

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Consultant Anaesthetist with an Interest in Pain Medicine**

**Location: Queen Elizabeth University Hospital**

**Job Reference: 149347**

**Closing Date: 1st June 2023**

**Interview Date: 13th 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 Shubh Gupta | Clinical Director for anaesthesia | **Shubhranshu.gupta@ggc.scot.nhs.uk** | **01414523430** |
| Dr Kenny Pollock | Lead Clinician, Governance | **Kenneth.pollock@ggc.scot.nhs.uk** | **01414523430** |
| Dr Andrew Crockett | CD for Pain Management | **Andrew.Crockett@ggc.scot.nhs.uk** | **01412113221** |
| Mrs Aline Williams | Chronic Pain CSM | Aline.Williams@ggc.scot.nhs.uk | **07966990630** |
| Ms Kim Kilgour | TACC, CSM | Kim.Kilgour@ggc.scot.nhs.uk | **01414523430** |

Are you looking for an exciting challenge within Anaesthetics and Pain Medicine?

The post holder will be expected to work with local managers and professional colleagues in the efficient running of the both services.  Subject to the provisions of the Terms and Conditions of Service, the post holder is expected to observe NHS Greater Glasgow and Clyde’s agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the Standing Orders and Financial Instructions for Health Boards.

The post holder will require to comply with NHSGGC Health and Safety Policies.

Direct Clinical Care :

Anaesthetics- The post will have Anaesthetic clinical activity across QEUH/ GGH/ VACH (South Sector), covering Gynaecology, General Surgery, Trauma, Orthopaedic Surgery, Urology and Vascular/ Renal etc.  General on call at the South Sector

Must have full GMC Registration and a license to practice and be eligible for inclusion in the GMC Specialist Register. Must have completed advanced pain training Those trained in the UK should have evidence of higher specialist training 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. The applicant should have completed advanced training in Chronic Pain Management. Non-UK applicants must demonstrate equivalent training.

Pain Service- NHSGGC Pain Service is the largest Pain Service in Scotland and embraces innovation and dynamic interdisciplinary working across all clinical areas.

Involvement in management of chronic pain patients in both out-patients and day surgery setting. This will include opportunity to be involved in multi-disciplinary triage, advanced practice supervision and complex pain assessments with colleagues.

Opportunities exist to progress into working within the Neuromodulation Service and Interventional Cancer Pain Service.

The Consultant will be expected to share cover for absent colleagues on annual or study leave by prior arrangement and short term unplanned sick leave.

Supporting Professional Activities:

Audit

Involvement in Clinical Governance e.g. complaints, investigation of clinical incidents

Participation in Annual Appraisal and Job Planning

Teaching Medical students and staff ​​​​​​​

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:**

**Queen Elizabeth University Hospital Campus**

In 2015, the new Queen Elizabeth University Hospital 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 (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.

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. Further information is available on the health board web pages (www.nhsggc.org.uk).

The QEUH Anaesthetic Department provides adult services at the QEUH (including Gynaecology and Maternity), at the Victoria Hospital and at Gartnavel Hospital.

QEUH Main Building. The adult operating suite has twenty theatres located in the main building. The theatres provide for a wide range of surgical specialties including ENT, renal transplant, vascular, elective and trauma orthopaedics, urology, and general surgery. Two of the theatres are Hybrid theatres for vascular and trauma work. Currently two orthopaedic trauma and two general emergency theatres run during daytime, and two general emergency theatres run overnight. Elective patients are largely admitted via the Same Day Admission Unit which is co-located with the theatre suite. For emergency patients, there are facilities for helicopter transfer.

QEUH Maternity Unit. This is situated in separate building on the QEUH campus, and is connected to the main hospital by a link bridge. This building also contains two Gynaecology theatres, Gynaecology and Maternity wards, and the Neonatal Unit.

The delivery suite was opened in 2010. It consists of 12 delivery rooms (2 with birthing pools), 2 dedicated theatres, 5 bedded recovery room, 2 bedded HDU, 4 bedded observation room, and supporting accommodation.

We perform almost 6000 deliveries per year with a Caesarean section rate currently around 33%. We run a 24hr epidural service (PCEA) and offer Remifentanil PCA. There are 10 elective caesarean section sessions per week, and a weekly High Risk Anaesthetic Clinic. We are the national centre for the twin to twin transfusion laser service, and the regional centre for intermediate Cardiac Obstetric patients.

There are 21 Consultant Anaesthetic daytime sessions, providing 2 Consultants each weekday, and an additional Consultant for the High Risk Clinic. There is 24hr resident dedicated Anaesthetic trainee cover, with an additional twilight trainee covering the evening period. Consultant on-call cover is from a pool of 15 Consultant Obstetric Anaesthetists.

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. The Institute of Neurological Sciences has a separate anaesthetic department covering their theatres and the neuro-ICU.

The Royal Hospital for Children (RHC) provides paediatric care for children upto the age of 16. This facility if conjoined with the QEUH. There is a separate paediatric anesthetic department.

**Victoria Hospital (Ambulatory Care).**

The Victoria Hospital opened in 2009 and has a suite of eight operating theatres. The services using the theatre facilities include general surgery, orthopaedics, ophthalmology, gynaecology, urology, ENT, oral surgery and the chronic pain service.

The theatre sessions are composed of patients having mainly minor/moderate operative procedures, but surgical complexity is increasing as the facility develops. There is a 12 bedded 23 hour stay unit which is open during the week to support these patients.

**Gartnavel General Hospital**

This consists of a 7-theatre in-patient operating department and a purpose-built day surgery unit. The Day Surgery unit has 3 theatres and supporting accommodation including an eight-bed recovery area, a 12 bedded second stage recovery area and a six-bay reception/patient preparation area. The regional inpatient ophthalmology service is based at Gartnavel and emergency anaesthesia for eye cases is provided by the QEUH anaesthetic department on this site as required. There is an endoscopy suite and an imaging department (including CT and interventional radiology). The Beatson Oncology Centre covering the West of Scotland is located on the campus.

**Departmental Structure & Establishment**

The non-medical management structure covers Theatres, Anaesthetics, Critical Care and Endoscopy

General Manager Mr Jim Bretherton

Clinical Services Manager Ms Kim Kilgour

Anaesthetics

Clinical Director Dr S Gupta

Lead Clinician (Operational) Dr Neil Logan

Lead Clinician (Clinical Governance) Dr Kenny Pollock

Anaesthetic Department Advisory Committee Chair Dr Lisa Manchanda

Our Anaesthetic Department is located immediately adjacent to the main operating theatre suite in the QEUH. We have additional office space in the Maternity Unit, the Victoria Hospital and in Gartnavel General Hospital.

There are a number of Clinical Leads including: Maternity, Gartnavel and Victoria sites, pre-operative assessment, trainee education/training, acute pain service, airway, critical incidents, mortality morbidity, equipment, induction etc

There are around 84 Consultant Anaesthetists, 2 SAS Anaesthetists and 1 Physician Assistant (Anaesthesia) covering the anaesthetic and critical care services. Most job plans include regular work on at least two out of the three main sites served. A small number of consultants also have sessions at the INS or RHC.

The department holds weekly CPD meetings covering a wide range of relevant topics and local morbidity and mortality presentations. Our audit and quality improvement strategy identifies the priorities in terms of national priorities, the objectives contained in NHS Greater Glasgow & Clyde’s Health Plan and the Service’s own priorities.  All consultants are expected to participate in relevant departmental audit and quality improvement projects.

**Teaching & Training**

NHSGG is fully recognised for Basic Specialist Training and Higher Specialist Training in Anaesthesia, with the QEUH also being recognised for Higher Specialist Training in Critical Care Medicine.

We have 4 College tutors and a large number of the consultants are Educational Supervisors. We currently have responsibility for around 76 trainees, although a number are on rotation at any one time to other hospitals.

We have regular weekly teaching for our trainees and our new-start programme runs twice a year. Our department received an Excellence in Education Award following the 2016 National Training Survey, and an Excellence in Training Sector Award from the Health Board in 2017.

**Chronic Pain Service**

There has been great expansion of the Chronic Pain Service in Glasgow over recent years. It is currently provided from three sites in Greater Glasgow and Clyde – in the North Sector this is the new Stobhill Ambulatory Care Hospital.

Consultant sessions consist of out-patient clinics, day surgery theatre sessions and a major input to multidisciplinary working. The multidisciplinary pain team includes Physiotherapists, Clinical Psychologists, Occupational therapy and Clinical Nurse Specialists with associated administrative support.

The successful applicant will be joining a forward thinking multi-professional Pain Management service. While most of the secondary care setting, there are established links with both primary care and the third sector. There are opportunities for active involvement within the Health-board Managed Clinical Network, taking forward the various guidelines, service developments and educational activities.

There is an outpatient based Pain Management Program (PMP) as well as access to the Scottish National Residential Pain Management Program for those where an outpatient setting is less appropriate. There is a regional interventional cancer pain service allowing joint working with Palliative Care and Oncology, offering intrathecal drug delivery and percutaneous cordotomy. There is a regional neuromodulation service offering spinal cord and dorsal root ganglion stimulation. There is a thriving educational program and opportunities for audit, research and other service development.

The post will be based in the Queen Elizabeth University Hospital.

The post will be split between Chronic Pain and General Anaesthetics as 5 PA: 5 PA

The post has been created to replace retirements. The general on-call rota is included below for reference.

The post will consist of 10 sessions. NHS Greater Glasgow & Clyde initially allocates all full time consultants 10 PAs made up of 8 PAs in Direct Clinical Care (DCC) and 2PAs for core Supporting Professional Activities (SPA) PA for CPD, audit, clinical governance, appraisal, revalidation, job planning, in-theatre teaching, internal routine communication and management meetings.  The precise allocation of SPA time and associate objectives will be agreed with the successful applicant and will be reviewed at annual job planning. Once the candidate has been appointed more SPA time may be agreed for additional activities which takes place outside direct clinical care. These activities must be specifically and clearly identified and be agreed with the candidate and desired by the department.

As with established Consultants in Greater Glasgow & Clyde, job plan negotiation will take place once appointed, under the Terms and Conditions of the new Consultant Contract. This job plan is negotiable and will be agreed between the successful applicant and the Clinical Director.

The successful candidates will have to provide anaesthesia at Queen Elizabeth University Hospital, Gartnavel General Hospital and the Victoria Hospital, and may have to provide anaesthesia at other hospitals within the Greater Glasgow & Clyde area if required.

The person specification is outlined below.

The job plans outlined below are indicative of the duties of the post.

The Anaesthetic General Consultant out of hours’ rota is currently 1:15 on-call. On call duties described above attracting 1 PA. The 1PA includes an allowance to cover a small number of episodes of unplanned leave by colleagues on the same rota. It attracts an Availability Supplement of 3% based on Level 1 cover.

The Anaesthetic Obstetrics Consultant out of hours’ rota is currently 1:14 on-call. On call duties described above attracting 1 PA. The 1PA includes an allowance to cover a small number of episodes of unplanned leave by colleagues on the same rota. It attracts an Availability Supplement of 3% based on Level 1 cover.

There is a provision to be a part of the on call rota for either General or the Obstetric rota. There is a pool of consultants who undertake both on a rotational basis, six months or a year, whichever suits the requirements of the department and the individual. Applicants with an Obstetric Anaesthetist interests can be provided with Obstetric Sessions in due time/ cover for their colleagues’ absences in the mean time. Core Obstetric Anaesthesia sessions cannot be guaranteed at this stage though.

**Section 3:**

**The job will be based on a 10 P.A. contract.**

**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 8 PAs in Direct Clinical Care (DCC) and two core Supporting Professional Activities (SPA) for CPD, audit, clinical governance, appraisal, revalidation, job planning, internal routine communication and management meetings.  The precise allocation of SPA time and associate objectives will be agreed with the successful applicant and will be reviewed at annual job planning.**

**Job 1**

|  |  |  |
| --- | --- | --- |
| Day | am | pm |
| Monday | Flexible theatre (3 out of 10 weeks) | Flexible theatre (3 0ut 0f 10 weeks) |
| Tuesday |  |  |
| Wednesday | Pain Clinic |  |
| Thursday | Pain Clinic | Pain clinic/Pain theatre |
| Friday | Flexible theatre | Flexible theatre |

The successful candidates may have to provide anaesthesia at other hospitals within the Greater Glasgow & Clyde area if required.

**TEACHING**

NHSGG is fully recognised for Basic Specialist Training and Higher Specialist Training in Anaesthesia, with Glasgow Royal Infirmary also being recognised for Higher Specialist Training in Critical Care Medicine.

**AUDIT**

Audit within the Anaesthesia & Surgery is now structured on a Directorate basis.  This strategy identifies the priorities for clinical audit and these have been considered in terms of national priorities, the objectives contained in NHS Greater Glasgow & Clyde’s Health Plan and the Service’s own priorities.

**ADMINISTRATIVE INVOLVEMENT IN THE DIRECTORATE**

The Consultants will be expected to participate in the running of the Anaesthesia and Pain Service on an informal day-to-day basis and through a system of Service sub-committees. In addition, the successful applicant may be required to represent the Service on committees throughout the hospital and on specialist committees encompassing the city and the West of Scotland. Any requirement for this type of representation may require job plan review if further SPA is required.

**Person Specification**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **FACTORS** |  | **CRITERIA** | **MEANS OF ASSESSMENT** | | | |
|  |  |  | **Application** | **Reference** | **Interview** |
| **Education**  **and**  **Professional Qualifications** | **Essential** | MB Ch B or equivalent.  FRCA or equivalent.  CCT in Anaesthesia within 6 months.  Completed advanced training in Chronic Pain.  Full registration with GMC and name on specialist register on date of taking up appointment. |  |  |  |
|  | **Desirable** |  |  |  |  |
| **Experience/Training**  **(including research experience** | **Essential** | Involvement in audit  Excellent range of all-round anaesthetic skills  Evidence of interest in Obstetric anaesthesia  Skills in ultrasound guided regional anaesthesia  Skills in Pain Management including range of chronic pain interventions. |  |  |  |
| **if appropriate)** | **Desirable** | Publications relevant to anaesthesia, pain or critical care medicine |  |  |  |
| **Specific aptitude**  **and abilities** | **Essential** | Leadership qualities.  Team working skills  Flexible, ability to cover colleagues absence |  |  |  |
|  | **Desirable** | Evidence of ability to initiate projects |  |  |  |
| **Interpersonal skills** | **Essential** | Able to work within teams.  Effective communicator, able to work in a close knit team and co operate with all medical and paramedical staff.  Time management skills. |  |  |  |
|  | **Desirable** | Experience of people management. |  |  |  |
| **Special factors** | **Essential** | Good attendance record. |  |  |  |
|  | **Desirable** | Familiarity with information technology and general computer skills.  Current driving license. |  |  |  |

**Section 4:**

**Closing Date: 1st June 2023**

**Interview Date: 13th 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 Shubh Gupta | Clinical Director for anaesthesia | **Shubhranshu.gupta@ggc.scot.nhs.uk** | **01414523430** |
| Dr Kenny Pollock | Lead Clinician, Governance | **Kenneth.pollock@ggc.scot.nhs.uk** | **01414523430** |
| Dr Andrew Crockett | CD for Pain Management | **Andrew.Crockett@ggc.scot.nhs.uk** | **01412113221** |
| Mrs Aline Williams | Chronic Pain CSM | Aline.Williams@ggc.scot.nhs.uk | **07966990630** |
| Ms Kim Kilgour | TACC, CSM | Kim.Kilgour@ggc.scot.nhs.uk | **01414523430** |

**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*

*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.  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.*

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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 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/**](#)