

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Consultant in Paediatric Haematology**

**Location: Royal Hospital for Children**

**Job Reference: 152184**

**Closing Date: 17th July 2023**

**Interview Date: 16th August 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:**   * Professor Brenda Gibson, Clinical Lead and Consultant Paediatric Haematologist, email [brenda.gibson@ggc.scot.nhs.uk](#) * Dr. Fernando Pinto , Consultant Paediatric Haematologist, email fernando.pinto@ggc.scot.nhs.uk |

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*](#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:**

**THE POST**

This is a replacement post to support benign haematology and to support and further develop the haemostasis and haemoglobinopathy programmes. The consultative haematology service to the hospital is comprehensive and mainly relates to benign haematology. The haemoglobinopathy service has expanded greatly in recent years. The post holder will be expected to share responsibility with the current consultant haematologist with an interest in these areas.

In addition the post holder will be expected to contribute to the leukaemia and lymphoma service with other colleagues.

Other responsibilities reflecting the post holder’s interests will be subject to discussion. The successful candidate will be encouraged to develop an area of interest wherever that interest may lie.

Candidates should have undergone appropriate training in paediatric haematology.

Any Consultant who is unable for personal reasons to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis with the directorate in consultation with

Consultant colleagues.

**JOB DESCRIPTION**

**CHILDREN’S SERVICES ACROSS NHS GREATER GLASGOW**

The Royal Hospital for Children (RHC), Glasgow, is the largest paediatric teaching hospital in Scotland. It provides secondary care for children resident within the Greater Glasgow area, tertiary care for those living across the West of Scotland and, in some subspecialties, care for children from the whole of Scotland. There are 17 nationally designated services delivered from the hospital including cardiac surgery, haempoietic stem cell and renal transplantation, Erb’s palsy, Extracorporeal Life Support (ECLS) and complex airway management.

There is a complement of 266 inpatient beds, which include 23 integrated neonatal medical and surgery cots.There are 16 nationally funded intensive care beds and 6 high dependency beds within an integrated critical care facility. This facility has the physical capacity to extend to 26 integrated critical care beds. A new theatre complex comprises of 11 full theatres, scope room and dental suite. There are 12 day case beds.

The hospital handles approximately 90,000 out-patients, 15,000 in-patients, 7,300 day cases and 45,000 A&E attendances every year.

The hospital provides care for children from newborns up to around 16 years of age.

All paediatric medical and surgical subspecialties are represented, including general medical paediatrics, neurosurgery , cardiology, neonatology, neurology, neurosurgery, nephrology, respiratory, endocrinology, gastroenterology, immunology and infectious diseases, dermatology, haematology, oncology, rheumatology, metabolic medicine, audiology, ophthalmology, ENT surgery, orthopaedics and general paediatric and neonatal surgery. There is a combined neonatal medical and surgical intensive care unit, as well as a paediatric and neonatal retrieval service. A selection of child and adolescent psychiatry facilities are located within the campus.

The diagnostic imaging department provides MRI, CT, ultrasound, nuclear medicine and a fluoroscopic digital screening room. A Scotland-wide PACS for transmission of digital diagnostic imaging is in place. Virtually all the hospitals in Glasgow are filmless. Specialist diagnostic laboratory facilities on site include haematology, blood bank, biochemistry, microbiology, virology, paediatric pathology, medical cytogenetics and molecular haematology and oncology.

The Royal Hospital for Children is a major centre for research and education. The hospital provides the Undergraduate Paediatric Teaching facility for the University of Glasgow and accommodates the University Departments of Child Health, Child and Family Psychiatry, Medical Genetics, Human Nutrition, Paediatric Pathology, Paediatric Biochemistry and Paediatric Surgery. There are also links with both Caledonian and Strathclyde Universities. The Research and Development Department and the Department of Clinical Audit provide assistance with research projects. A Scottish Medicines for Children Network (SMCN) supports research projects adopted through Clinical Studies Groups of UK based Medicines for Children Research Networks.

**Other Paediatric Services in NHS Greater Glasgow**

There are currently three maternity hospitals in Greater Glasgow; Princess Royal Maternity Hospital, Southern General Hospital and the Royal Alexandra Hospital, all with neonatal intensive care facilities.

Paediatric Radiotherapy (under general anaesthetic) is provided at the Beatson Oncology Centre (located at the Gartnavel campus) 2 miles away.

There is an extensive range of specialist community based children’s services across NHS Greater Glasgow. Managed within Community Health and Social Care partnerships, these services are integrated with Primary Care and Social Care Services. Well established clinical links across combined Acute and Community settings within the NHS Board are in place.

**Clinical Leadership**

Medical services are a key component of integrated hospital paediatric services within the Women and Children’s Directorate (of the Acute Operating Division, NHS Greater Glasgow and Clyde).

Dr Alan Mathers (Consultant Obstetrician) is the Chief of Medicine for Women and Children’s Women and Children’s Services

Dr Philip Davies (Consultant Paediatrician) is the Clinical Director for Paediatric Medical Specialities.

They are supported by a number of link clinicians.

Professor Brenda Gibson, Consultant in Paediatric Haematology, is the link for haematology and oncology.

**National Service Contracts**

The RHC hosts a number of paediatric national services:

* Paediatric Cardiac Surgery
* Paediatric Interventional Cardiology
* Brachial Plexus Surgery
* Complex Airways
* Extracorporeal Life Support (ECLS)
* Paediatric Intensive Care Transport
* Paediatric Intensive Care (in conjunction with RHSC Edinburgh)
* Renal Transplant
* Haemopoietic Stem Cell Transplant

**Managed Service Network for Children and Young People with Cancer**

Cancer services for children and young people with cancer in Scotland operate as a national virtual service one three sites – Aberdeen, Edinburgh and Glasgow

**Managed Clinical Networks**

The Paediatric Non-Malignant Haematology service is part of the following National MCNs:

* Scottish Paediatric and Adult Haemoglobinpathy MCN (SPAH)
* Scottish Network for Inherited Bleeding Disorders (SIBDN)

**The Post**

**Title:** Consultant Paediatric Haematologist

**National Networks and Services**

***Managed Service Network for Children & Young People with Cancer (MSN CYPC):***

In Scotland, cancer services for children and young people (CYPC) until their 25th birthday are provided within a Managed Service Network. Whilst care is delivered in 3 treatment centres – Glasgow, Edinburgh and Aberdeen – and 3 shared-care centres – Dundee, Inverness & Dumfries, the MSN acts as a cohesive single service for all children and young people with cancer in Scotland to deliver equity of care irrespective of geography or age. RHC has representation on all relevant MSN committees.

Weekly national MDT meetings take place by TEAMs for leukaemia and stem cell transplantation discussions. The department also participates in the fortnightly UK Leukemia Advisory Meeting and the monthly HSCT MDT.

***National Designated Service:***

The Haemopoietic Stem Cell Transplantation (HSCT) Programme is a national service with National Service Division (NSD) recognition and funding. It has JACIE and HTA accreditation as both an allogeneic and autologous clinical transplant centre and collection site for bone marrow and PBSCs. Scotland aims to perform HSCT for as wide a range of indications as is safe and appropriate. This includes children with metabolic disease and selected immunodeficiencies.

However, it is recognised that HSCT for certain complex disorders is outsourced. The Department has invested in expanding transplantation in haemoglobinopathy after secondment of a transplant consultant to St Mary’s, London to gain experience in transplantation of unrelated and haplo-identical donors in thalassemia and sickle cell disease.

The adult HSCT programme is co-located and both programmes are working towards increasing collaborative working. Potential fields are transplantation and gene therapy for haemoglobinopathy and CAR-T therapy for malignancies.

***Scottish Paediatric and Adult Haemoglobinpathy MCN (SPAH)***

The Scottish Paediatric and Adult Haemoglobinopathy (SPAH) Managed Clinical Network (MCN): The paediatric non-malignant haematology service is part of the SPAH MCN established in April 2011. This NSD funded MCN has a number of working groups, an active education programme and supports regular MDTs. Paediatric transcranial Doppler scanning and Ferriscan are centrally funded and are provided at RHC as national services. The network has close links with the newborn blood spot screening programme which provides universal SCD screening in Scotland. The SPAH Network also has links with the North London Haemoglobinopathy Coordinating Centre (HCC) and participates in Clinical MDTs and Educational events.

***Scottish MCN for Inherited Bleeding Disorders (SIBDN)***

The Scottish Inherited Bleeding Disorders Network (SIBDN) MCN: The paediatric haemostasis service is part of the SIBDN MCN, which was formally designated in April 2016 with the purpose to facilitate clinical and other improvements for individuals with inherited bleeding disorders. A key aim of the Network is to enable timely and effective care for adults and children with inherited bleeding disorders across Scotland. The network is accountable to NHS Boards and the Scottish Government Health and Social Care Directorate (SGHSCD) within the national commissioning process.

**The Department**

The clinical Haematology and Oncology service is part of the Medical Directorate and this post resides within the Medical Directorate. The department provides care for children, predominantly from the West of Scotland, with leukaemia, solid tumours, bleeding disorders, haemoglobinopathy and a range of benign haematological conditions. The department houses the National Haemopoietic Stem Cell Transplant Unit, the Paediatric Haemophilia Comprehensive Care Centre (CCC) and the Paediatric Haemoglobinopathy Service for the West of Scotland. The department is a Children Cancer and Leukaemia Group (CCLG) Centre.

There are approximately 70 new patients with cancer annually, of which a third will have leukaemia. All eligible patients are entered into NCRI clinical trials. The department is an Innovative Therapies for Cancer Consortium (ITCC) centre and delivers Phase II trials for Scotland. It works in collaboration with Newcastle to provide an extensive programme within the Northern Network for early phase clinical trials. The Research Unit supports and hosts national and international trials in Non-Malignant Paediatric Haematology.

Paediatric haematology is provided by 4 Consultant Haematologists. Within this compliment individuals have specialist interests - haemophilia, haemostasis, haemoglobinopathy, leukaemia, stem cell transplantation and academia.

The Haemopoietic Stem Cell Transplantation (HSCT) Programme is a national service with National Service Division (NSD) recognition and funding. It has JACIE and HTA accreditation as both an allogeneic and autologous clinical transplant centre and collection site for bone marrow and PBSCs. The programme is supported by a HSCT data manager, Clinical Nurse Specialist (CNS), Advanced Nurse Practitioner (ANP) and Quality Manager.

The service is delivered by two Consultant Haematologists and an Associate Specialist. There are close relationships with the Regional Stem Cell Processing laboratory, the Regional Transfusion Centre and Apheresis Service and the Paul O’Gorman Scottish Leukaemia Research Laboratory. The adult Stem Cell Transplant service is co-located to the same site which will facilitate close working relationships. The molecular haematology laboratory on site provides a Minimal Residual Disease (MRD) service to Scotland, and Ireland and a chimeric service for HSCT. There is an EFI accredited tissue typing laboratory whose location is yet to be agreed.

The haemoglobinopathy service cares for approximately 90 children with sickle cell disease, 13 with transfusion dependent Thalassaemia and about 30 patients are on regular red cell transfusions. About 40 children with Sickle Cell Anaemia are also on long term hydroxycarbamide treatment and on regular monitoring – this number is expected to increase over time given recent changes in UK Guidelines advice. This post will allow the service to be delivered by two consultant hematologists via an attending system in conjunction with a clinical nurse specialist in non-malignant hematology. The Department is dedicated to expanding the transplant programme to include unrelated transplants for thalassemia and sickle cell disease and haplo-identical grafts in sickle cell disease facilitated by a Transplant consultant spending a 6 month sabbatical at St Mary’s, London.

Haemophilia care is provided as part of a Comprehensive Care Service with adult services at Glasgow Royal Infirmary. The service at RHC cares for about 50 children with severe bleeding disorders residing in the West of Scotland (including 40 patients with severe Haemophilia A/B). Clinical services are funded directly by GGC Health Board and funding is allocated through local or regional service planning. A risk sharing scheme to fund recombinant and commercial clotting factor concentrates is in place since 1997 and is hosted by NSD. The Haemostasis and Thrombosis Service also provides clinical advice (through a dedicated Consultant-led Thrombosis Clinic) and monitoring support of anticoagulation (through a nurse-led Anticoagulation Clinic) for patients from various other specialities who experience acute thromboembolic events, and about 50 of them were referred and followed in 2022. The Anticoagulation service also provides monitoring of anticoagulation and support for about 80 patients receiving Vit K antagonists (ie: Warfarin) for a variety of different prophylactic indications, working closely with the referring specialities (mainly Cardiology) – this service was historically created and developed over the years and currently provides care for patients in all areas of Scotland.

This post will allow the service to be delivered by 2 Consultant Haematologists with support from 2 staff grade doctors with an interest in Non-malignant Paediatric Haematology, 3 Clinical Nurse Specialists, a Health Care Support Worker and an Administrator/Data Manager.

There are 4 surgeons on-site who have an interest in oncology, all of whom insert port-a-caths and hickmann lines. There is also dedicated vascular access list, operated by Anesthetics. Radiotherapy facilities are at the nearby West of Scotland Beatson Oncology Centre and two Consultant Clinical Oncologists support this service.

The West of Scotland Blood Transfusion Service provides an apheresis service for harvesting peripheral blood stem cells for intensive chemotherapy support, as well as plasma and red cell exchange. Specialist in-house Paediatric Renal, Respiratory, Cardiology, Gastro-Enterology and Endocrinology Consultants support the Unit. There is an on site Intensive Care and High Dependency Unit.

The clinical work is supported by a full range of laboratory services. Haematology / Blood Bank provide a comprehensive range of investigations, including marrow diagnosis, haemostasis and thrombosis investigations, flow cytometry and molecular genetics. The Haematology Laboratory offers in-house 24/7 processing of samples for coagulation screening/Clauss fibrinogen/intrinsic/extrinsic pathways/von Willebrand screening and in-house processing of samples for the Bethesda inhibitor screenings and for platelet aggregometry. There is established support from the Glasgow Royal Infirmary Haemostasis Laboratory for processing of samples for factor XIII, ADAMTS13, chromogenic factor levels and Emicizumab levels. The Histopathology service is provided by 4 Paediatric pathologists. Medical Genetics is on site and there are strong established links and pathways of referral for diagnostic and counselling of families where a bleeding disorder has been identified and for the care of carriers of Haemophilia A/B. The Radiology Department has ultrasound, CT and MRI scanning facilities and nuclear medicine. There is access to interventional radiology.

***Clinics:***

Clinics are held weekly for on treatment leukaemia, stem cell transplantation, fortnightly for long term follow up leukaemia and monthly for lymphoma. Non-malignant haematology clinics are held weekly for both Haemostasis and Thrombosis (Haemophilia Clinic once monthly) and for General Haematology (Haemoglobinopathies clinic once monthly, transfusion dependent haemoglobinopathies/thalassaemia clinic 3x year). A multidisciplinary team (MDT) meeting (with invited participation from doctors, nurses, physiotherapists, psychologists and data management) is planned with every Haemophilia clinic. Local Non-Malignant Paediatric Haematology MDTs with participation from doctors and nurses are held weekly.

There is a weekly theatre list for bone marrow aspirates, trephines, lumbar puncture and intrathecal chemotherapy administration and a second list for central line insertion/removals.

***Unit Facilities:***

The hospital opened in June 2015. There is a dedicated Haematology / Oncology Unit (Ward 2A) with a total of 24 inpatient beds, all of which are individual cubicles. This includes 8 HEPA filtered rooms (2 for adolescent use), a 4 bedded adolescent unit funded by the Teenager Cancer Trust, and an MIBG room. There is a generous TYAC social space, a Hub for children 8-12 years, a Playroom for younger children and parent/carer facilities within the ward.

There is a comprehensive Day-care facility (Ward 2B) with 5 consulting rooms and 8 day-care beds/reclining chairs.

Pharmacy support is provided by the dedicated oncology pharmacists based on and near the unit. All prescribing is electronic (HEMPA) with a prescribing system (Chemocare) dedicated to chemotherapy. The Unit is JACIE and HTA accredited. It actively recruits eligible patients for NCRI and commercial trials and is a recognised ITCC centre.

There is parent accommodation in the nearby Young Lives Verses Cancer supported Marion House and Ronald McDonald House. There is a small classroom with provision for both primary and secondary education and small play room supported by play therapists.

The Unit has recently undergone a major upgrade of ventilation and water supply

***Activity Outcome (RHSC – Glasgow):***

Solid tumour new patients per annum *20 - 25*

Brain tumour new patients per annum *20 - 25*

Leukaemia new patients per annum *20 – 25*

Clinically significant Haemoglobinopathies 103 in total

Patients on regular Hydroxycarbamide monitoring 40 in total

Severe Inherited Bleeding disorders 50 in total

Acute thromboembolism referrals (Jan22-Jan23) 50 in total

***Transplants:***

Autologous per annum *3 - 5*

Allogeneic per annum 15-18

Sibling per annum *2 - 4*

Unrelated per annum 13 *– 14*

The allogenic Transplant Unit is funded for 18 transplants but funded is expected to expand to 20 patients per year.

***Medical Staff:***

**i) Consultants:**

*Haematology*

Prof Brenda Gibson Full time

Dr Fernando Pinto Full time

Dr Shahzya Chaudhury Full time

Vacancy

*Haematology - Adolescent and Young adults*

Dr Nicholas Heaney 5 sessions

*Academic*

Dr Christina Halsey 1 NHS session

*Oncology*

Dr Milind Ronghe Full time

Dr Dermot Murphy Full time

Dr Jairam Sastry Full time

Dr Diana McIntosh 4 sessions

*Clinical Oncology*

Dr Fiona Cowie 2 sessions

Dr Ben Fulton 2 sessions

ii) **Other Medical Staff:**

1 Associate Specialist with interest in Stem Cell Transplantation

4 Specialty Doctors – 2.2 WTE who work predominantly in DCU and OP clinics

1 Locum Consultant – 4/5 sessions who works in DCU

1 or 2 Specialist Trainee (ST) in Haematology

1 Specialist Trainee (ST) in Paediatric Oncology

2 STs in Paediatrics

2 FY2s in Paediatrics

The Haematology Department is a recognised part of the West of Scotland Specialist Haematology trainee rotation with trainees attached to the department for a period of 6-months. Similarly Paediatric Oncology Department is recognised as a Training Centre for Oncology Grid trainees.

**iii) Nursing:**

All nursing staff are appropriately experienced and trained in caring for children with haemato-oncology conditions. The department benefits from the employment of five Advanced Nurse Practitioners, three Research Nurses and a Nurse Educator. In addition there is a CNS and ANP in Stem Cell Transplant who coordinate patient care during transplant. There are also 2 Nurse Specialists, a Health Care Support Worker and an ANP responsible for haemophilia care and haemoglobinopathy. There are 4 outreach Nurse Specialists providing support in the community, including chemotherapy administration, throughout a child’s treatment as well as in the palliative phase.

**iv) Social Work:**

The Young Lives Verses Cancer Fund provides social work support for Haemato-Oncology patients.

**v) Data Management and Secretarial Staff:**

There is secretarial support provided to the Haemato-Oncology Consultants. 3 data managers provide clinical trial and administrative support to the team, plus one stem cell transplant data manager / HSCT coordinator. One data manager is dedicated to the non-malignant service.

In addition, there are dedicated paediatric pharmacy, physiotherapy, psychology, occupational therapy and dietetics staff.

**Shared Care**

Shared care arrangements currently exist between RHC and a number of District General Hospitals around Scotland. Regular shared-care clinics take place in Raigmore, Inverness and Dumfries and Galloway.

Shared care units provide varying levels of support, including blood count monitoring, treatment of febrile neutropenia and bolus chemotherapy administration. This reduces travelling and disruption to families, without compromising quality of care. They also have an important role in the delivery of palliative care.

A transition clinic is run with the Beatson Oncology Centre for teenagers, with age of transition dependent on educational needs and choice.

Shared care links for children with non-malignant haematology conditions currently exist between RHC and a number of local Paediatric Hospitals around Scotland, including University Hospital Wishaw, University Hospital Crosshouse and Forth Valley Royal Hospital. Established arrangements exist between RHC and the Glasgow Royal Infirmary for the transition of care of young adults with bleeding predisposition conditions, and joint transition clinics are held regularly for this purpose. Similarly, young adults with Haemoglobinopathies and other non-malignant conditions which require continued follow up into adulthood are transitioned to the Glasgow Royal Infirmary and other local hospitals in the West of Scotland, and joint transition clinics are held regularly.

**Learning and Teaching Centre**

The £25M purpose-built Teaching and Learning Centre provides a world class training environment for the clinical years of the undergraduate medical and nursing degrees, and postgraduate students studying health-related disciplines. The four-storey building houses three floors devoted to learning and teaching.

Key facilities include a 500-seat auditorium conference space, teaching spaces, learning resources centre, a teaching laboratory and world class clinical skills facilities giving undergraduate students an unrivalled opportunity to learn and practice clinical skills in a multi-professional environment.

**Responsibilities**

The appointee will be expected to care for patients collaboratively with the existing haematology team and to implement areas of special interest which complement the work of the Department. The appointee will be expected to play a major role in non-malignant haematology; haemostasis, haemoglobinopathy and consultative haematology. The role in malignant haematology will be shared on a rotational basis with others involved in this area. All other responsibilities can be subject to discussion. The appointee will share responsibility for inpatient care and participate in clinics.

The appointee must commit to supporting trial activity and collaborating in appropriate local, national and international research.

The successful candidate will be expected to organise their workload and operate an appointment system in a manner that is consistent with good clinical practice.

The Consultant will be expected to undertake the administrative duties necessary to the tasks listed above, to the care of his/her patients and to the running of the service.

**Managerial**

The management responsibility of the post-holder will be to the Clinical Lead of Haemato-Oncology, who is responsible to the Clinical Director of Medical Paediatrics.

**Clinical Audit and Clinical Governance**

The post-holder must be aware of clinical governance and clinical risk management and take an active part in their implementation, including audit.

The Consultant will take an active part in the department audit and governance arrangements.

**On-Call Commitment**

The appointee will be required to provide a 1 in 6 out of hours Consultant cover for haematology and oncology patients, a 1 in 5 for HSCT and a 1 in 4 out of hours cover for haematology and laboratory related clinical advice. Further consultant appointments may decrease the on call commitment.

**Leave**

6 weeks and 10 days per year of statutory public holidays (pro-rata to contract need).

Consultants who have completed seven years service in the consultant grade will receive two additional days leave.

Absence must be planned in advance by discussion with consultant colleagues.

**Research**

The RHC is a teaching hospital affiliated to the University of Glasgow. Excellent research facilities are available, and the Consultant will be expected to initiate and participate actively in research projects and to supervise clinical research by trainees. The Division encourages all Consultants to contribute to research in their specialties, whether in basic or clinical areas or in the evaluation of health-care. Collaboration with University clinical and pre-clinical departments is particularly encouraged. The Division has a Research and Development Support Unit and a Director for Research and Development.

Dedicated research sessions may be available to a candidate with a particular research interest.

**Teaching**

The appointee will take part in active postgraduate education programmes. This involves running education programmes for junior staff, (both for in-service training and post graduate examinations), local educational programmes which contribute to CPD and involvement in interagency education and training.

The appointee will take part in the teaching and assessment of medical students, particularly during the third, fourth and fifth years of their medical course. There will also be a variable requirement to teach postgraduates and other professionals including nurses, health visitors and professions allied to medicine

As a paediatric sub-specialist in a major children’s teaching hospital it is expected that the appointee will take an active role in education of undergraduate and postgraduate students and in the training of clinical staff. In particular, the Department provides the paediatric haematology training to Specialist Trainees in Haematology, supervised by the West of Scotland Post Graduate Committee in Haematology

The Unit is accredited as a Paediatric Oncology Training Centre.

The hospital has extensive Postgraduate educational sessions, including a weekly Grand round and a half-day session dedicated to CPD activities. The appointee will be expected to participate in the Department’s weekly educational session.

**Continuous Professional Development**

Continuous professional development is supported according to the guidance of the Royal College of Pathology. Active participation in clinical audit will be an important part of the post. Clinical audit in the hospital is supported by an Audit Department with appropriate staff.

**Work Programme**

The work programme attached to this job plan is detailed in Appendix A which is expected to be subject to some variation on discussion with the appointee.

Agreement should be reached between the appointee and the Clinical Director with regard to the scheduling of the Supporting Professional Activities.

**General Provisions**

The appointee will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions, the appointee will be expected to observe the Health Board’s agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instruction of NHS Greater Glasgow. In particular, where the appointee manages employees of the Trust, he/she will be expected to follow the local and national employment and personnel policies and procedures. He/she will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of his/her patients to be able to contact the appointee when necessary.

All medical and dental staff employed by NHSGGC must comply with all Hospital Health and Safety Policies.

The appointee will have responsibility for the training and supervision of (junior) medical staff who work for him/her and will devote time to this activity on a regular basis. If appropriate, he/she will be named in the contracts of doctors in training grades, as the person responsible for overseeing their training and as the initial source of advice to such doctors on their careers.

**Section 3:**

**Job Plan**

A formal job plan will be agreed between the appointee and their Clinical Lead, on behalf of the Medical Director prior to commencement. The job plan will be based on the provisional timetable shown at Appendix A.

***Provisional assessment of Programmed Activities in Job Plan***

For a whole-time contract:

Direct Clinical Care: **9 PAs on average per week**

(*includes clinical activity, clinically related activity, predictable and unpredictable emergency work)*

Supporting Professional Activities: **1 PAs on average per week**

*(audit, clinical governance, appraisal, revalidation, job planning, internal routine communication and management meeting)*

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

# Additional sessions may be available for research interests.

**Provisional Weekly Timetable**

|  |  |  |
| --- | --- | --- |
|  | **AM** | **PM** |
| **Monday** | Ward Duties / DCU / Lab | Lab / Non-malignant MDT |
| **Tuesday** | Ward Duties / DCU /Lab | SPA |
| **Wednesday** | Haemostasis/Haemophilia Clinic | Lab / Thrombosis Clinic |
| **Thursday** | Haemoglobinopathy clinic (once monthly) | General haematology/ haemoglobinopathy clinic |
| **Friday** |  |  |

**Notional half day/week**

Direct Clinical Care Fixed sessions:

* + - * Ward Rounds 2
      * Clinics 2/3
      * Multi-disciplinary Meetings 1
      * Day Care consultations 1
      * Laboratory 1
      * SPA Activities 1

**The post attracts an 8% availability supplement**

**Person Specification for Consultant in Paediatric Oncology**

|  |  |  |
| --- | --- | --- |
|  | Essential Requirements | Desirable Requirements |
| **Qualifications** | Full GMC Registration and licensed to practice  * MRCP or MRCPCH or equivalent * FRCPath * On the Specialist Register for Haematology or with CCT due within six months of interview date | * Further qualification e.g. MD/PhD thesis * APLS |
| **Experience** | * Haematology training should include two years of experience in paediatric haematology * Basic child protection training * Ability to offer expert clinical opinion on all aspects of paediatric haematology | * General Paediatric experience highly desirable * Some experience in paediatric oncology to facilitate out of hours cover * An interest in haemostasis and haemoglobinopathy |
| **Ability** | * Commitment to team approach and multi-disciplinary working * Counselling and communication skills | * Computing skills |
| **Audit** | * Evidence of participation in clinical audit and understanding role of audit in improving medical practice * Understanding of clinical risk management and clinical governance | * Evidence of initiating, progressing and concluding audit projects with a documented change in practice |
| **Research** | * Active research interests | * Evidence of initiating, progressing and concluding research projects with publication |
| **Management** | * Commitment to participating in and understanding of the management process | Evidence of management training |
| **Teaching** | * Evidence of teaching medical students and junior doctors | * Organisation of (undergraduate and/or postgraduate) teaching programmes * Evidence of further training in educational techniques |
| **Personal qualities** | * Evidence of ability to work both in a team and alone * Flexible approach focussed on service delivery * Commitment to continuing professional development | * Evidence of leadership in previous projects |
| **Other requirements** | * Satisfactory Immigration Status * Occupational Health Service clearance * Disclosure Scotland or appropriate Police Check * Ability to meet on-call requirements and regional commitments |  |

**Section 4:**

**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.*

***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.*

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. |



**Contd../**

|  |  |
| --- | --- |
| **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/**](#)