

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Consultant Immunologist**

**Location: Queen Elizabeth University Hospital**

**Job Reference: 149328**

**Closing Date: 9th June 2023**

**Interview Date: 21st 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 Moira Thomas | Consultant | moira.thomas@ggc.scot.nhs.uk | 0141 451 6119 |

Applications are invited for the replacement post of Consultant Immunologist in the Department of Immunology based at Queen Elizabeth University Hospital in Glasgow.

This is an exciting opportunity to join this department and contribute to both clinical and laboratory immunology services.  The laboratory offers a wide range of assays for the areas of autoimmunity, allergy, immunodeficiency, cellular immunology and neuroimmunology for the population of Greater Glasgow and acts as a referral centre for specialist tests for the West of Scotland, a population of 2.7 million.  Clinical services are also provided for adults in the West of Scotland with primary immunodeficiencies (including a home immunoglobulin programme) and allergic disease.  There are close links with the department of Paediatric Immunology based at The Royal Hospital for Children in Glasgow.

We are looking for an enthusiastic applicant with both MRCP and FRCPath (Immunology) or equivalent, with full GMC registration, a licence to practice and eligible for inclusion in the GMC Specialist Register. Applicants within 6 months of completion of CCT and/or FRCPath(Immunology) at time of interview are encouraged to apply. Those trained in the UK should have evidence of higher specialist training in Immunology leading to CCT or 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.

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**](#)

## Outline of Post

This job description is for a full-time (or maximum part time) Consultant Immunologist, based within the Queen Elizabeth University Hospital and Clyde Hospitals. The post-holder will be expected to have shared responsibility across the directorate for the provision and development of the clinical and laboratory immunology service.

## Introduction

Living and Working in Glasgow

Today Glasgow is a compact, vibrant and modern city. In fact Glasgow’s scale comes as a surprise to some people. It has the largest suburban rail network outside London and is second only to the UK capital as a retail centre.

There are top-ranking schools, excellent leisure facilities, beautiful golf courses and elegant accommodation across all price ranges.

The nightlife and restaurants are renowned and its opera, theatres, art galleries and museums offer plenty of cultural stimulation.

From Glasgow, the West of Scotland’s jewels are within easy reach. Loch Lomond is just a 45 minute drive, a little further to the Argyll peninsula – or over the sea to Arran, Skye, Iona and Mull.

The Greater Glasgow and Clyde Valley is one of the world’s most vibrant and beautiful destinations. There is a wealth of attractions to discover, the United Kingdoms’ finest Victorian architecture to astound, internationally acclaimed museums and galleries to inspire, as well as Glasgow’s own unique atmosphere to soak up and enjoy.

What’s more, Glasgow is easily accessible by air, rail and road, so getting here couldn’t be easier.

## Queen Elizabeth University Hospital, NHS Greater Glasgow & Clyde

NHS Greater Glasgow and Clyde is the UK’s largest provider of NHS health care in Acute, Primary and Community Health, Mental Health, Addiction and Homelessness Services. We serve a population of 1.2 million covering 8 local authority areas which include the City of Glasgow as well as incorporating both urban and rural areas from East Dunbartonshire to Inverclyde. Regional services hosted by NHS Greater Glasgow & Clyde serve the wider West of Scotland population of around 2 million.

The Queen Elizabeth University Hospital (QEUH) is a purpose built hospital that opened its doors in May 2015. The hospital has 1109 beds and provides medical care to a population of around 700,000 people in west and south Glasgow. The hospital provides the full range of medical and surgical services and many tertiary specialties including neurology, ENT and renal medicine.

The presence of all the major specialities and the opportunities that this provides makes the QEUH an exciting and stimulating environment in which to work. As examples, Respiratory Medicine hosts cystic fibrosis and pulmonary hypertension tertiary care teams, Gastroenterology has inflammatory bowel disease and hepatology subspecialty teams, the Infectious Diseases unit is a regional service for tropical diseases and has a major HIV service, Rheumatology has a Professorial Unit with major interests in inflammatory arthritides and connective tissue disease, and the diabetes and endocrine unit provide all aspects of subspecialty care in diabetes, as well as providing regional diagnostics, genetics, cancer and neurosurgical endocrine services. The QEUH also has one of largest critical care areas in the UK, with CCU, ITU and medical HDU areas.

In addition to the Queen Elizabeth University Hospital, there are two other hub teaching hospitals (Glasgow Royal Infirmary and the Royal Alexandra Hospital), the Royal Hospital for Children, three additional hospital sites and two Ambulatory care and Diagnostic Hospitals (ACHs). The Beatson Cancer Centre serves the West of Scotland population (approximately 2.8 million).

## NHS Greater Glasgow & Clyde Acute Services Division

The Acute Division brings together all acute services across the city and Clyde under a single management structure led by the Chief Operating Officer. The Division is made up of eight Directorates of clinical services each managed by a Director and clinical management team along with a Facilities Directorate. These are:

BD14982_ Emergency Care and Medical Services

BD14982_ Surgery and Anaesthetics

BD14982_ Rehabilitation and Assessment

BD14982_ Diagnostics

BD14982_ Regional Services

BD14982_ Women’s and Children’s Services

BD14982_ Oral Health

BD14982_ Clyde

BD14982_ Facilities

The Clinical Immunology service sits within the Emergency Care & Medical Services Directorate. The Clinical Service Manager is Ms Sharon Parrott , Chief of Medicine is Mr Wesley Stuart and the Clinical Director is Dr Neil Ritchie.

The Immunology & Neuroimmunology Laboratory service sits within the Diagnostics Directorate which has responsibility for all Laboratory services, Clinical Physics, Medical Photography and Diagnostic Imaging. The Laboratory Medicine division of the Diagnostics Directorate has responsibility for laboratory services which are co-ordinated on a city wide basis. These include the Biochemistry and Immunology, Histocompatibility & Immunogenetics, Haematology, Microbiology, Virology, Pathology and Genetics Laboratories. The Director of the Diagnostics Directorate is Mr Rob Gardiner, the Clinical Services Manager for Laboratories is Mrs Laura-Jane Scott and the Clinical Director for Laboratories is Dr Gareth Bryson.

## Immunology Service - General Information

The Immunology Department provides both clinical and laboratory services for the West of Scotland and beyond. The Immunology & Neuroimmunology Laboratory is based in a new purpose-built building at the Queen Elizabeth University Hospital and the service is managed within the Diagnostics Directorate. The Clinical Immunology service is focused on Primary Immunodeficiency and delivered through outpatient clinics, day ward facilities and a home therapy programme based at Gartnavel General Hospital & West Glasgow Ambulatory Care Hospital. Allergy services are delivered through the Severe Allergy & Anaphylaxis Service directed by Dr Malcolm Shepherd based at the West Glasgow Ambulatory Care Hospital. The adult clinical services are managed through the Emergency Care & Medical Services Directorate. There are close links with the Paediatric Primary Immunodeficiency and Allergy services are provide at the Royal Hospital for Children which is also located on QEUH campus.

## Clinical Immunology Services

The clinical services include clinical consultation on investigation and management of immunological diseases, inpatient consultation and referral, outpatient clinics primarily for suspected or proven immunodeficiency in adults from the West of Scotland (population of around 2.9 million). The service is based at Gartnavel General Hospital with dedicated outpatient clinics and day ward sessions and includes hospital and home based immunoglobulin replacement therapy programmes. There are no dedicated immunology inpatient beds; instead patients are admitted under the care of the appropriate specialty and admitting consultant with input as required from the immunology team. There are currently ~380 adults with primary immunodeficiency of whom ~150 are receiving immunoglobulin replacement therapy (~130 on home therapy) and ~40 adults with C1 inhibitor deficiency. There are close links with related specialties e.g. Infectious Diseases, Respiratory Medicine, Haematology and Rheumatology. There are also close links with the Paediatric Immunology Service based at the Royal Hospital for Children with joint monthly Paediatric Immunodeficiency clinics and transition arrangements. In addition there are close links with the other Immunology centres in Scotland e.g. through the Scottish Clinical Immunology Group, Scottish Paediatric & Adolescent Infection & Immunology Network, Scottish Paediatric Allergy Group.

## Severe Allergy & Anaphylaxis Service.

The Anaphylaxis Service provides allergy services for adults from the West of Scotland (population of around 2.9 million), is based at the West Glasgow Ambulatory Care Hospital, Glasgow and is directed by Dr Malcolm Shepherd. This service is primarily outpatient based and focussed on anaphylaxis, food, venom and latex allergy. Specialist drug/anaesthetic allergy clinics are also run and there is also a limited immunotherapy service. The service is supported by other Medical staff, Nurse Specialist and a Specialist Dietician. It is planned that the new appointee will contribute to the Allergy & Anaphylaxis service by undertaking allergy clinics (general and/or special interest).

## Immunology & Neuroimmunology Laboratory

The combined Immunology & Neuroimmunology laboratory service provides a full range of laboratory tests for the investigation, diagnosis and monitoring of allergic, autoimmune and immunodeficiency diseases.

The laboratory is well equipped, with a Phadia 2500, Phadia 250, Sebia capillary electrophoresis, 2x Sebia Hydrasys, DS2 ELISA system, Binding Site Optilite, 2x QuantaLyser 3000 automated IIF slide processors, Euroimmun Sprinter automated IIF slide processor, immunofluorescence microscopy dark room, Euroimmun Blotmaster and 2x BD FACS Lyric flow cytometers (one with integrated BD FACS Duet sample processor). Laboratory specimen management, including results reporting, is served by the Telepath Pathology Management system.

The Immunology & Neuroimmunology laboratory participates in all relevant UK NEQAS schemes and is ISO 15189 UKAS accredited.

## The Job Itself

Job summary

This is a whole time or maximum part-time Consultant post in the Immunology Service, Glasgow Laboratory Medicine. If the successful candidate elects to undertake a maximum part-time contract, he/she will be required to devote substantially the whole of his/her time to the duties of the post. The current ‘base’ is within the Immunology & Neuroimmunology Laboratory at Queen Elizabeth University Hospital where secretarial support and office with computer will be provided.

Essentially, the duties of the post holder will be to contribute to the delivery of all aspects of the Immunology & Anaphylaxis services. This will include direct outpatient and day ward clinical care, provision of consultant medical cover, clinical liaison, and some laboratory duties. It is expected that the post-holder will contribute to the rota of consultant medical and senior clinical scientists covering the limited out of hours (weekend mornings only) laboratory service which supports the cardiac transplant service. It is also expected that the post-holder will take on teaching and training commitments and service development commitments which will be recognised in the job plan as these commitments develop.

A model job plan is shown in Appendix 1. The job plan will be agreed between the appointee and is subject to annual review. The consultant will be expected to participate in audit, continuing medical education (CPD) and participate in appraisal and revalidation. Appraisal and revalidation is undertaken in accordance with the General Medical Council regulations and organisational policy; the Scottish Online Appraisal Resource is used to support the appraisal process. The contractual entitlement to funded study leave will be honoured. There is no allocated time for formal research in the job description, however, it may be possible to identify time during job planning for individuals.

The post holder will be managerially accountable to the General Manager via the management structure (illustrated in Appendix 2), and will be expected to participate in the management process.

Qualifications and Experience

Applicants should have full GMC registration, a licence to practice and be eligible for inclusion in the GMC Specialist Register. Those trained in the UK should have evidence of higher specialist training in Immunology leading to CCT or 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. Further details of essential and desirable qualifications and experience are provided in Appendix 3.

Valuing our Staff

NHS Greater Glasgow & Clyde is committed to extending training and development opportunities to all staff and is actively developing multi-disciplinary training, extending the role of on-line E-learning, and recognises the importance of developments in technology for both staff and patients.

We Offer:

* Policies to help balance commitments at work and home and flexible family friendly working arrangements
* Excellent training and development opportunities
* Free and confidential staff counselling services
* A central Glasgow location, with close access to motorway, rail and airport links
* On-site library services
* Subsidised staff restaurant facilities
* Access to NHS staff benefits/staff discounts
* Active health promotion activities
* Bike User Group
* Good Public Transport links
* Commitment to staff education and life-long learning/development opportunities
* Excellent student support
* Access to NHS Pension scheme
* Car parking is available within hospital grounds subject to GG&C car parking policy.

Date When the Post is Vacant

Current vacancy

## Details of Arrangements for Applicant to Visit Hospitals/Discuss Post

Dr M Thomas, telephone 0141 451 6181

[moira.thomas@ggc.scot.nhs.uk](#)

Dr I Jones, telephone 0141 532 7209

[iain.jones2@ggc.scot.nhs.uk](#)

## Appendix 1: Model Job Plan Format

This job plan is indicative only and may be modified after discussion with the successful candidate.

Name: Specialty: Immunology

Principal Place of Work: QEUH

Contract: Full Time Programmed Activities 10 (DCC 9, SPA1)

Availability Supplement: None EPAs: 1

Premium payment received: 0%

Managerially Accountable to: General Manager, Laboratories

Professionally Accountable to: Associate Medical Director

a) Timetable of activities which have a specific location and time (8am – 8pm Monday – Friday)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| DAY |  | TYPE OF WORK | DCC | SPA |
| Monday  09:00-13:00  13:00-1700 | GGH  QEUH | Clinical MDT / Ward consultations  Clinical liaison / administration | 4  4 |  |
| Tuesday  09:00-13:00  13:00-1700 | West ACH  Flexible | Immunology Clinic  Supporting Professional Activities | 4 | 4 |
| Wednesday  09:00-13:00  13:00-1700 | GGH  QEUH  RHC  or  QEUH | Immunology Day ward activities (alternate weeks)  or  Clinical liaison / administration  Paediatric Clinic (alternate months)  or  Clinical liaison/administration | 2  2  1  3 |  |
| Thursday  09:00-13:00  13:00-1700 | QEUH  QEUH | Professional direction including  Lab management meetings  Lab reporting | 4  4 |  |
| Friday  09:00-13:00  13:00-1700 | WGACH  WGACH | Allergy clinic  Allergy MDT & administration | 4  4 |  |
|  |  |  | 36 | 4 |

QEUH Queen Elizabeth University Hospital, Govan Rd, Glasgow

GGH Gartnavel General Hospital, Great Western Rd, Glasgow

West ACH West Glasgow Ambulatory Care Hospital, Dalnair St, Glasgow

RCH Royal Hospital for Children, Govan Rd, Glasgow

The post-holder will participate in the 1 in 3 out of hours weekend morning rota for Consultant & Senior Clinical Scientist Immunology cover for the laboratory service. This cover can be provided remotely through off-site availability. This is recognised as 1 EPA in the job plan (this additional EPA is remunerated accordingly).

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

Once the candidate has been appointed more SPA time may be agreed for activities such as undergraduate and postgraduate medical training which takes place outside direct clinical care, as well as research and/or management.  These activities must be specifically and clearly identified and be agreed with the candidate and desired by the board.

## Appendix 2: Management structure

Managerial lines of accountability shown by solid lines. Professional lines of accountability shown by dashed lines.

Director Diagnostics

Ms Ann Traquair Smith

General Manager Laboratories

Mr Rob Gardiner

Chief of Medicine

Diagnostics

Clinical Director, Laboratories

Dr Gareth Bryson

Clinical Service Manager, Laboratories

Ms Laura Jane Scott

Head of Service

Biochemistry and Immunology

Dr Iain Jones

Lead Clinician, Clyde Biochemistry

Lead Clinician, Immunology Mrs Lauren Hennessy

Lead Clinician, South Glasgow Biochemistry

Technical Services Manager (TSM) Biochemistry & Immunology, South Glasgow - Ms Claire Menzies

Imm & Neuroimm Laboratory Manager - Mrs Sylvia Arthur

Consultant Neuroimmunologist – Dr J Goodfellow

Imm & Neuroimm BMS & MLA staff

Consultant Immunologists

- Dr Moira Thomas

- This vacancy

**Management structure**

Lead Clinician, North Glasgow

Biochemistry

Clinical Scientists

StR Immunology

Clinical Director, Acute Medicine

Dr Neil Ritchie

Clinical Service Manager, Acute Medicine

Ms Sharon Parrott

General Manager, Acute Medicine

Director, Acute Medicine

Chief of Medicine

Acute Medicine

## Appendix 3: Qualifications and Experience required

|  |  |  |
| --- | --- | --- |
| **Criterion** | **Essential** | **Desirable** |
| **Qualifications** | MB ChB or equivalent  MRCP or equivalent  FRCPath (Immunology) or equivalent (or within 6 months at time of interview) |  |
| **Registration** | Full registration with GMC and a licence to practise.  CCT Immunology (or within 6 months at time of interview) |  |
| **Teaching Experience** |  | Experience in undergraduate and postgraduate teaching |
| **Particular Requirements and/or Areas of Special Interest** | Expertise in management of primary immune deficiency, allergy and laboratory immunology. |  |
| **Audit & Research** | Experience of audit | Experience of research |
| **Other attributes** | Ability to work as a team member  Excellent communication skills |  |

**Section 4:**

**Closing Date: 9th June 2023**

**Interview Date: 21st June 2023**

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

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Job Title** | **Email** | **Telephone** |
| Dr Moira Thomas | Consultant | moira.thomas@ggc.scot.nhs.uk | 0141 451 6119 |

**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.*

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*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.  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***

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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 5:**

**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 6:**

**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 7:**

**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 8:**

**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/**](#)