

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Consultant in General Adult Psychiatry**

**Location: Auchinlea Resource Centre**

**Job Reference: 149457**

**Closing Date: 6th June 2023**

**Interview Date: 16th June 2023**



**Contents**

|  |  |
| --- | --- |
| **Section** |  |
| Section 1 | Summary Information relating to this post |
| Section 2 | Job Description  The Department/Specialty – Facilities, Resources and Activity, |
| Section 3 | Duties of the post  Job Plan and Person Specification |
| Section 4 | General Information |
| Section 5 | Terms and Conditions |
| Section 6 | Making your Application |
| Section 7 | About NHS Greater Glasgow and Clyde |
| Section 8 | Living and Working in the Greater Glasgow and Clyde area |



**Please visit https://apply.jobs.scot.nhs.uk for further details on how to apply**

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

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

**Grade: Consultant**

**Department: Psychiatry**

**Location: Auchinlea Resource Centre**

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| **Additional Arrangements for Applicants : Informal enquiries and details of arrangements to visit the department regarding this post will be welcome by:** | | | |
| **Name** | **Job Title** | **Email** | **Telephone** |
| **Dr Nicola Naven** | **Lead Clinician** | **Nicola.Naven@ggc.scot.nhs.uk** | **0141 531 3229** |
| **Dr Stephen Anderson** | **Clinical Director** | **Stephen.Anderson@ggc.scot.nhs.uk** | **0141 531 3229** |

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.

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***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.*

***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.  Non-UK applicants must demonstrate equivalent training.

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

**Section 2:**

**The department/specialty – facilities, resources and activity**

**departmental staffing structure**

We are looking to recruit an innovative, motivated consultant psychiatrist with an interest in quality improvement and Realistic Medicine to work in a well-established community mental health service based at Auchinlea Resource Centre. The post offers a significant role in local service development and would be appropriate for someone who is trained in general psychiatry, or indeed, who is dual trained in general psychiatry and psychotherapy, as well as someone with an endorsement in addictions psychiatry.

This is a community post but will involve working with colleagues across North East Glasgow, within the Division of Psychiatry. The Stobhill psychiatry rotation was identified as being within the top 2% across the country for psychiatry training in the 2022 GMC National Training Survey. The post holder would be able to develop training and education skills through supervision of trainees as well as medical students from Glasgow University.

The successful applicant would be expected to work closely with colleagues to provide a full range of services to outpatients. The on-call commitment is approximately 1 in 30 and attracts a 3% availability supplement.

Current Psychiatric Services – North East Glasgow Area

# The psychiatric services in Glasgow are split into three areas of a city wide mental health partnership (MHP); two areas North of the River Clyde and one to the South. The Northeast Glasgow area lies between the River Clyde to the South, the River Kelvin to the West and the Campsie Hills to the North. It covers a population of approximately 350,000 with areas of significant deprivation. Community Services in Northeast Glasgow are well developed. The general adult services are provided by CMHT’s based in 4 community resource centres:

**Arran Centre** / City Centre Locality (G1, G2, G3, G4, G21, G31, G40) population approx 50,000

**Auchinlea House** / East Sector Locality (G21, G32, G33, G34, G69, G71) approx 85,000

**Kirkintilloch Health Care Centre** Strathkelvin Locality (G33, G65, G66, G69), population 85,000.

**Springpark Centre** / Springburn/Possil Locality (G3.6, G21, G22, G33), population 50,000

The Acute Adult Inpatient Beds for patients presenting to Auchinlea are on the Mental Health Campus at Stobhill Hospital.

Greater Glasgow Health Board’s “Modernising Mental Health Services” strategy has resulted in major investment in new and innovative mental health services, including an early intervention psychosis team, perinatal mental health services and the Crisis Service/Team. A primary care mental health strategy has been established to improve the management of patients whose needs are best met within primary care rather than secondary services.

**Stobhill Hospital – Mental Health Campus**

There has been considerable investment in inpatient facilities and a new purpose built ward for general adult patients, Elgin Ward was opened in 2020 which functions as an ‘admissions’ ward. The ward has accreditation through AIMS, the College Centre for Quality Improvement accreditation network. Ward staff are ambitious and innovative and are currently pursuing re-accreditation.

MacKinnon House is a purpose built acute admission unit opened in April 2000 following the closure of Woodilee Hospital. The unit comprises 3 twenty-bedded locality wards (Broadford, Armadale and Struan Wards) and a 12 bedded IPCU (Portree Ward). There is an ECT Suite with dedicated sessional staff, an Occupational Therapy Department, a Mental Health Tribunal suite, library and on-call facilities.

Eriskay is a 15 bedded inpatient unit located directly opposite Mackinnon House on the Stobhill site. This houses Addiction in-patient beds and day patient facilities for the Northeast sector.

Rehabilitation Psychiatry and ‘Esteem’ are within the Mental Health Campus. On-site are also the Old Age Psychiatry wards, the West of Scotland, Adolescent Inpatient Unit (Skye House), Medium Secure Unit (Rowanbank Clinic), Inpatient Support Services and the Area Management Team/Clinical Director.

The North Psychotherapy department is housed in Springburn Health Centre.

###### Medical Staffing

**Consultants**

Dr Amit Agarwal Psychotherapy

Dr Stephen Anderson Eating Disorder Service / Clinical Director

Dr Kimberley Boyle Old Age Liaison

Dr Dallas Brodie Locum General Adult Psychiatry

Dr Rachel Brown Old Age Services

Dr Erica Campbell Old Age Services

Dr Denise Culshaw General Adult Psychiatry

Dr Tony Donegan General Adult Psychiatry

Dr Jamie Fair Addictions Services

Dr Ashley Fergie Old Age Services / CD

Dr Olwyn Gallagher General Adult Psychiatry

Dr Christos Giofkos General Adult Psychiatry

Dr Russell Hosie General Adult Psychiatry / Rehab Service

Dr Rajeev Krishnadas General Adult Psychiatry / ESTEEM Services

Dr Shaun Love General Adult Psychiatry

Dr Kirsty Mackay General Adult Psychiatry

Dr Jason Mannix General Adult Psychiatry / Liaison Services

Dr Neil Masson General Adult Psychiatry

Dr Tony McElveen Old Age Psychiatry

Dr Alexis McLaughlin General Adult Psychiatry

Dr Katherine McElroy General Adult Psychiatry

Dr Arun Menon Addiction Services

Dr John McTaggart General Adult Psychiatry

Dr Mathew Morrison General Adult Psychiatry / Liaison Services

Dr Khadija Mirza General Adult Psychiatry / ESTEEM Services

Dr Deborah Monaghan General Adult Psychiatry / Lead Clinician

Dr David Osborne Psychotherapy

Dr Meera Patel General Adult Psychiatry

Dr Nicola Naven General Adult Psychiatry

Dr Agnieszka Philipson Old Age Services

Dr Sarita Soni Learning Disabilities Service

Dr Kathryn Sowerbutts General Adult Psychiatry / IPCU

Dr Qudrat Ullah Learning Disabilities Service

Dr Zoe Young General Adult Psychiatry

There are also approximately 25 training-grade posts (3 FY2 posts), 1 Staff Grade post, 3 Specialty Grade posts and 12 Higher Trainees.

**Clinical Services**

Auchinlea catchment area includes several of the most deprived localities in Glasgow. The post holder will work alongside other Consultant colleagues, approximately 4 WTE, together with a full multidisciplinary team.

There are good links with primary care and with the many voluntary and statutory providers within the locality. There is also a large inpatient multi-disciplinary team. There is close working between members of the respective teams.

The post holder will be expected to provide additional medical leadership to the teams and assist with the further development of the service.

At present, in-patient work for the locality is managed by one full time in-patient consultant, so this post would be community based. If in-patient work is desired, it may be possible for the successful candidate to review the in-patient provision with the other Auchinlea locality consultant colleagues.

Patients are admitted to Elgin Ward, a purpose built admission unit with single rooms and en-suite facilities which opened in 2020. The unit has won awards for its design. Following a period of assessment, patients may be transferred to the locality ward, Struan Ward in Mackinnon House for ongoing management.

**Supporting Staff**

The community multidisciplinary team is based at the Auchinlea Resource Centre, attached to Easterhouse Health Centre. The team comprises community psychiatric nursing, occupational therapy, psychology and social work. The local crisis team is also located at Auchinlea.

The inpatient multi-disciplinary team are based at Stobhill Hospital and comprise nursing, pharmacy, psychology, social work, and occupational therapy.

The post holder may supervise an attached trainee from the North East Rotation Training Scheme with appropriate time agreed in job plan of 1 hour per week.

**Section 3:**

**Duties of the Post**

The post holders will have responsibility for providing a comprehensive range of services in conjunction with the multi-disciplinary team in the community for adult patients within the locality. They will be expected to provide cover for colleagues during absences in line with the arrangements set out in the National Terms and Conditions.

We are keen to recruit someone with an interest in quality improvement and/or Realistic Medicine to support ongoing service development, both at Auchinlea and within the North East sector.

*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) PA for CPD, audit, clinical governance, appraisal, revalidation, job planning, in-house teaching, 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 additional activities which take 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 and 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 post holders must complete section 22 training of the Mental Health (Care and Treatment) (Scotland) Act to allow approval by the NHS GG& C Board as an Approved Medical Practitioner (AMP). This training should have occurred prior to taking up post or as soon as possible thereafter. Being an active AMP is a core requirement of the job and mental health legislation work is incorporated in the 10 programmed activities job plan.

The on-call commitment is currently around 1 in 30, covering the North East and West Glasgow. North East trainees currently work on New Deal compliant partial shifts. There is Trainee middle grade cover to North East and West Glasgow.

**Teaching and Research**

The service regularly receives senior medical students from the University of Glasgow on their Psychological Medicine attachments. The post holders will be expected to become actively involved in undergraduate teaching with appropriate job planned time. Each Consultant can expect up to 5 attachments per year, of one student at a time, for 5 weeks.

In recognition of the teaching commitment the University of Glasgow may grant to the post holder the status of Honorary Clinical Senior Lecturer in Psychological Medicine.

In addition to the clinical supervision of the attached trainee, the post holders will be expected to contribute to the Post-Graduate Teaching programme of journal clubs, case presentations etc. at the North East/Internal Teaching sessions and may also be asked to contribute to the Glasgow Wide/External Teaching Programme. Internal teaching alternates with External teaching on Thursday mornings during term time.

**Multidisciplinary Teaching**

There is opportunity for multidisciplinary teaching within the service from time to time and this is encouraged as a contribution to team / staff development.

**Research and Audit**

There are a number of research projects on going in Northeast Glasgow and the post holders will be encouraged to undertake/become involved in research where appropriate. The post holders would be expected to participate in audit.

**Continued Professional Development**

## Study Leave

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

### CPD

There is a West of Scotland CPD Programme, with speakers invited to talk on clinical or research topics, organised by the University of Glasgow. Consultants’ appraisal systems are in place and an established peer review system has been running for a number of years.

**Management/Administrative work**

There is a city wide Mental Health Partnership overarching 3 city HSCPs including the North East HSCP. The North East Management Team would encourage the post holder to be active in clinical input to managerial planning.

The point of contact between managers and clinicians is at the bi- monthly clinical business meeting where current clinical service issues are discussed. The post-holder would be a member of the North East Division of Psychiatry.

*Additional Non-Direct Clinical Care (DCC) (up to 2 Programmed Activities(PA's) in total - inclusive of 1 Core Supported Programmed Activity (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.*

**Provisional Timetable**

As noted above –

*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) PA for CPD, audit, clinical governance, appraisal, revalidation, job planning, in-house teaching, 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 additional activities which take place outside direct clinical care. These activities must be specifically and clearly identified and be agreed with the candidate and desired by the department.*

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**Person Specification**

|  |  |  |
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| Attributes | Essential | Desirable |
| **Education and Qualifications:** | MRCPsych or equivalent.  Full GMC registration with current Licence to Practise.  Those trained in the UK should have evidence of higher specialist training leading to a CCT in General Adult Psychiatry or eligibility for specialist registration (CESR) or be within 6 months of confirmed entry from the date of interview. Non-UK applicants must demonstrate equivalent training.  Section 22 approval or willingness to gain approval following appointment. | Postgraduate Qualification in relevant area for example medical education |
| **Experience:**   * **Expertise in generalist field** * **Expertise in sub-specialty field** | Demonstrate experience within General Psychiatry.  Experience of working within and developing partnership structures within a mental health environment.  Experience of working with stakeholders, carers and service users to develop and improve the patient journey.  Demonstrable record of professional achievements within a mental health environment, evidenced by specific examples throughout their career. | Experience within other Psychiatric specialties. |
| **Team Working** | Committed to working effectively within the multi-disciplinary team evidenced with examples throughout career. | Demonstration of clinical leadership |
| Teaching & Training | Ability to train and supervise junior medical staff, medical students and other members of the multi-disciplinary team; demonstrating a flexible approach to reflect varied learning styles. | Experience of teaching and training postgraduate and undergraduate medical staff and other professional groups and/or carer/service user groups. |
| Research & Publications |  | Demonstrate an interest to participate in research and encourage evidence based practice. |
| Clinical Audit | Demonstrate breadth of knowledge and understanding of Clinical Governance agenda within Mental Health.  Experience of service development utilising Clinical Audit/Governance to achieve patient centred improvement. | Evidence of audit cycle completion.  Evidence of involvement in other areas of Clinical Governance (CIRs, ICP, MCNs, critical review of evidence etc) |
| Service Management | Experience of contributing to and supporting service modernisation and redesign programmes. | Embrace innovative solutions to deliver modern patient centred services. |
| Personal and Interpersonal Skills | Demonstrate effective clinical leadership by demonstrating clinical leadership within multi-disciplinary teams or across partnership organisations. | Clear evidence of providing clinical leadership and ability to give examples. |

**Section 4:**

**Closing Date: 6th June 2023**

**Interview Date: 16th 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 Nicola Naven** | **Lead Clinician** | **Nicola.Naven@ggc.scot.nhs.uk** | **0141 531 3229** |
| **Dr Stephen Anderson** | **Clinical Director** | **Stephen.Anderson@ggc.scot.nhs.uk** | **0141 531 3229** |

**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**

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| **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/**