidence of leadership in previous projects</li> </ul>

	delivery ➤ Commitment to continuing professional development	
<b>Other requirements</b>	➤ Satisfactory Immigration Status ➤ Occupational Health Service clearance ➤ Disclosure Scotland or appropriate Police Check ➤ Ability to meet on-call requirements and regional commitments	

## 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 ask 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](mailto: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](http://www.scotland.org/live-in-scotland/moving-to-scotland)
- [www.transport-executive.co.uk/best-places-to-live-in-glasgow](http://www.transport-executive.co.uk/best-places-to-live-in-glasgow)
- [www.visitscotland.com](http://www.visitscotland.com)
- [www.mygov.scot/search-house-prices](http://www.mygov.scot/search-house-prices)

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