

**Consultant Psychiatrist**

**Springpark Centre**

**Post Reference: 153409**

**Closing Date: 23rd July 2023**

**Interview Date: 4th August 2023**



**Contents**

|  |  |
| --- | --- |
| **Section** |  |
| Section 1 | Summary Information relating to this post |
| Section 2 | Mental Health Services in GG&C |
| Section 3 | Duties and Responsibilities |
| Section 4 | General Information |
| Section 5 | Terms and Conditions |
| Section 6 | Making Your Application |
| Section 7 | 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: Adult Psychiatry**

**Location: Greater Glasgow & Clyde**

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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** | **Recruitment Lead** | **Nicola.Naven@ggc.scot.nhs.uk** | **0141 211 7000** |
| **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*](#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:**

**Mental Health Services in GG&C**

We are seeking to recruit an innovative, motivated consultant psychiatrist with an interest in Quality Improvement, Service Development and Realistic Medicine to work in an established post in mental health services in Greater Glasgow and Clyde.

NHS GG&C is one of the largest healthcare systems in the UK with an annual revenue budget of £3.1 billion, employing over 39,000 staff. We serve a population of around 1.4 million (21.4% of the Scottish population). 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, carers and our staff- and is focused on achieving a healthier life for all.

As the largest health board in Scotland, NHS GG&C plays a vital role in the education and training of doctors, nurses, allied health professional and other support staff, working closely with local Universities and Colleges. Our Culture is underpinned by core NHS values, and we are committed to equality and diversity.

Mental Health and Addiction Services in NHS GG&C are delivered through six integrated Health and Social Care Partnerships (HSCPs). Inpatient services are primarily located across five main hospital sites. There are multiple Primary and Secondary care services including some very specialist ones with advanced plans to shift the balance of care provision further to the community, including at the primary care interface.

A career in Psychiatry within NHS GG&C offers a wide range of opportunities to become involved in Academia, Medical Education, Research, Management and Service Development. We have close links with Universities across the West of Scotland including University of Glasgow, University of Strathclyde and Glasgow Caledonian University, as well as access to the National Neuroscience Institute and the Precision Medicine Centre.

NHS GG&C has invested extensively in service re-design, development and innovation over the past 4 years as part of an ambitious and far reaching 5 year MH strategy. This has included substantial investment in developing services for individuals with personality disorders including provision of a range of specialist treatment modalities; an enhanced psychological therapies group programme to complement existing psychological therapy provision; investment in digital resources; and the introduction of discharge co-ordination teams within inpatient services to address barriers to discharge. There have been specific areas of innovation such as the development of aBiPolar hub in partnership with Bipolar Scotland and implementation of models of care such as Patient Initiated Follow Up. There are advanced plans for the development of a specialist neurodevelopmental service and pathway; integrated primary care/mental health wellbeing hubs; and new roles such as prescribing pharmacists and advanced nursing practitioners to support existing services.

We are rightly proud of our reputation for excellence in promoting the well-being of its staff. NHS GG&C is outstanding in Scotland for having a significant number of inpatient wards which have achieved AIMS accreditation status with the Royal College of Psychiatrists. These include Gartnavel Royal IPCU, all adult admission wards at Stobhill and Leverndale Hospitals, our Mother and Baby Unit and the Rehabilitation unit in Leverndale Hospital. We are also the only mental health service in Scotland developing the roll out of Schwartz rounds in conjunction with the Point of Care Foundation. All consultants are offered access to consultant reflective practice. We are further developing a forum for ethical consideration of complex cases: the Clinical Risk Reference Panel.

The training schemes in GG&C have a well-deserved reputation for excellence with our North-west Glasgow rotation within the top 2% across the country for psychiatry training in the 2022 GMC National Training Survey. Post holders will be able to develop training and education skills through supervision of trainees, as well as medical students from Glasgow University.

**Specialist Mental Health Services in NHS GG&C**

Esteem is the Early Intervention in Psychosis (EIP) service in NHS GG&C. It provides multidisciplinary care for young people aged 16-35 and their families affected by a first episode of psychosis. The service covers the entire health board area and comprises 4 separate MDTs. It is currently the only stand-alone EIP service in Scotland and leads on national work. It is a well-established and outward looking service, known for research activity and service development, and has developed its own evidence based integrated care pathway. With a recovery focus at the core of the EIP model, patients are offered an individually-tailored package of care, encompassing a range of evidence-based interventions including medication, groups, family work, and psychological therapies.

NHS GG&C hosts Scotland’s first Mother and Baby Unit (MBU) for mothers requiring specialist inpatient perinatal mental health care. The West of Scotland MBU is one of only two units in Scotland and provides a regional service for partner health boards. In addition we have a well-established nationally recognised specialist Community Perinatal Mental Health Team which covers the whole of NHS GG&C. Both services provide an excellent opportunity to work with colleagues from other specialties including Obstetrics & Gynaecology, Primary Care, Social Work, Infant Mental Health and CAMHS.

NHS GG&C has taken a strong lead in the development of specialist services for people with a diagnosis of personality disorder. We are improving access to a range of evidence-based therapies like STEPPS, DBT and MBT, and offering bespoke services to people who might traditionally find it difficult to engage due to homelessness and complex needs. The PD pathway includes an ambitious training programme for all mental health staff with the involvement of people with lived experience, aiming to impact positively on staff knowledge and attitudes and improve the consistency of care.

**NHS GG&C's board-wide Psychological Therapies Groups Service** delivers a range of evidence-based psychological therapy groups to adults who are engaged with our community mental health teams. The service launched at the height of the pandemic and has been delivered entirely digitally up until now using MS Teams. As we progress out of  
the pandemic, the service looks forward to considering what a blended service model may  
entail, including face to face and digital group options. The service currently delivers  
Behavioural Activation groups, Emotional Coping Skills Groups, Survive and Thrive groups,  
STEPPS groups, Unified Protocol groups and an ACT-based group for individuals living with  
long term physical health conditions, with plans to develop and deliver further group  
programmes, remaining responsive to the needs of the target population.

**Innovation and Research**

NHS GGC is a digitally mature Board that offers the opportunity to get involved in digital development at different stages, from clinical adopter to innovator. Data Science, Informatics and Precision Medicine are at the core of the Board's priorities and strategies, which mental health services are an integral part of. While working within the NHSGGC MH services you will have the opportunity to become an active member of the digital developments and would benefit from curated clinical informatics to aid decision making and the locally developed digital decision support app NHSGGC MyPsych App.

AS NHS GG&C is the host organisation of the West of Scotland Innovation Hub you will be able to take part on pilot projects and testing of new technologies and innovations. The vibrant, research and innovation environment in GG&C is recognised internationally as an excellent place to develop research skills and expertise and to participate in world beating research. The strategic alliances between GG&C and the universities in Glasgow provide access to strong academic support and state-of-the-art research facilities.

GG&C hosts a broad ranging active mental health research programme that includes early phase complex trials, trials of new and exciting pharmaceutical interventions, and new digital technologies in mental health. Researchers can access cutting edge neuroimaging technology at the Imaging Centre of Excellence, clinical research facilities across the Board, a regional tissue biobank, mental health dataset linkage through Safe Haven, and the Innovation Hub. Mental health research is one of the most active portfolios in Glasgow and has been identified as a key area of growth. Our research partnership can offer mentoring, skills development, support to raise funding, and access to a broad range of background expertise. As part of the Health Board’s ongoing commitment to developing new and experienced researchers, there is the opportunity to secure protected time for research at consultant level and through the NHS Research Career Fellowship scheme where a broad range of staff including newly appointed consultants can benefit from core funding from Scottish Government.

**Section 3:**

**Duties of the Post**

The post holder will have responsibility for providing a comprehensive range of services in conjunction with the multi-disciplinary team in the community and inpatient unit for adult patients within the Springpark Centre 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.

The catchment area of Springpark Centre covers Springburn, Milton, Lambhill and Possilpark. It is an area of high socioeconomic deprivation and offers unique challenges associated with this population, including close working with Addictions colleagues as well as encountering multi-morbidity and interesting physical health presentations. Those interested in health inequalities may be interested in the proximity to more affluent areas and the stark contrast in morbidity and mortality. Springpark Centre is well established CMHT within Glasgow and functions very well owing to the commitment towards continuous improvement. It is a very popular post with core and higher trainees and the consultant posts are filled by longstanding members of staff.

NHS GG&C offer full-time posts 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**.**

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. We are happy to consider requests for flexible and less than full time working.

The post holder 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 postholder will participate in the 1 in 25 out of hours’ on-call and cover for colleagues during absence in line with arrangements set out in the National Terms and Conditions. The on-call rota covers the whole of North or South Glasgow covering 3 Hospital sites on each rota.An availability supplement of 3% is payable for this work. Out of hours on-call is supported by Higher Specialist Trainees in Psychiatry providing a continuous 2nd on call rota and 24 hour junior doctor support on all hospital sites.

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. We run psychiatry simulation training sessions for medical students which are provided by 2 Clinical Teaching Fellows and managed by consultants with a special interest in medical simulation training.

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 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.

**Continued Professional Development**

## Study Leave

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

### CPD

There is a rolling CPD programme for consultant psychiatrists, with sessions covering clinically-relevant topics as well as current issues within mental health (e.g. changes in legislation). The CPD Leads have strong links with the University of Glasgow and some sessions are dedicated to research topics. Learning opportunities on a variety of topics are therefore readily accessible and available on a regular basis.

Consultant appraisal systems are well-established in NHSGGC mental health services as are consultant peer groups, which are particularly valued by consultants new in post

**Management/Administrative work**

There is a GG&C wide Mental Health Partnership overarching the 6 HSCPs. The local 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 local 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.

**Proposed timetable for illustration, subject to mutual agreement on appointment**

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| DAY | HOSPITAL / LOCATION | TYPE OF WORK |
| Monday  am  pm | Ward MDT (DCC)  SPA/other DCC | DCC  DCC/SPA |
| Tuesday  am  pm | CMHT OPC  Variable: | DCC    urgent reviews, clinical admin(DCC) |
| Wednesday  am  pm | Administration  CMHT MDT | DCC  DCC |
| Thursday  am  pm | Teaching/Peer group  OPC | Core Supporting Professional Activities  (SPA)  Out-patient Clinic  (DCC) |
| Friday  am  pm | Inpatient reviews  Variable: urgent reviews, clinical admin | (DCC)  (DCC) |

**Person Specification**

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| Attributes | Essential | Desirable |
| **Education and Qualifications:** | MRCPsych or equivalent.  Full GMC registration with current Licence to Practise.  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:**

**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:

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| --- | --- | --- | --- |
| **Name** | **Job Title** | **Email** | **Telephone** |
| **Dr Nicola Naven** | **Recruitment Lead** | **Nicola.Naven@ggc.scot.nhs.uk** | **0141 211 7000** |
| **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.*

***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**

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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 & Part 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:**

**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/**