

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Consultant in Old Aged Psychiatry**

**Location: Cairnmhor Resource Centre**

**Job Reference: 148681**

**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**

**Grade: Consultant**

**Department: Psychiatry**

**Location: Cairnmhor Resource Centre**

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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** |
| **Dr Eric Jackson** | **Lead Clinician**  | **Eric.jackson@ggc.scot.nhs.uk** | **0141 232 7300** |

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**

**Section 2:**

**Greater Glasgow and Clyde Health Board –West Dunbartonshire Health and Social Care Partnership : Community based Consultant Psychiatrist 10 PAs**

Applications are welcome to join Mental Health Services in Scotland’s largest and friendliest city. Glasgow is a culturally diverse, vibrant and welcoming city with great character. The city is affordable and has excellent facilities, world-class attractions and architecture and some of the country’s most admired scenery on our doorstep. Nestled under the Campsie Hills, it is less than an hour from the beauty of Loch Lomond, the history of Stirling and Edinburgh and the fantastic beaches of the Ayrshire coast. We are looking for dedicated, caring and passionate people who share our vision of caring for patients and for each other.

Mental Health Services for Older People in Greater Glasgow and Clyde aim to provide excellent quality health and social care to allow people to grow old safely and healthily. Our services are primarily community-based and delivered by multidisciplinary, consultant-led teams. Assessment beds for both functional and organic mental illness are located on six sites: Stobhill Hospital, Gartnavel Royal Hospital, Leverndale Hospital, Royal Alexandra Hospital, Inverclyde Royal Hospital and Vale of Leven Hospital. There is a combination of offsite and onsite Hospital Complex Care beds for those with both significant organic and functional mental illness around the Board.

There are Lead Clinicians for each sector within GG&C Older Adult Psychiatry, and a Clinical Director for Greater Glasgow and Clyde Older Adult Psychiatry who takes a strategic overview of the whole service.

All community services within Greater Glasgow and Clyde are integrated with Health and Social Care.

There is an established Older Adult Liaison Psychiatry service across the Health Board area with Adult Mental Health covering deliberate self-harm of all ages. Patients in NHS GG&C have access to specialist Psychology, Psychotherapy and Addiction services. The NHS GG&C Perinatal Service, based at Leverndale Hospital, provides board-wide services and the Esteem service provides Early Intervention Psychosis Services. There is also a well-structured Forensic Psychiatry service providing community, inpatient and medium secure services to the Board area. The Community Eating Disorder Service is another Board-wide service based in North East Glasgow with admission beds at Stobhill Hospital. There is also a dedicated Out-Of-Hours Service across the city providing psychiatric nursing assessment and support from 8pm-9am. Older adult psychiatry also has access to the Crisis Team from 5-8pm and at weekends. There are 2 new Mental Health Assessment Units based in Stobhill and Leverndale Hospitals which serve the north (including West Dunbartonshire older adult patients) and the south of the board for emergency out-of-hours or for those that could be more appropriately assessed in a Mental Health facility rather than an Emergency Department.

**Community Consultant Old Age Psychiatry post 10PAs West Dunbartonshire HSCP**

We are offering a unique opportunity for the correct candidate to provide community psychiatric care to the West Dunbartonshire area. This includes Helensburgh and the Rosneath peninsula, Argyll and Bute, and has a catchment population of approximately 14,400 (based on 2018 estimates). They will work closely alongside 2 other West Dunbartonshire consultants and 2.5 speciality doctors (having 1.8 speciality doctor time associated with this consultant post). There is a full-time Clinical Development Fellow attached to West Dunbartonshire OACMHT in addition to regular junior doctor placements.

The post-holder would be primarily based in the OACMHT at Cairnmhor Resource Centre, Dumbarton Joint Hospital. The post is a community post with occasional cover for inpatients at the Vale of Leven psychiatric wards and liaison service for older adults for the Vale of Leven District General Hospital which is a small local hospital with no A&E department.

Older adults from the Cairnmhor OACMHT catchment area access mental health inpatient services at the Vale of Leven Hospital. This includes older adults from the Helensburgh and Rosneath peninsula. Older adults from Clydebank catchment access inpatient services at Gartnavel Royal Hospital.

The Old Age psychiatric wards at the Vale of Leven District Hospital have 2 wards: Katrine Ward is a functional acute ward which has 6 beds and Fruin Ward is an organic acute ward which has 12 beds. A 0.6WTE Consultant provides medical input for these wards. The other part of West Dunbartonshire HSCP is the Clydebank area covered by Goldenhill OACMHT which admits into Gartnavel Royal Hospital older adult inpatient beds. At Gartnavel Royal Hospital, Older Adult Psychiatry have access to 25 functional acute beds (Timbury ward) and 20 organic acute beds (Cuthbertson ward). 12 HBCC beds at Glenarn Ward, Dumbarton Joint Hospital, cover the Cairnmhor and Helensburgh catchment with additional 20 organic HBCC beds at Gartnavel Royal Hospital and 20 Functional HBCC beds at Stobhill Hospital which serve Goldenhill catchment alongside the North of Glasgow City and East Dunbartonshire.

Mental Health Services in West Dunbartonshire are aligned with services in the North West Locality of the Glasgow City HSCP. Gartnavel Royal Hospital is based in the west end of Glasgow City and is where the adult inpatient services are based along with the 3 inpatient older adult wards which service the North West of the City. Gartnavel Royal Hospital has 80 acute general adult beds, 12 intensive psychiatric care unit beds, 12 intensive rehabilitation beds, 18 high dependency / continuing care beds. Patients access IPCU and Rehabilitation from Gartnavel Royal, although Helensburgh patients access rehabilitation beds at Argyll and Bute Hospital. ECT treatment for Vale of Leven and West Dunbartonshire patients is provided at the ECT Suites at either Stobhill or Leverndale Hospitals in Glasgow.

**Old Age Psychiatry Services, Greater Glasgow and Clyde**

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. West Dunbartonshire HSCP is aligned with North West Glasgow for Old Age Psychiatry medical staffing. West Dunbartonshire HSCP has a Service Level Agreement to deliver Psychiatric Services for Helensburgh and the Lochside with Highland HSCP.

Psychiatric Services are co-ordinated system-wide through the City-Wide Planning and Strategic Groups. There is a current Strategy for Old Age Psychiatry in progress. The Associate Lead Medical Director of Mental Health and Learning Disabilities is Dr Martin Culshaw. The Clinical Director for Old Age Psychiatry in Greater Glasgow and Clyde is Dr Ashley Fergie. The Management Team for West Dunbartonshire is based at Garshake, Dumbarton Council offices. The Head of Mental Health Services in West Dunbartonshire is Mrs Sylvia Chatfield and Service Manager is Fraser Downie. The management team cover both inpatient and community old age psychiatry.

Community Services are well-established and based around general community mental health teams. In addition, Helensburgh Community Mental Health Team is hosted by West Dunbartonshire Community Health Partnership. These services in recent years have been enhanced by the development of Crisis Teams and Primary Care Mental Health Teams.

**Community Mental Health Team Old Age Psychiatry West Dunbartonshire HSCP**

This is based at Cairnmhor Community Mental Health Team, Dumbarton Joint Hospital, Dumbarton and covers the Clydebank, Dumbarton, Vale of Leven and Helensburgh districts and consists of:

1 WTE Band 7 Nurse Team Lead

2.8 WTE Band 6 CPNs

2.8 WTE Band 5 CPNs

1.6 WTE Band 3 Health Care Assistants

1.6 WTE Occupational Therapists

1 WTE Consultant Clinical Psychologist

0.5 WTE Principle Psychologist

1.6 WTE Alzheimer Scotland Post Diagnostic Support worker

0.5 WTE Physiotherapist

The post holder will have a secretarial support at Cairnmhor Resource Centre.

**North West/ West Dunbartonshire Old Age Psychiatry Service**

The successful candidate will work alongside 5 other Older Adult Consultant Psychiatrists, 5 Speciality Grade Doctors and 2 Clinical Development Fellow.

There is a strong collegiate link with regular case-based discussion meetings and management meetings with local Service Manager and Head of Service. The community and inpatient services for older adult psychiatry are managed together in West Dunbartonshire Division.

**Sample Job Plan**

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

The final timetable will be flexible, subject to the needs of the service and would be discussed with the successful candidate.

A provisional timetable may be

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Monday | Tuesday | Wednesday | Thursday | Friday |
| am | Outpatient Clinic*Dumbarton Joint Hospital* | DCC – Admin/ CMHT work | MDT and Care Home Supervision | SPA  | DCC Admin / Supervision of junior and clinical staff |
| pm | Home visits  | Outpatient Clinic*Jeanie Deans Centre, Helensburgh* | Home visits  | Outpatient Clinic*Dumbarton Joint Hospital* | Admin/CMHT work/Urgent Care |

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 hours will be supported if service provision can be safely covered. There is opportunity to consider additional research sessions and up to 2 EPAs.**

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 North 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.)

**Departmental Old Age Psychiatry Staffing Structure**

**West Dunbartonshire HSCP**

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

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

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

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

This post

Dr Christopher Haxton, Consultant Psychiatrist

 Dr Jamie Herron, Consultant Psychiatrist

 Dr Alison Mitchell, Consultant Psychiatrist (locum)

 Dr Saif Rangwala, Specialty Doctor

 Dr Guy Chadwick, Specialty Doctor (Locum)

**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 Annie Mathew, Specialty Doctor

 Dr Madeleine Ward, Specialty Doctor (Locum)

**East Dunbartonshire HSCP**

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

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

 Dr Anthony McElveen, Consultant Psychiatrist (Inpatients only)

 Dr Carol Quinn, Consultant Psychiatrist (Locum)

 Dr Gayathri Ravishankar, Specialty Doctor

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

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 Kerry McMurray, Specialty Doctor

 Dr Ruth Flavahan, Specialty Doctor

**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-Hussan, Consultant Psychiatrist (locum)

Dr Jerard Tharumanaygam, Specialty Doctor

**East Renfrewshire HSCP**

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

Admitting Hospital: Royal Alexandra Hospital, Corsebar Road, Paisley, PA2 9PN

 Dr Julia Gray, Consultant Psychiatrist

Dr Rachel Clark, Specialty Doctor

**Renfrewshire HSCP**

Royal Alexandra Hospital, Corsebar Road, Paisley, PA2 9PN (Community and Inpatients)

Dr Paul Brown, Lead Clinician and Consultant Psychiatrist

Dr Craig Gordon, Consultant Psychiatrist

 Dr Mark Webster, Consultant Psychiatrist

 Dr Anita Ganai, Consultant Psychiatrist

 Dr Tom McCabe, Consultant Psychiatrist (Locum)

 Dr Namaz Allah Khan, Specialty Doctor

 Dr Zulfiqar Ali, Specialty Doctor

**Inverclyde HSCP**

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

 Dr Arvind Gunput, Consultant Psychiatrist (Locum)

 Dr Ziad Tayar, Consultant Psychiatrist (Locum)

 Dr Iain Fergie, Acting Consultant

**Other Psychiatry Consultant Staff North West Psychiatry**

**Consultants**

Dr Lucy Carrick Clinical Director

Dr Sara Dalton  Consultant Psychiatrist

Dr Ishbel MacIver Consultant Psychiatrist

Dr Julie Richardson Consultant Psychiatrist

Dr Jonathan Dourish Consultant Psychiatrist

Dr Fahd Cheema Consultant Psychiatrist

Dr Jasmeet Bindra Consultant Psychiatrist

Dr Euan Easton Consultant Psychiatrist

Dr Louise Wilson Consultant Psychiatrist

Dr David Kenicer Consultant Psychiatrist

Dr Sarah Beesley Consultant Psychiatrist

Dr Navesh Puri Consultant Psychiatrist

Dr Sean Dornan Consultant Psychiatrist

Dr Felix Kauye Consultant Psychiatrist

Dr Maggie Cairns Consultant Psychiatrist

Dr David McCarthy Consultant Psychiatrist

Dr Monica Keenan Consultant Psychiatrist

Dr Corina Capalneanu IPCU/Rehab Consultant

Dr Iain MacKay Kershaw Unit Consultant

Dr Khadija Mirza Esteem Consultant

Dr Shalini Cummings Liaison Psychiatry Consultant

Dr Crystabel Boyle CAMHS

Dr Dipali Mantry Learning Disability Consultant

Mr Marjorie McPhee Learning Disability Consultant

Dr Lucie Colvin Psychotherapy Consultant

Dr Katie Lewis Psychotherapy Consultant

The Lead Consultant in Old Age Psychiatry for North West Glasgow is Dr Eric Jackson, Consultant Psychiatrist, Woodlands Resource Centre, contact number 0141 232 7300.

The Clinical Director for Old Age Psychiatry Services in Greater Glasgow and Clyde is Dr Ashley Fergie, Leverndale Hospital, Glasgow, contact number 0141 211 6429.

Dr Martin Culshaw is the Lead Associate Medical Director for Mental Health.

**Higher Trainees**

# There are regular Higher trainees attached to Old Age Psychiatry teams

**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 based at Gartnavel Royal Hospital.

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 on MS Teams (previously at Leverndale Hospital in usual times).

Old Age consultants in North West meet monthly for case-based discussions with excellent peer support.

All teaching is currently on-line via MS Teams due to Covid 19.

**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 West Dunbartonshire work supportively with clinical colleagues and have a good understanding of older adult psychiatric needs. There is an appetite to transform the dementia service in particular to provide excellent multidisciplinary care and treatment.

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| **PERSON SPECIFICATION FOR OLD AGE PSYCHIATRY**  |
|  | 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.
* 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
 |

**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***

*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*

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*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.*

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/**