

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Consultant Old Aged Liaison Psychiatrist**

**Location: Royal Alexandra Hopsital**

**Job Reference: 148676**

**Closing Date: 29th May 2023**

**Interview Date: 9th June 2023**



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**Please visit** [**https://apply.jobs.scot.nhs.uk**](#) **for further details on how to apply**

**Search for the job reference number quoted above.**

**Please note all applications should be made via our e Recruitment system (Job Train)Section 1: Summary Information Relating to this Post**

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| **Additional Arrangements for Applicants : Informal enquiries and details of arrangements to visit the department regarding this post will be welcome by:** | | | |
| **Name** | **Job Title** | **Email** | **Telephone** |
| **Dr Ashley Fergie** | **Clinical Director** | **Ashley.fergie@ggc.scot.nhs.uk** | **0141 211 6429** |

Applications are invited for enthusiastic candidates for this full-time post in Older Adult Liaison Psychiatry in Renfrewshire. There is opportunity to discuss up to 2 EPAs, less than full time working, job share or flexible working.

This post is based at the Royal Alexandra Hospital (RAH) which is the main general hospital serving the Paisley area and is affiliated to the University of Glasgow and University of the West of Scotland. The post consist of 10 PAs to lead and provide liaison psychiatry services to both the acute wards at the Royal Alexandra Hospital and the local care homes within Renfrewshire HSCP. There is an Adult Psychiatry liaison team who cover self-harm assessments and the Emergency Department at the RAH regardless of the age of the patient, referring on where appropriate.

The post-holder will be supported by an experienced liaison mental health team with experienced, established nursing staff, appropriate medical secretary time and a speciality grade doctor. The department gets two or three junior doctors per rotation. Junior doctors are strongly encouraged to spend time in liaison psychiatry and the postholder would have excellent teaching opportunities for junior medical staff. The post also intermittently has clinical development fellow input with fellows doing placements for one or two years duration.

There are a total of 5 older adult consultants in the Renfrewshire HSCP department (including this post: a total of 4.6 WTE) and the successful applicant would be expected to work closely with colleagues to provide a full range of services. There are 2 WTE specialty doctors in the department. Renfrewshire sits in the wider context of Greater Glasgow and Clyde Health Board and there are frequent links with colleagues in adjoining HSCPs for purposes of teaching, training and service development.

There is an established Intensive Home Treatment Team and access to the Mental Health Assessment Unit for emergency (same day) presentations and older adults with a primary functional illness have access to crisis services via the Intensive Home Treatment Team which is consultant led. There is a large community mental health team with excellent nursing and social work leadership. The community mental health team and social services work together in the same offices following an integrated approach which improves patient care. Urgent community presentations can obtain timely psychiatric assessment by nursing staff and there is a daily duty nursing system in place. There is excellent leadership by the nursing management. There is also a specialty doctor dedicated to the community who has sessions to provide flexibility and quick responses for urgent community presentations.

The successful candidate would be encouraged to take the excellent opportunities available for further education and continuing professional development. There is very well organised local teaching for psychiatrists in Renfrewshire. This is currently delivered virtually and has a structured timetable. There are active education, audit and research programmes within the service extending to the whole of Greater Glasgow and Clyde Older Adult Psychiatry which is currently involved in an improving 5 year Strategy programme. Locally, the department has a strong culture of clinical governance and service improvement. The successful candidate would be strongly encouraged and supported to work with staff to innovate and improve services. Liaison psychiatry is a dynamic, exciting specialty which is continuing to expand in terms of resources and the successful candidate would be a crucial element of this strategy.

NHS Greater Glasgow and Clyde encourages applications from all sections of the community. We promote a culture of inclusion across the organisation and are proud of the diverse workforce we have.

*NHS Greater Glasgow and Clyde encourages applications from all sections of the community. We promote a culture of inclusion across the organisation and are proud of the diverse workforce we have. Applications from UK, EU and non-EU candidates will be welcomed.*

***Right to work in the United Kingdom***

*Anyone from outside of the United Kingdom (UK), excluding from the Republic of Ireland will need permission from*[*UK Visas and Immigration*](#)*(UKVI) to work in the UK and may also need entry clearance before travelling here.  The Home Office (of which UKVI is a part) is responsible for governing the way individuals from outside the UK and Republic of Ireland can work, train or study in the UK.*

*To obtain a visa or entry clearance, you will need to meet certain requirements and demonstrate you have the right the work in the UK via:*

         *the points-based immigration system*

         *the EU settlement scheme*

         *a biometric residence permit*

*A new*[*points-based immigration system*](#)*was introduced in January 2021 with parts of it in place towards the end of 2020. The system provides a route for both European Union and non-European Union nationals to work, train or study in the UK if they meet the eligibility criteria. It applies to everyone from outside of the UK who wishes to live and work here, apart from people from the Republic of Ireland and European Union nationals who were already in the UK by 31 December 2020. European Union nationals in the UK prior to 31 December 2020 should apply to the*[*EU settlement scheme*](#)*.*

*If you are an international Doctor/Dentist from outside of the UK and Republic of Ireland, you can apply for, and take up employment in medical and dental posts that may qualify for sponsorship under a*[*skilled worker visa*](#skilled-workers)*.  A*[*Health and Care Worker visa*](#)*allows health and care professionals to come to or stay in the UK to do an eligible job with the NHS, an NHS supplier or in adult social care.*

***EU settlement scheme***

*Free movement with the European Union (EU) ended on 31 December 2020 and there are new arrangements for EU citizens.*

*The EU settlement scheme provides EU nationals with a route to residency in the UK. EU nationals who arrived in the UK by 11pm on 31 December 2020 have until 30 June 2021 to apply to the*[*scheme*](#)*.  If you are an EU, EEA or Swiss citizen and don't already have temporary or permanent leave to remain, you and your family can apply to the*[*EU settlement scheme*](#)*to continue living in the UK after 30 June 2021. If your application is successful, you will receive either pre-settled status or settled status.*

*EU, EEA or Swiss nationals are strongly encouraged to join the*[*EU Settlement Scheme*](#)*prior to 30th June 2021.  As part of the recruitment process, you will be required to produce proof of your EU Settlement status from 1st July 2021 to demonstrate your Right to Work in the United Kingdom.*

*Existing employees may be asked to provide evidence of their EU Settlement Status from 1st July 2021.*

*Further information:* [https://www.gov.uk/settled-status-eu-citizens-families](#).

Applicants must have full GMC Registration, a license to practise and eligible for inclusion in the GMC Specialist Register. Those trained in the UK should have evidence of higher specialist training leading to CCT or be within 6 months of confirmed entry from the date of interview. CESR (Certificate of Eligibility for Specialist Registration) route doctors are only eligible to apply for a substantive consultant post once CESR is awarded. Non-UK applicants must demonstrate equivalent training.

The job is offered as a full-time post on a 10 PA basis but applications will be considered from those wishing to work less than full-time. Up to 2 EPA’s may be available to undertake additional outpatient and/or procedure sessions or management activity.

Additional Non DCC (up to 2 PA’s in total – Inclusive of 1 core SPA plus 1 additional non DCC can be negotiated and agreed between the successful candidate and Management depending on the time required to support professional activities and the needs of the service.​​​​​​​

All newly qualified Consultants are initially offered a minimum of 1 Core Supporting Professional Activity (SPA) which includes CPD, audit, clinical governance, appraisal, revalidation, job planning and management meetings. This will be reviewed within 6 months (or earlier if required) of appointment and revised upwards if additional responsibilities are agreed.

**For further information regarding NHS Greater Glasgow and Clyde and its hospitals, please visit our website** [**www.nhs.ggc.org.uk**](#)

**CONSULTANT OLDER ADULT LIAISON PSYCHIATRIST**

Paisley is a small cathedral town situated adjacent to the City of Glasgow, next to an International Airport, in the west central Lowlands of Scotland. Paisley is situated beside the beautiful scenery of the Glennifer Braes and Nature reserve of Lochwinnoch.

Paisley is rich in the industrial heritage of Scotland and is where the world famous Paisley pattern derived. It is a vibrant, multicultural area with both urban and rural districts.

Applications are invited from dynamic and enthusiastic individuals for this full time Older Adult post. This post provides liaison psychiatry input for both Older Adult Wards at The Royal Alexandra Hospital and all care homes within the Renfrewshire HSCP. There is a well-established Community Mental Health Team in Renfrewshire, and the successful applicant will be expected to work closely with colleagues to provide a full range of services to inpatients and outpatients. They will be supported by an experienced Community Mental Health Team including Medical Secretary. There is a specialty grade doctor in place to support the postholder in the delivery of liaison psychiatry services to the care homes. The liaison psychiatry service is a popular specialty for junior doctors. Junior doctors rotating through the department are encouraged to develop liaison psychiatry sessions to obtain experience in this field.

**Present Service Provision, Older Adult Psychiatry, Renfrewshire HSCP**

Community Mental Health Services in Renfrewshire are integrated with social care and are part of the Renfrewshire HSCP, which covers a total population of 181,481. This job would be to provide liaison psychiatry input at The Royal Alexandra Hospital and care homes within the Renfrewshire HSCP.

Inpatient Older People’s Mental Health Services in Renfrewshire are provided at Ward 37 and 39 at the Royal Alexandra Hospital. These are two acute wards; one 20 bedded functional assessment ward and one 20 bedded organic assessment ward. This job has admitting rights to these acute beds. The department also has two 21 bedded, single sex, hospital based complex care beds (HBCC) which are based at Dykebar Hospital, Paisley.

Within Renfrewshire there is an Older Peoples Community Mental Health Team based at Ward 38, Royal Alexandra Hospital. The Team is multidisciplinary and has medical staff, a Clinical Psychologist, OT’s, CPNs, Care Home and Hospital Liaison Nurses (who feed into the Older Adult Liaison MDTs) and Post Diagnostic Support Workers. Outpatient psychiatric services are provided at Ward 38.

The “Doing Well” team (6.4 clinicians including 0.2 WTE Consultant Psychiatrist) provides treatment for all patients presenting with a new episode of low mood in Renfrewshire. This service has been extended from Nov 2008 and now forms the Primary Care Mental Health team across all of Renfrewshire.

The Intensive Home Treatment Team (IHTT) has been in operation since April 2008. The team provides emergency assessments and provides home treatment where indicated. The team operates from 9am to 8pm weekdays and 9am to 5pm weekends and holidays. On call telephone support is available overnight. Medical input to the team is 9-5pm weekdays only. The team comprises of 1 Adult Consultant Psychiatrist, 0.5 Specialty Doctor and MDT members. Older adults with a primary functional illness can access this service.

There are separate teams for Liaison Psychiatry; both for Adult and Older Adult with the Older Adult liaison psychiatrist working closely alongside their Old Age Psychiatry colleagues. The Old Age liaison team also covers the local care homes. The Adult Liaison team review older people who have presented with deliberate self-harm. Good working relationships exist between the older adult and general liaison services.

The GG&C Out of Hours CPN service has provided overnight assessment of patients presenting with mental disorder. There are 2 new Mental Health Assessment Units based in Stobhill and Leverndale Hospitals with the latter serving the South (including Renfrewshire) for emergency and out of hours for those that could be more appropriately assessed in a mental health facility rather than an Emergency Department.

IPCU beds are located at Leverndale and Stobhill Hospitals in Glasgow and also Inverclyde Royal. Older adults in Renfrewshire have admitting rights following discussion with the IPCU consultant and bed manager to Leverndale Hospital mainly but can also access other IPCU beds within the Board. This is a rare occurrence.

ECT services are hosted at Leverndale hospital for older adults living in Renfrewshire. There are ECT services in Stobhill Hospital and Inverclyde Royal hospital within the Board also.

**Other Specialist Psychiatric Services within Renfrewshire**

There is a well-established team of 9 General Adult Psychiatrists. The Interim CD is Dr Shilpa Shivaprasad.

The Early Intervention in Psychosis service (ESTEEM) provides intensive input for patients diagnosed with first episode psychosis.

The Psychotherapy Department currently comprises a full-time consultant psychotherapist, two full-time nurse therapists and two psychoanalysts.

Child and Adolescent Services are based at Johnstone Hospital but the inpatient beds are provided at Gartnavel Royal Hospital and Stobhill Hospital respectively.

There are 10 Learning Disability assessment/treatment beds and a Community Learning Disability Team.

Forensic service provision includes access to the Forensic CMHT for patients requiring this service from the Board wide team. Renfrewshire has access to the Eating Disorder Service which is the Greater Glasgow and Clyde Eating Disorders Service.

The Perinatal service is based at Leverndale Hospital with a GG&C wide remit.

The psychiatric services in Greater Glasgow and Clyde are made up of eight Health and Social Care Partnerships: West Dunbartonshire, North West Glasgow, North East Glasgow, East Dunbartonshire, Renfrewshire, East Renfrewshire, Inverclyde, South HSCPs with small areas of Lanarkshire HSCP. All community services within Greater Glasgow and Clyde are integrated with Health and Social Care. This post sits within the Renfrewshire HSCP.

There is a Lead Clinician for Renfrewshire and Inverclyde HSCP Older Adult Psychiatry and a Clinical Director for Greater Glasgow and Clyde Older Adult Psychiatry who takes a strategic overview of the whole service. Ms Laura Howat is the Head of Service for Mental Health, Addictions and Learning Disability in Renfrewshire HSCP. The Associate Medical Director for Mental Health is Dr Martin Culshaw.

**Medical Staffing**

**Older Adult Psychiatry Team Renfrewshire**

This post

Dr Craig Gordon, Consultant Psychiatrist

Dr Mark Webster, Consultant Psychiatrist

Dr Tom McCabe, Consultant Psychiatrist

Dr Anita Ganai, Consultant Psychiatrist

Dr Namaz Allah Khan, Specialty Doctor

Dr Zulfiqar Ali, Specialty Doctor

Dr Esme Beer CDF

**North East Glasgow HSCP**

Belmont Centre, 300 Balgrayhill Road, Glasgow, G21 3UR

Parkview Resource Centre, 152 Wellshot Road, Shettleston, Glasgow G32 7AX

Admitting Hospital: Stobhill Hospital, 133 Balornock Road, Glasgow, G21 3UW

Dr Ashley Fergie, Clinical Director and Consultant Psychiatrist

Dr Agnieszka Philipson, Lead Clinician and Consultant Psychiatrist

Dr Rachel Brown, Consultant Psychiatrist

Dr Kimberly Boyle, Consultant Psychiatrist (Liaison Service)

Dr Erica Campbell, Consultant Psychiatrist

Dr Raquel Da Silveira, Specialty Doctor

Dr Madeleine Ward, Specialty Doctor (Locum)

Dr Motasem Ellayan CDF

**East Dunbartonshire HSCP**

Woodlands Resource Centre, 15-17 Waterloo Close, Kirkintilloch, G66 2HL

Admitting Hospital: Stobhill Hospital, 133 Balornock Road, Glasgow, G21 3UW

Dr Carol Quinn, Consultant Psychiatrist (Locum)

Dr Anthony McElveen, Consultant Psychiatrist (Inpatients only)

Dr Eric Jackson, Lead Clinician (North West) and Consultant Psychiatrist

Dr Gayathri Ravishankar, Specialty Doctor

Dr Kerry McMurray, Specialty Doctor

**West Dunbartonshire HSCP**

Goldenhill Resource Centre, 199 Dumbarton Road, Clydebank, G81 4XJ

Admitting Hospital: Gartnavel Royal Hospital, 1055 Great Western Road, Glasgow, G12

Cairnmhor Resource Centre, Dumbarton Joint Hospital, Cardross Road, Dumbarton, G82 5JA

Admitting Hospital: Vale of Leven Hospital, Main Street, Alexandria, G83 0UA

Dr Christopher Haxton, Consultant Psychiatrist

Dr Philip Andrew, Consultant Psychiatrist

Dr James Herron, Consultant Psychiatrist

Dr Alison Mitchell , Consultant Psychiatrist (Locum)

Dr Saif Rangwala, Specialty Doctor

Dr Guy Chadwick, Specialty Doctor (locum)

Dr Hagar Ghoname CDF

**North West Glasgow HSCP**

Glenkirk Resource Centre, 129 Drumchapel Road, Glasgow, G15 6PX

Admitting Hospital: Gartnavel Royal Hospital, 1055 Great Western Road, Glasgow, G12 0XH

Dr Matthew Sheridan, Lead Clinician (Liaison Service) and Consultant Psychiatrist

Dr Jacqueline Wiggins, Consultant Psychiatrist

Dr Jennifer White, Consultant Psychiatrist

Dr Jean Hannah, Specialty Doctor

Dr Ruth Flavahan, Specialty Doctor

Dr Ellie Malcolm CDF

Vacancy, Specialty Doctor (Liaison Service)

**South Glasgow HSCP**

Elderpark Resource Centre, 20 Arklet Road, Glasgow, G51 3XR

Shawmill Resource Centre, 35 Wellgreen, Glasgow, G43 1RR

Admitting Hospital: Leverndale Hospital, 510 Crookston Road, Glasgow, G53 7TU

Dr Elizabeth Lightbody, Lead Clinician and Consultant Psychiatrist

Dr Elizabeth Quinn, Consultant Psychiatrist (Locum)

Dr Sarah Ward, Consultant Psychiatrist (Liaison Service)

Dr Ewan Neilson, Consultant Psychiatrist

Dr Catriona Ingram, Consultant Psychiatrist

Dr Zaid Ul-Hassan, Consultant Psychiatrist (Locum)

Dr Jerard Tharumanaygam, Specialty Doctor

Dr Rosanne Docherty – SAS Doctor

Dr Mohafiz Mohammad CDF

**East Renfrewshire HSCP**

Eastwood Health and Care Centre, Drumby Crescent, Glasgow, G76 7HN

Admitting Hospital: Leverndale Hospital, 510 Crookston Road, Glasgow, G53 7TU

Vacancy, Consultant Psychiatrist

Dr Rachel Clark, Specialty Doctor

**Inverclyde HSCP**

Inverclyde Royal Hospital, Larkfield Road, Inverclyde, PA16 0XN (Community and Inpatients)

Dr Ziad Tayar, Consultant Old Age Psychiatrist (Locum)

Dr Iain Fergie, Acting Consultant Old Age Psychiatrist

Dr Arvind Gunput, Consultant Old Age Psychiatrist (Locum)

Dr Ooja Yvonne Bob-Echikwonye CDF

There are also approximately 14 Junior Doctor Posts and generally 2-4 Higher Specialist Trainees at any one time.

We also have 6 Clinical Development Fellows (CDF) within OPMH based around the GG&C – Renfrewshire has one CDF working alongside the Older Adult Team.

**Section 3:**

**Duties of the Post**

**Sample Job Plan**

The post holder will, with the agreement of the Lead Consultant and Clinical Director, agree a Job Plan.

A provisional timetable may be:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Monday | Tuesday | Wednesday | Thursday | Friday |
| am | Liaison allocations meeting  Direct clinical care - hospital | Direct clinical care – hospital  Complex case discussions | Liaison allocations meeting  Direct clinical care – hospital | Main care home liaison MDT and care home allocations meeting | Main hospital liaison MDT Admin |
| pm | Direct clinical care – care homes.  Complex case discussions. Urgent case discussions.  Monthly consultant meeting. | Direct clinical care – care homes  complex case discussions  supervision of nursing and junior medical staff  admin | Direct clinical care – care homes  Complex case discussions  Urgent decision making | SPA | Direct clinical care  Complex case discussions  Urgent case decision making  Supervision of nurses and junior doctors |

This timetable is an outline and the final timetable is flexible, subject to the needs of the service, and would be discussed and agreed with the successful candidate by the Lead Clinician and the Clinical Director.  NHS Greater Glasgow & Clyde allocates initially 1SPA for a 10 session post. This core Supporting Professional Activities (SPA) is for CPD, clinical governance, revalidation and job planning. 

**The precise allocation of SPA time and associate objectives will be agreed with the successful applicant and will be reviewed by the job planning process. Previous experience will be taken into account when allocating SPA responsibilities such as appraiser status or wish to become an appraiser which has 0.5 SPA associated.**

**Opportunities for less than full time working and compressed (flexible working) hours will be supported if service provision can be safely covered. There is opportunity to consider additional research sessions and up to 2 EPAs providing additional clinical work and service development opportunities.**

The post-holder will be expected to provide medical leadership within the community MDT. The post-holder will be expected to cover for colleagues during absences in line with the arrangements set out in the National Terms and Conditions. He or she must be approved under Section 22 of the Mental Health (Care and Treatment) (Scotland) Act 2003 and be able to act as RMO and AMP to patients.

The on-call commitment is currently 1 in 25 (non-resident) as part of South Glasgow and Clyde rota, with a continuous rota of higher trainees as second on. There may be opportunity to come off the on-call rota if preferred, following agreement from the Associate Medical Director for Psychiatry. (New consultants require at least 1 year on the on-call rota before requesting to come off.)

There is a separate local oncall rota for local Renfrewshire consultants but this is restricted to non-older adult psychiatrists. Junior doctors across Renfrewshire are however placed on this rota.

**Other Opportunities**

**Multidisciplinary Teaching**

There is opportunity for medical staff and multidisciplinary teaching within the service and this is encouraged as a contribution to team/staff development. There are excellent links with the University of Glasgow Medical School and we provide well-organised regular and elective student placements.

**Research**

Greater Glasgow and Clyde has an active research portfolio with a dedicated Research team. There are a number of varied and interesting opportunities to make research a part of a consultant career. GG&C OAMHS consultants are currently involved in commercial and academic trials as Principle Investigators, with a particular focus on dementia research.

**Continued Professional Development**

**Study Leave**

There is a study leave budget and medical staff are encouraged to ensure that they keep their practice up to date.

**CPD**

There is a West of Scotland CPD Programme.

There is internal teaching regularly within Renfrewshire and organised virtually. There is a structured teaching timetable and designated responsible clinicians who coordinate and organise the teaching sessions.

There is specific old age psychiatry teaching on a monthly basis which all consultants in the West of Scotland are welcome to attend which is based alternatively on MS Teams and just returning to face to face (previously at Leverndale Hospital in usual times).

Old Age consultants in Renfrewshire and Inverclyde meet monthly for case-based discussions with excellent peer support. This is currently arranged via MS teams.

**Management and Leadership opportunities**

There is a 5 year Older Adult Mental Health strategy under way which is reviewing effective and efficient working patterns. The post holder would have the opportunity to help shape the service for the future as well as provide clinical leadership to their team.

Senior management in Renfrewshire HSCP work supportively with clinical colleagues and have a good understanding of older adult psychiatric needs.

**Person Specification**

|  |  |  |
| --- | --- | --- |
|  | Essential | Desirable |
| Qualifications | * Medical degree (MBChB or equivalent) * Applicants must have full GMC registration, a licence to practise and be eligible for inclusion in the GMC Specialist Register for Old Age Psychiatry. Applicants are only eligible to apply for a substantive Consultant post once CESR is awared. * MRCPsych or FRCPsych or equivalent * Able to be approved by Health Board under s20 of the mental health act. | * Additional relevant qualification such as DGM, MRCGP, MSc, MPhil, MD or PhD |
| Knowledge & understanding | * Extensive knowledge about mental disorders and issues affecting older people. * Good knowledge of service organisation * Up to date awareness of government policy on issues affecting older people, particularly with regard to dementia * Understanding of principles of clinical governance. | * Knowledge of range of service systems and their relative merits * Advanced knowledge of a relevant aspect of the specialty |
| Abilities & skills | * Ability to apply knowledge to clinical practice and service development * Ability to diagnose and treat mental illness of older people. * Ability to apply service procedures (such as Care Programme Approach) and mental health law. * Ability to make good medical notes * Ability to communicate effectively with other professionals. * Ability to work effectively in a multidisciplinary team. * Evidence of having ability to teach and coach junior medical staff, medical students as well as other staff groups * Computer literacy (basic word processing, email and internet use) | * Advanced skills in clinical assessment and treatment of older patients * Excellence in communication * Analytical approach to problems * Evidence of potential to develop specialty skills * Advanced computer skills (statistics package, database, spreadsheet) * Evidence of working with carers’ groups |
| Motivation | * Commitment to care of older people * Commitment to evidence-based practice * Commitment to lifelong learning. * Commitment to clinical governance * Ability to organise own learning and time. | * Enthusiasm * Punctuality. * Initiative (for example, evidence of initiative in a clinical governance project) |
| Personality & attitudes | * Honesty * Reliability * Flexibility * Ability to undertake responsibility * Ability to cope calmly with stressful situations * Ability to work with other consultants in the service * Demonstrates leadership |  |
| Experience | * Experience of delivering a mental health service for older people * Experience of leading a multidisciplinary team * Evidence of participation in clinical governance activities, including medical audit. * Experience in clinical research * Presentations to various groups | * Experience of working in more than one model of health service provision * Experience of leading a clinical governance activity * Publications |
| Other requirements | * Satisfactory fitness for employment | * Independently mobile (car driver) |

**Section 3:**

**Regulatory Body: General Medical Council & General Dental Council:** In the UK, the General Medical Council (GMC) and the General Dental Council (GDC) are the public bodies that maintain the official register of medical and dental practitioners within the United Kingdom. Their chief responsibility is to “protect, promote and maintain the health and safety of the public” by controlling entry to the register, and suspending or removing members when necessary. It also sets the standards for medical schools in the UK.

To practice medicine and dentistry in Scotland, you must have a valid GMC Registration with a Licence to Practice or a GDC Registration. To find out more about the main types of registration which allow doctors to work in different posts. Please click here [**https://careers.nhs.scot/careers/find-your-career/international-recruitment/regulatory-bodies**](#)

For medical consultant posts the post holder on commencement of the post must have full registration with the General Medical Council (GMC a licence to practice and be eligible for inclusion in the GMC Specialist Register. Those applicants trained in the UK should have evidence of higher specialist training leading to Certificate of Completion of Training (CCT) or be within 6 months of confirmed entry from the date of interview. Non UK applicants must demonstrate equivalent training.

If you are unsure of your eligibility to join the Specialty Register then find out more at:-

[**https://www.gmc-uk.org/registration-and-licensing/the-medical-register/a-guide-to-the-medical-register/specialist-and-gp-application-types**](#)

Additional information for dental appointments

The GDC issues **Full Registration** and **Temporary Registration**.

* Temporary registration can be issued to allow a dentist to practise dentistry only in selected supervised posts for training, teaching or research purposes.  Temporary registrations are granted for 6 months at a time, up to a maximum of 5 years.
* Full registration allows a dentist to practice dentistry in the UK without restriction.

In addition to full registration, dentists can also *choose* to be included on the **Specialist List.**

* The specialist lists are lists of registered dentists who meet certain conditions and are entitled to use a specialist title. They do not *have* to join a specialist list to practise any particular specialty, but they can only use the title 'specialist' if they are on the list. For more information on please visit [**https://www.gdc-uk.org/**](#)

***Right to work in the United Kingdom***

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In addition to the above, all appointments will be made subject to the receipt of satisfactory Pre Employment Checks including: Disclosure Scotland Criminal Records Check / Membership of the Protection of Vulnerable Groups ( PVG) &where applicable evidence of overseas criminal records check, Occupational Health Check, References (all jobs are only offered following receipt of satisfactory references, covering a minimum of a 3 year period), Qualifications, Identity and Right to Work in the UK checks, Fitness to Practice & Revalidation.

**Data Protection Legislation**

The information supplied by your application will only be processed by authorised NHS Greater Glasgow and Clyde personnel involved in relevant stages of the recruitment process. Applications submitted via the online NHS Scotland Application form will be imported into the NHS Greater Glasgow and Clyde recruitment system. The information you provide will be retained by NHS Greater Glasgow and Clyde  and will be used for the purpose of  processing your application and for statistical and audit purposes.  NHS Greater Glasgow and Clyde will process the information for the stated purposes in regards your application for employment. If your application is unsuccessful your information will be retained securely for 12 months from the completion of the recruitment process and then confidentially destroyed.

**Section 4:**

**Consultant Appointment**

**Terms and Conditions**

Terms and Conditions of Service are those determined by the Terms and Conditions of the New Consultant Grade (Scotland) as amended from time to time. For an overview of the terms and conditions visit[**http://www.msg.scot.nhs.uk/pay/medical**](#)

|  |  |
| --- | --- |
| **TYPE OF CONTRACT** | **Permanent** |
| **GRADE AND SALARY** | **Consultant**  The whole-time salary will be a starting salary of:-  £91,474 - £121,548 per annum (pro rata if applicable)  Progression of salary is related to experience.  New Entrants to the NHS will normally commence on the minimum point of the salary scale, (dependent on qualifications and experience). Salary is paid monthly by Bank Credit Transfer. |
| **HOURS OF WORK** | **Full Time** |
| **SUPERANNUATION** | New entrants to NHS Greater Glasgow and Clyde who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme.  Should you choose to "opt out" arrangements can be made to do this via: [www.sppa.gov.uk](#) |
| **REMOVAL EXPENSES** | Assistance with removal and associated expenses may be given and would be discussed and agreed prior to appointment. |
| **EXPENSES OF CANDIDATES FOR APPOINTMENT** | Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement shall not normally be made to employees who withdraw their application or refuse an offer of appointment. |
| **SMOKEFREE POLICY** | NHS Greater Glasgow and Clyde operate a No Smoking Policy in all premises and grounds. |
| **DISCLOSURE SCOTLAND** | This post is considered to be in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership. |
| **CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK** | NHS Greater Glasgow and Clyde (NHSGGC) has a legal obligation to ensure that it’s employees, both EEA and non EEA nationals are legally entitled to work in the United Kingdom. Before any person can commence employment within NHSGGC they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until the right to work in the UK has been verified.. You will be required provide appropriate documentation prior to any appointment being made. |
| **REHABILITATION OF OFFENDERS ACT 1974** | The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Greater Glasgow and Clyde. Any information given will be completely confidential. |
| **DISABLED APPLICANTS** | Job Interview Guarantee Scheme  As a Disability Symbol user, we recognise 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 the minimum criteria expressed in the job description will be guaranteed an interview. A disability or health problems does not preclude full consideration for the job and applications from people with disabilities are welcome. All information will be treated as confidential. You will note on our application form that we ask for relevant information with regard to your disability. This is simply to ensure that we can assist you, if you are called for interview, to have every opportunity to present your application in full. We may call you to discuss your needs in more detail if you are selected for interview. |



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| **FLEXIBLE WORKING** | NHS Greater Glasgow and Clyde operates flexible staffing arrangements whereby all appointments are to a grade within a department. The duties of an officer may be varied from an initial set of duties to any other set, which are commensurate with the grade of the officer. The enhanced experience resulting from this is considered to be in the best interest of both NHS Greater Glasgow and Clyde and the individual. |
| **EQUAL OPPORTUNITIES** | The postholder will undertake their duties in strict accordance with NHS Greater Glasgow and Clyde’s Equal Opportunities Policy. |
| **NOTICE** | **The employment is subject to 3 months’ notice on either side, subject to appeal against dismissal.** |
| **MEDICAL NEGLIGENCE** | In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme. |



**Section 5:**

**Making your Application**

From the 3rd of June 2019 candidate 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. NHSGGC utilise a third party recruitment system called JobTrain and when you complete and submit the online application form your submitted application will be imported into JobTrain and any emails will be sent via the JobTrain Recruitment System.

If this is the first time you have applied for an NHSGGC vacancy via our eRecruitment system (JobTrain), you will be asked to create an account. You can do this via an email address or social media account. Please make sure the email address submitted is correct as this will be our primary method of contact during each stage of the recruitment process. You will receive emails from our eRecruitment system throughout the process, you can reply to these and they will be received by our Medical Recruitment team member managing the vacancy. Please ensure you check the email account (including junk/spam boxes) from which you apply regularly as we will use this to contact you regarding your application.

NHS Scotland does not accept CV’s in addition to/instead of a completed application form. Your CV will not be provided to the interview panel for shortlisting.

Please remember when using the online application system you will time-out after 30 minutes of inactivity. Please regularly save your application.

NHS GGC is unable to accept written applications; all applications must be submitted via eRecruitment system, JobTrain. Please visit [**https://apply.jobs.scot.nhs.uk**](#)

**Contact Us**

For any additional information about this post, guidance in completing your application or if you have any personal requirements that will enable you to participate in our recruitment process please contact a member of our NHS Greater Glasgow and Clyde’s Medical and Dental Recruitment team via:

Tel: +44 (0)141 278 2700 and select Option 1

Email: nhsggc.recruitment@nhs.scot

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

**Section 6:**

**About NHS Greater Glasgow and Clyde**

NHS Greater Glasgow and Clyde is the largest health board and provider of healthcare in Scotland and one of the largest in the UK. Responsible for the provision and management of the whole range of health services in this area including hospitals and General Practice, NHS Greater Glasgow and Clyde works alongside partnership organisations including local authorities and the voluntary sector.

It serves a population of 1.15 million covering 6 local authority areas which include the city of Glasgow as well as incorporating both urban and rural areas. With a total budget of £3.2 billion and a workforce of around 39,369 staff, NHS Greater Glasgow and Clyde delivers local, regional and national services including acute hospital, primary, mental health and community services.

## Capital Building Modernisation Programme

A major capital building programme of over £1 billion to modernise Glasgow’s acute hospitals has already seen the delivery of the new West of Scotland Cancer Centre, two Ambulatory Care Hospitals at Stobhill and the Victoria as well as a new Laboratory Facility providing Biochemistry, Haematology, Pathology, Genetics and citywide mortuary services based on the South Glasgow Hospitals Campus which was opened in 2012.

**NHS Greater Glasgow and Clyde, Acute Services Division**

NHS Greater Glasgow and Clyde’s Acute Services are delivered currently from three Sectors covering North Glasgow, South Glasgow and Clyde and three Directorates with cross site responsibilities covering Women and Children’s Services, Regional Services and Diagnostics.

The dimensions of the Directorates/Sectors are around:

|  |  |  |
| --- | --- | --- |
| **Sector/Directorate** | **Budget (£m)** | **Staff numbers** |
| South | £353m | 5,116 |
| Regional | £273m | 3,486 |
| North | £193m | 3,397 |
| W&C | £193m | 2,961 |
| Diagnostics | £187m | 2,765 |
| Clyde | £177m | 3,019 |
| Acute corporate | £24m | 49 |
| **TOTAL** | **£1400M** | **20,793** |

NHS Greater Glasgow and Clyde has the largest group of adult acute hospitals in Scotland offering many opportunities to ensure job satisfaction and career development. We provide a wide range of services from community-based care through to the full range of general and specialist hospital services. Close links are enjoyed with all universities in Glasgow and Clyde and our staff makes a significant contribution to both undergraduate and postgraduate teaching across the multidisciplinary spectrum.

In Glasgow north of the river Clyde, there are Glasgow Royal Infirmary, Stobhill Ambulatory Care Hospital, Gartnavel General Hospital (including the Beatson West of Scotland Cancer Centre) and Glasgow Dental Hospital & School. In Glasgow south of the river, there are the Queen Elizabeth University Hospital, the Royal Hospital for Children, the Victoria Hospital Ambulatory Care Hospital and West Glasgow Ambulatory Care Hospital. And within the Clyde area are the Royal Alexandra Hospital in Paisley, Inverclyde Royal Hospital in Greenock and the Vale of Leven District General Hospital in Alexandria.

## Queen Elizabeth University Hospital and Royal Hospital for Children

In 2015, the new Queen Elizabeth University Hospital (QEUH) opened at the old Southern General Hospital site. This is a flagship Scottish Government project and sees the amalgamation of services from the Victoria Infirmary, the Southern General Hospital, and the Western Infirmary.

The new hospital has 1109 patient rooms, a 20 bed Intensive Care Unit and a 39 bed High Dependency Unit. In addition, the new Glasgow paediatric hospital the Royal Hospital for Children is co-located on site and this facility works closely with the recently opened Maternity Hospital.

The Queen Elizabeth Teaching and Learning Centre developed jointly by NHS Greater Glasgow and Clyde and The University of Glasgow, is an investment of £27 million to provide a training environment for the clinical years of the undergraduate medical degree (MBChB), and postgraduate training facilities for medical staff and a large variety of NHS professionals. Three floors of this purpose built centre are dedicated to teaching and learning and are connected to the main QEUH building by a link bridge. For more information visit [**https://www.nhsggc.org.uk/patients-and-visitors/main-hospital-sites/queen-elizabeth-university-hospital-campus/teaching-and-learning-centre/about-the-centre/**](#)

The Queen Elizabeth University Hospital is not only the largest hospital campus in Glasgow but one of the most modern and cutting edge locations for medical care in Scotland. The QEUH is expected to be designated a Major Trauma Centre by 2020.

The Royal Hospital for Children (RHC) provides paediatric care for children up to the age of 16. This facility if conjoined with the QEUH.

The Institute of Neurological Sciences (INS). This provides Neurosurgical and Oral Maxillofacial Services, and is on the same campus as the QEUH connected by a link corridor.

Further information is available at **https://www.nhsggc.org.uk/patients-and-visitors/main-hospital-sites/queen-elizabeth-university-hospital-campus/queen-elizabeth-university-hospital-glasgow/queen-elizabeth-university-hospital/**

## Education and Research

In total there are 35 hospitals of different types including 6 teaching hospital sites with additional teaching and research facilities for Medical, Nursing and Allied Health Professionals across Acute Services, which have responsibility for ensuring effective partnerships with 4 universities and local colleges who play a vital role in the education and training of all our health care professionals :

* University of Glasgow
* Glasgow Caledonian University
* University of Strathclyde
* The University of the West of Scotland

We have 35 hospitals of differing types providing a comprehensive range of Acute Hospital, Maternity, Mental Health and Community Care facilities.

We work with our six Health and Social Care Partnerships covering Glasgow City, Renfrewshire, East Renfrewshire, Inverclyde, East Dunbartonshire and West Dunbartonshire .

In addition we are supported by our Board-wide Corporate service’s directorates including Public Health, Estates and Facilities, e-Health, as well as corporate teams in Finance, Planning and Human Resources and Organisational Development and other specialist services.

We are committed to delivering high quality, innovative health and social care that is person-centred. Our ambition is to be a quality-driven organisation that cares about people -patients, their relatives and carers and our staff and is focussed on achieving a healthier life for all.

NHS Greater Glasgow and Clyde provides services through 6000 beds across:

* 9 acute inpatient sites
* The Beatson West of Scotland Cancer Centre
* 61 health centres and clinics
* 10 Mental Health Inpatient sites
* 6 Mental health long stay rehabilitation sites

Our Acute care is provided across NHS Glasgow and Clyde on a range of main sites click here to find out more [**https://www.nhsggc.org.uk/locations/hospitals/**](#)

* [Beatson West of Scotland Cancer Centre](#)
* [Gartnavel General Hospital](#)
* [Glasgow Royal Infirmary](#)
* [Inverclyde Royal Hospital](#)
* [Lightburn Hospital](#)
* [Queen Elizabeth University Hospital](#)
* [Royal Hospital for Children](#)
* The Institute of Neurological Sciences
* Princess Royal Maternity Hospital
* [Royal Alexandra Hospital](#)
* [Vale of Leven Hospital](#)

3 Ambulatory care hospitals are located at:

* [New Stobhill Hospital](#)
* [New Victoria Hospital](#)
* [West Glasgow Ambulatory Care Hospital](#)

Each year we deliver around 170,000 emergency medical and 62,000 emergency surgical episodes and 165,000 day cases. We continue to operate one of the busiest A&E/minor injuries units in the UK with 455,000 attendances. We deliver 400,000 new outpatient attendances.

NHS Greater Glasgow and Clyde is responsible for improving the health of our local population and delivering the healthcare it requires. Our purpose is to provide strategic leadership and direction, and ensure the efficient, effective and accountable governance of the local NHS system.

**NHS Greater Glasgow and Clyde Medical Workforce Plans**

The three Workforce Plans focus on Medical and Dental workforce issues and will form part of an overarching plan which will include other elements of the Acute workforce including Nursing and Midwifery, Allied Health Professionals and all other NHS staff groups. For more information on the [**Acute Services Medical Workforce Plan**](#), [**Mental Health Services Medical Workforce Plan**](#) and the [**Oral Health (Dentist) Workforce Plan**](#) please visit [**https://www.nhsggc.org.uk/working-with-us/hr-connect/workforce-planning-and-analytics/workforce-planning/nhsggc-medical-workforce-plans/**](#)

**Our Culture and Values**

*Jane Grant, Chief Executive, NHS Greater Glasgow and Clyde*

*‘It is key that we are all committed to the core NHS values of: Care and Compassion – Dignity and Respect – Openness, Honesty, Responsibility, Quality and Teamwork – and we use these values to guide us in all that we do.*

*NHS Greater Glasgow and Clyde is a great organisation with a huge pool of terrific talent. We are committed to equality and diversity – to a zero tolerance toward racism, sexism and homophobia. We have access to some of the finest facilities and resources in the country, but it is the values and attitudes we demonstrate as individuals that make the biggest difference to our patients and their families.*

*These key messages are important for new colleagues joining our organisation – but I also believe it is important that we all remind ourselves of the opportunities we have to impact very positively on the lives of thousands of patients and their families no matter what job we do as part of NHS Greater Glasgow and Clyde’.*

[**https://www.nhsggc.org.uk/working-with-us/hr-connect/learning-education-and-training/induction-portal-welcome-to-nhs-greater-glasgow-and-clyde/**](#)

For more information about NHS Greater Glasgow and Clyde please visit: [**www.nhsggc.org.uk**](#)**.**

Find out more about NHS Scotland, the biggest employer in the country, providing jobs to people in more than 70 different professions, and its workforce is its greatest asset.[**https://www.scotland.org/work/career-opportunities/healthcare**](#)

**Section 7:**

**Living and Working in the Greater Glasgow and Clyde area**

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 breathtaking 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.

Experience the award-winning wonder of Kelvingrove Art Gallery and Museum and the awe-inspiring Glasgow Science Centre, or enjoy international musicians, sporting events and more at the city’s last addition, the 12,000 seat SSE Hydro Arena.

This year’s Mercer’s Quality of Living survey sees Glasgow beat the likes of Rome, Prague, and Dubai to be [named as one of the best cities in the world to live.](#)

The West loves its sports – evident in its numerous outstanding leisure centres and facilities. Glasgow is one of the world’s top 10 destinations for sports events and in 2014, Glasgow hosted the 20th Commonwealth Games. The newly built Commonwealth Arena and adjoining Sir Chris Hoy Velodrome in the East End of Glasgow hosted badminton and cycling events for the 2014 games.

In Ayrshire you can celebrate the national poet at the Burns and a' that Festival, admire the spectacular scenery at the Ayr Flower show or try your luck at the races at the Scottish Grand National.

**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.

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**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 from Glasgow international airport alone, ready to fly you 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, play and work.

**To find more information about living and working in Scotland please visit:**

[**https://www.visitscotland.com/**](#)

[**https://www.scotland.org/**](#)

**https://www.talentscotland.com/**

[**https://moverdb.com/moving-to-glasgow/**](#)