

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: Clinical Fellow in PreHospital and Retrieval Medicine

Department: EMRS West

Location: ScotSTAR Base, Glasgow Airport

Type of contract: 6-month Full time

Salary Grade: 1A Banding

Working Hours: 40-48 hours per week

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
Steven Rainey	EMRS Consultant	Steven.rainey2@nhs.scot	0141 810 6691

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

ABOUT THE POST

Grade: Clinical Fellow

Department: EMRS West

Location: ScotSTAR Base, 180 Abbotinch Road, Paisley, PA2 3RY

The Emergency Medical Retrieval Service (EMRS) is seeking to recruit doctors within three years, or following the recent award of their CCT in Emergency Medicine, Anaesthesia, or Intensive Care Medicine. Candidates must have at least 6 months experience in anaesthesia.

2 posts are available:

- 6 month post starting August 2026
- 6 month post starting February 2027

The EMRS has teams based in Glasgow (EMRS West) and Aberdeen (EMRS North), providing a Retrieval and Pre-Hospital Critical Care response Scotland-wide.

This is an opportunity for senior trainees to work as part of the EMRS West team in Glasgow.

Successful applicants will receive full induction to the service and appropriate training prior to commencing active duties. Further information can be obtained from Dr Steven Rainey on 0141 810 6691 or by emailing steven.rainey@ggc.scot.nhs.uk.

You must have secured agreement from your educational supervisor and specialty TPD before application.

Applicants must have full GMC registration and a licence to practise.

These are non-training posts and are not recognised for training purposes.

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

The Scottish Ambulance Service (SAS) is commissioned by the Scottish Government Health Department (SGHD) to operate the Scottish specialist transfer and retrieval (ScotSTAR) service. ScotSTAR delivers neonatal, paediatric and adult retrieval. The emergency medical retrieval service (EMRS) is the adult component of the service.

Emergency Medical Retrieval Service

The aim of the EMRS is to provide equity of access to life saving care irrespective of the patient's location.

Experienced clinicians are available 24/7 to provide assistance to remote and rural clinicians. Critical care teams are deployed by air or land to a rural healthcare setting to resuscitate, stabilise and transfer patients with critical illness to definitive care.

The team also provides a pre-hospital critical care service for seriously injured patients, by helicopter or fast response car. The EMRS is tasked to such incidents by staff based on the dedicated trauma desk in the west of Scotland ambulance control centre (ACC).

The EMRS also provides a pre-hospital major incident response as part of a national network.

The EMRS team consists of a consultant plus either a senior trainee doctor from a critical care background (this post) or a retrieval practitioner (from either a paramedic or nursing background). The EMRS works closely with the air ambulance division of SAS; flight paramedics from SAS are an integral part of the retrieval team. The team also works with the coastguard search and rescue. Missions are commonly time-critical and can be clinically and personally demanding.

The EMRS is part of a clinical network for emergency care in rural health care facilities. Integral to that are rural hospital staff training, liaison, audit, research and advice. Clinical fellows are provided the opportunity to participate in these roles, necessitating travel to rural areas. Due to the remote location of some hospitals, overnight stays may be necessary.

JOB DESCRIPTION, JOB PLAN & PERSON SPECIFICATION

The role of a Clinical Fellow in the EMRS is to integrate into a highly performing, consultant-led team to provide rapid assessment, resuscitation and safe transfer of critically unwell and injured patients in Scotland.

Educational and competency objectives for fellows are set out in a comprehensive curriculum which has been adopted by the Royal College of Anaesthetists. Resources for achieving these objectives are specified within the curriculum and include one to one supervision and teaching from consultants both on base and on missions, structured mission debriefs, daily base training & simulation, online resources, and support for relevant study leave.

Domains include:

- Transfer and retrieval medicine
- Critical care
- Pre-hospital care
- Non-technical skills ('crew resource management')
- HEMS crewmember/medical passenger skills
- Major incident management
- Governance
- Administration and management

Hours of work

Shifts are divided between B shifts (0700 – 1800 on base, 1st on call until 2300, 2nd on call until 0700) and 3rd on car shifts (either 0700 – 1600 or 1600 – 2300). Non-clinical duties are flexible and fitted in around clinical duty time.

Pay

This post attracts a 1A banding supplement

Base

When on EMRS duties, fellows will be based at the EMRS base located at Glasgow Airport (Hangar B, 180 Abbotsinch Road). Fellows will be expected to attend the base within 30 mins when on-call. Accommodation is available on base for those on call who live >30 mins from base.

Supervision

Educational supervision is provided by EMRS consultants who have overall responsibility for fellow induction, education and training. On commencing post an induction to operational duties is carried out. This will be followed by a 'test of knowledge' at six weeks which evaluates familiarity with standard operating procedures with a particular emphasis on safety. Fellows undertake Helicopter Underwater Escape Training.

Driving

Applicants are required to hold a category B driving licence. Fellows will be required to drive service vehicles (less than 3.5 tonnes) this includes both cars and light goods vehicles. This role does not require emergency response driving.

Examinations

Fellows are encouraged to sit the Diploma in Immediate Medical Care offered by faculty of pre-hospital care of the Royal College of surgeons of Edinburgh (Dip IMC). EMRS has been instrumental in creating the Diploma in Retrieval and Transfer Medicine (Dip RTM) and fellows are welcome to sit this also after an appropriate period with the service.

Job title: Clinical Fellow Pre-Hospital and Retrieval Medicine		
	ESSENTIAL	DESIRABLE
Experience	<p>Currently enrolled in a training programme in anaesthesia/emergency medicine/intensive care medicine and within three years of obtaining the CCT or recent CCT.</p> <p>Applicants should have no less than 4 months experience in anaesthesia or EM</p>	<p>Experience in pre-hospital care or transfer/retrieval medicine.</p> <p>More than 6 months experience in anaesthesia.</p> <p>Experience in intensive care medicine and/or emergency medicine according to base specialty.</p>
Qualifications and training	<p>MBChB or equivalent.</p> <p>Registered with GMC</p> <p>FRCA / MRCEM / FFICM or equivalent</p> <p>At the time of application, to have successfully completed at least two of the following certificates:</p> <p>ATLS / ETC / ALS / PALS / APLS / EPLS</p>	<p>Undergraduate Merits or relevant 2nd degree</p> <p>Additional training in teaching and/or CRM</p> <p>PHEC / MIMMS / HMIMMS</p> <p>Diploma in Immediate Medical Care</p>
Research, audit & Quality Improvement	<p>Demonstration of active involvement in design and running of relevant clinical audit, Quality Improvement and/or research.</p> <p>Experience of presenting case reports, audit, QI or research results.</p>	<p>Evidence of participation in relevant research.</p> <p>QI, Audit or Research publications</p>
Knowledge and	Competent (under supervision) in advanced	Advanced competence in a range of

skills	<p>airway management.</p> <p>Competent to establish invasive cardiovascular monitoring, tube thoracostomies under supervision.</p>	<p>clinical procedures.</p> <p>Interest in NHS organisational and management issues</p>
Disposition	<p>Ability to cope with stressful situations and undertake responsibility.</p> <p>Good communication and organisational skills.</p> <p>Evidence of logical career progression and commitment to speciality.</p> <p>Ability to organise ones own learning and have initiative.</p>	<p>Ability to work as part of a multi-disciplinary team in the retrieval/pre-hospital environment.</p> <p>Displays insight into the non-technical skills essential for safe and effective EMRS operations.</p> <p>Leadership qualities.</p> <p>Evidence of insight into primary care and the challenges faced by isolated practices</p>
Other	<p>Prepared to visit rural hospitals for teaching purposes.</p> <p>Prepared to undertake helicopter underwater escape training.</p> <p>Flexibility in working patterns necessitated by the unpredictable nature of EMRS operations.</p> <p>Evidence of Hepatitis B immune status</p> <p>Pre-employment health screening</p>	<p>Good information technology skills.</p>

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.