

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Consultant in Endocrine & Diabetes**

**Location: Royal Alexandra Hospital**

**Job Reference: 154695**

**Closing Date: 4th August 2023**

**Interview Date: 25th 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**

**Grade: Consultant**

**Department: Diabetes & Endocrinology**

**Location: Royal Alexandra Hospital**

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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 Martin Perry** | **Clinical Director** | **Martin.perry@ggc.scot.nhs.uk** | **0141 314 6134** |
| **Dr Chris Smith** | **Specialty Lead** | Christopher.smith@ggc.scot.nhs.uk | **0141 314 6882** |
| **Ms Yvonne McDowall** | **Service Lead** | Yvonne.mcdowall@ggc.scot.nhs.uk | **0141 314 6343** |

NHS Greater Glasgow and Clyde encourages applications from all sections of the community. We promote a culture of inclusion across the organisation and are proud of the diverse workforce we have.

*NHS Greater Glasgow and Clyde encourages applications from all sections of the community. We promote a culture of inclusion across the organisation and are proud of the diverse workforce we have. Applications from UK, EU and non-EU candidates will be welcomed.*

***Right to work in the United Kingdom***

*Anyone from outside of the United Kingdom (UK), excluding from the Republic of Ireland will need permission from UK Visas and Immigration (UKVI) to work in the UK and may also need entry clearance before travelling here.  The Home Office (of which UKVI is a part) is responsible for governing the way individuals from outside the UK and Republic of Ireland can work, train or study in the UK.*

*To obtain a visa or entry clearance, you will need to meet certain requirements and demonstrate you have the right the work in the UK via:*

         *the points-based immigration system*

         *the EU settlement scheme*

         *a biometric residence permit*

*A new points-based immigration system was introduced in January 2021 with parts of it in place towards the end of 2020. The system provides a route for both European Union and non-European Union nationals to work, train or study in the UK if they meet the eligibility criteria. It applies to everyone from outside of the UK who wishes to live and work here, apart from people from the Republic of Ireland and European Union nationals who were already in the UK by 31 December 2020. European Union nationals in the UK prior to 31 December 2020 should apply to the EU settlement scheme.*

*If you are an international Doctor/Dentist from outside of the UK and Republic of Ireland, you can apply for, and take up employment in medical and dental posts that may qualify for sponsorship under a skilled worker visa.  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:**

# General Information

The Royal Alexandra Hospital (RAH) is a modern district general hospital in Paisley serving a population of approximately 205,000. The RAH is one of the largest and busiest non-teaching hospitals in Scotland. All major specialties are represented within the hospital. The hospital has a progressive agenda in relation to clinical standards, managed clinical networks and patient focused service redesign. There are close clinical links with the Community Health and Social Care Partnership, and the other hospitals within NHS Greater Glasgow and Clyde.

Paisley is situated approximately 15 minutes from Glasgow,and located only 5 minutes from the M8 motorway and Glasgow International Airport. The RAH provides an ideal centralised location

The hospital provides a wide range of District General Hospital specialties with excellent support facilities. It has a first class, modern Radiology Department and associated services. All departments participate in undergraduate teaching and there is an active postgraduate educational programme. The hospital enjoys an enviable reputation for undergraduate teaching and is highly popular with all training grades. There is a good medical library service.

The Vale of Leven Hospital (VOL) is situated in Alexandria, an area of outstanding natural beauty and serving a population in excess of 88,000 largely from Dumbarton, Alexandria and Helensburgh. Services at the Vale of Leven Hospital include unscheduled medical care led by the Consultant Physician team based at the Royal Alexandra Hospital and supported by GP and GP trainees. In addition there are inpatient medicine for the elderly beds, short stay surgical beds together with day surgery and a full range of diagnostic and support services.

# The Medical Unit

The Medical Unit at the Royal Alexandra Hospital has 209 beds. This includes a 12 coronary care beds with an adjacent 5 bed/chair Cardiac Assessment Unit, a 30 beds in acute medical receiving ward and a medical Assessment Unit with 18 beds. In addition, there is a medical day bed unit. Medical Assessment Unit. The medical unit provides an acute service in general medicine with clinics in general medicine, diabetes and endocrinology, gastroenterology, cardiology, asthma, respiratory medicine, rheumatology and haematology.

The Vale of Leven Hospital medical unit includes a Medical Assessment Unit, 12 bed receiving unit with provision for monitored beds and a further 27 general medical beds.

**Consultant Staffing**

Consultant staffing is as follows:

1. Dr Iain Keith Acute Care Physician
2. Dr Chris Foster Acute Care Physician
3. Dr Gautam Ray Acute Care Physician
4. Dr Abigail Gunn Acute Care Physician
5. Dr Hannah Simpson Acute Care Physician
6. Dr Sally McAdam Acute Care Physician
7. Dr Stuart Hood Cardiology (Intervention/Pacing)
8. Dr Clare Murphy Cardiology (Pacing /HF)
9. Dr Eileen Peat Cardiology (Pacing)
10. Dr Alastair Cormack Cardiology (Echocardiography)
11. Dr Crawford Halliday Cardiology (Intervention)
12. Prof Martin McIntyre Diabetes and Endocrinology
13. Dr Clare Harrow Diabetes and Endocrinology
14. Dr Neil McGowan Diabetes and Endocrinology
15. Dr Chris Smith Diabetes and Endocrinology
16. Dr Graham Naismith Gastroenterology
17. Dr Mathis Heydtmann Gastroenterology
18. Dr Beth Reed Gastroenterology
19. Dr Lindsey McLure Respiratory Medicine
20. Dr Douglas Grieve Respiratory Medicine
21. Dr Yi Ling Respiratory Medicine
22. Dr Catherine Williams Respiratory Medicine
23. Dr Lauren Brash Respiratory Medicine
24. Dr Jamie Hornsby Respiratory Medicine
25. Dr Martin Perry Rheumatologist
26. Dr Derek Baxter Rheumatologist
27. Dr Arriane Laws Rheumatologist

**Junior Staff**

* ST3+s 12 (RAH)
* CTs 6 (RAH)
* LATs 3 (RAH)
* Clinical Fellow 6 (RAH)
* Foundation Year 2 5 (RAH)
* Foundation Year 1 22 (RAH)
* GPSTs 3 (RAH)
* GPSTs 6 (VOL)

There are Specialist Nurses in Diabetes, Respiratory Medicine, Cardiac Rehabilitation, Cardiac Failure, Haemato-Oncology, D.V.T and Chest Pain management, rheumatology, osteoporosis and Inflammatory Bowel Disease across Clyde.

**Diabetes & Endocrine Services**

The Consultant Team provide an in-patient and out-patient service to the populations of Renfrewshire and Dumbarton/Helensburgh. This includes education of patients, their carers and healthcare professionals in all aspects of diabetes and the provision of DAFNE courses. There are weekly Diabetic Foot Clinics with podiatry input, Diabetes/Obstetric, insulin pump, Adolescent Clinics, and mineral metabolism clinics. There are weekly Diabetes MDTs with the local specialist team (DSNs, dieticians, and registrars). There are also regular TEAMS-based community Diabetes MDTs with local clusters of primary care colleagues.

The post holder will join the existing team in providing a Consultant-led Service, a key feature of which will be the training of general practitioner colleagues in the management of Diabetes and its complications.

The service model is based on regular attendance in primary care with referral to secondary care and support from Diabetes Nurse Specialists.

The post holder will undertake 3-4 clinics per week; Diabetes and Endocrinology (combined new and return) with opportunity to develop a sub-specialty interest. The post holder will be required to contribute to service provision in the Clyde Sites. It is envisaged that the successful appointee will support the development of services across Clyde and may wish to hold clinics on multiple sites depending on service need.

The post holder will take responsibility for the care of diabetes and general medical patients in ward 10 (RAH), out of hours cover being provided by the physician on-call. The department is involved in undergraduate and postgraduate teaching and the consultant appointed will be expected to contribute to this.

## *Acute Medical Services*

The team of Consultant Physicians at the Royal Alexandra Hospital have responsibility for acute medical services at both the Royal Alexandra Hospital and the Vale of Leven Hospital.

## *Acute Receiving Ward*

GP referred medical patients are initially assessed in the Medical Assessment Unit at Royal Alexandra Hospital Monday to Friday 10am to 10pm. All patients are reviewed by a senior doctor of which just under 50% are discharged home. Patients requiring admission can be admitted to the relevant specialty bed direct from MAU.

Acute medical admissions are admitted to the Medical Assessment Unit/Acute Medical Unit and reviewed either by the Physician of the Day or the team of Acute Physicians. Patients are then triaged to the appropriate specialty wards if not for early discharge. Acute medical admissions at the VOL are reviewed by the Physician of the Week. The Physician of the week will also lead inpatient ward rounds at the Vale of Leven Hospital during this week.

Weekend cover is provided by 3 Consultant Physicians with joint morning ward rounds at the RAH and afternoon ward rounds at both the RAH and VOL.

**Medical High Dependency Unit (HDU)**

The RAH has three medical HDU beds at present within the combined 12 bedded HDU, with scope to increase to four or more medical HDU beds if required.

**Junior Doctors out-of-hours**

A Hospital @ Night service started at the RAH in August 2006. This is part of a wider work assessing the impact of modernising Medical Careers and implementing plans to support the delivery of high quality sustainable services.

Junior medical support at VOL is provided by GPST1 and GPs supported by the roll out of HAN Practitioner service.

**Medicine for the Elderly Service**

Medicine for the Elderly is part of the Rehabilitation and Assessment Directorate, but many of its activities and adult medicine are combined. In particular, out-of-hours cover is provided by juniors from Medicine for the Elderly and adult medicine and both department share educational meetings.

The Medicine for the Elderly Consultants visit the acute receiving ward at the RAH on a daily basis and arrange transfer to the Medicine for the Elderly Unit of those appropriate patients. There is a fully functioning Older People’s Assessment Unit on the RAH site and a Stroke Unit (Ward 4) taking all age groups.

The service at the Vale of Leven will support post-admission care of appropriate patients with 37 rehabilitation beds which will also provide near to home rehabilitation for patients admitted initially to the RAH.

**Section 3:**

**Duties of the Post**

The successful candidate will provide a full range of Consultant services as agreed with colleagues including in-patient and out-patient management of patients.

## *Outline Job Plan*

The job plan will be tailored to the successful candidate’s interests and the following should be taken as guidance.

|  |  |
| --- | --- |
| **Duty** | PAs |
| In patient work and administration | 3 |
| Out patient work and administration | 4 |
| SPA including teaching/educational supervision | 2 |
| Out of Hours On Call | 1 |
| TOTAL | 10 |

Proposed weekly plan

|  |  |  |
| --- | --- | --- |
| Day | am | pm |
| Monday | Diabetes clinic | Diabetes clinic |
| Tuesday | Ward round | Ward MDT/admin |
| Wednesday | SPA | SPA |
| Thursday | Admin | TOIL (OOH) |
| Friday | Ward round | Endocrinology clinic |

The appointee may be required to support clinical activity elsewhere across Greater Glasgow and Clyde.

This job plan is negotiable and will be agreed between the successful applicant and the Clinical Director.  NHS Greater Glasgow & Clyde initially allocates all full time consultants 10 PAs made up of 8 PAs in Direct Clinical Care (DCC) and two core Supporting Professional Activities (SPA) for CPD, audit, clinical governance, appraisal, revalidation, job planning, internal routine communication and management meetings.  The precise allocation of SPA time and associate objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

Cover for study leave, holidays will be provided from within existing consultants.

## *On call duties*

The postholder will be required to participate in the Acute Medical Consultant Receiving Rota, currently each Consultant cancels duties to act as “Physician of the Day” on the RAH site and “Physician of the Week” on the VOL site. The frequency is currently approximately 1:20.

***Support staff***

There is secretarial support for the consultant.

**Postgraduate and Undergraduate Training**

The unit has a postgraduate programme which includes a weekly unit meeting, monthly journal club and SHO tutorial sessions. There are weekly hospital postgraduate meetings during term time.

The Medical Unit teaches a number of medical students from Glasgow University. As part of the new curriculum teaching of years one to five is becoming established.

**Management Arrangements**

Emergency Care and Medical Specialties at Royal Alexandra Hospital is part of the Emergency Care and Medical Specialties Directorate, Clyde Sector. Emergency Care and Medical Specialties within Royal Alexandra Hospital consists of Emergency and General Medicine.

The Consultant appointed will be expected to participate fully in the work of the Service. The team meets regularly with managers to facilitate communication and progress the service by a collaborative approach.

Dr Claire Harrow is the Clinical Director for Medicine and Medical Specialties, Clyde Sector.

Mr Paul Hendry is the Clinical Service Manager for Medicine and Medical specialties at the Royal Alexandra Hospital.

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| **Requirements** | **Essential** | **Desirable** |
|  | *Requirements necessary for safe effective performance in the job* | *Where available, elements that contribute to improved, immediate performance in the job* |
| **Qualifications and training** | * MB ChB, MBBS or equivalent
* MRCP or equivalent
* Completed specialist training in Cardiology
 |  |
| **Clinical Specialty Skills** | * Can provide an expert opinion in a full range of presentations to endocrinology
* Demonstrates competence in managing critically unwell patients
* Demonstrates competence in management of broad range of diabetes and endocrinology problems in both inpatient and outpatient settings
 | * Evidence of sub-specialty skill in Diabetes and Endocrinology
 |
| **Skills, knowledge and aptitude** | * Evidence of working well within a multi-disciplinary team
* Ability to organise and prioritise complex demands
* Evidence of teaching and training skills for junior doctors
* Effective communication skills
* Ability to use research outcomes in clinical practice
 | * Applicants have experience in teaching on ALS, ILS or IMPACT course
* Formal training in teaching skills
* Computer literate
 |
| **Experience** | * Evidence of active involvement in clinical audit
* Evidence of involvement in planning and developing services
 | * Evidence of participation in relevant research, including publications and abstract presentations
* Evidence of innovative service developments
* Experience of teaching medical students
 |
| **Personal Skills** | * Commitment to team working and good professional relationships
* Ability to provide clinical leadership to the multidisciplinary team
* Enthusiasm and ability to work under pressure
* Supportive and tolerant
* Caring attitude to patients
* Commitment to continuing professional development
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| **Special Requirements** | * Flexibility to respond to changing service needs
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**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:

|  |  |  |  |
| --- | --- | --- | --- |
| **Name**  | **Job Title**  | **Email**  | **Telephone**  |
| **Dr Martin Perry** | **Clinical Director** | **Martin.perry@ggc.scot.nhs.uk** | **0141 314 6134** |
| **Dr Chris Smith** | **Specialty Lead** | Christopher.smith@ggc.scot.nhs.uk | **0141 314 6882** |
| **Ms Yvonne McDowall** | **Service Lead** | Yvonne.mcdowall@ggc.scot.nhs.uk | **0141 314 6343** |

**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*
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*If you are an international Doctor/Dentist from outside of the UK and Republic of Ireland, you can apply for, and take up employment in medical and dental posts that may qualify for sponsorship under a skilled worker visa.  A Health and Care Worker visa allows health and care professionals to come to or stay in the UK to do an eligible job with the NHS, an NHS supplier or in adult social care.*

***EU settlement scheme***

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*The EU settlement scheme provides EU nationals with a route to residency in the UK. EU nationals who arrived in the UK by 11pm on 31 December 2020 have until 30 June 2021 to apply to the scheme.  If you are an EU, EEA or Swiss citizen and don't already have temporary or permanent leave to remain, you and your family can apply to the EU settlement scheme to continue living in the UK after 30 June 2021. If your application is successful, you will receive either pre-settled status or settled status.*

In addition to the above, all appointments will be made subject to the receipt of satisfactory Pre Employment Checks including: Disclosure Scotland Criminal Records Check / Membership of the Protection of Vulnerable Groups ( PVG) &where applicable evidence of overseas criminal records check, Occupational Health Check, References (all jobs are only offered following receipt of satisfactory references, covering a minimum of a 3 year period), Qualifications, Identity and Right to Work in the UK checks, Fitness to Practice & Revalidation.

**Data Protection Legislation**

The information supplied by your application will only be processed by authorised NHS Greater Glasgow and Clyde personnel involved in relevant stages of the recruitment process. Applications submitted via the online NHS Scotland Application form will be imported into the NHS Greater Glasgow and Clyde recruitment system. The information you provide will be retained by NHS Greater Glasgow and Clyde  and will be used for the purpose of  processing your application and for statistical and audit purposes.  NHS Greater Glasgow and Clyde will process the information for the stated purposes in regards your application for employment. If your application is unsuccessful your information will be retained securely for 12 months from the completion of the recruitment process and then confidentially destroyed.

**Section 5:**

**Consultant Appointment**

**Terms and Conditions**

Terms and Conditions of Service are those determined by the Terms and Conditions of the New Consultant Grade (Scotland) as amended from time to time. For an overview of the terms and conditions visit **http://www.msg.scot.nhs.uk/pay/medical**

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| **TYPE OF CONTRACT** | **Permanent** |
| **GRADE AND SALARY** | **Consultant** The whole-time salary will be a starting salary of:- £91,474 - £121,548 per annum (pro rata if applicable) Progression of salary is related to experience. New Entrants to the NHS will normally commence on the minimum point of the salary scale, (dependent on qualifications and experience). Salary is paid monthly by Bank Credit Transfer. |
| **HOURS OF WORK**  | **Full-Time**  |
| **SUPERANNUATION** | New entrants to NHS Greater Glasgow and Clyde who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme.  Should you choose to "opt out" arrangements can be made to do this via: www.sppa.gov.uk  |
| **REMOVAL EXPENSES** | Assistance with removal and associated expenses may be given and would be discussed and agreed prior to appointment.  |
| **EXPENSES OF CANDIDATES FOR APPOINTMENT** | Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement shall not normally be made to employees who withdraw their application or refuse an offer of appointment. |
| **SMOKEFREE POLICY** | NHS Greater Glasgow and Clyde operate a No Smoking Policy in all premises and grounds. |
| **DISCLOSURE SCOTLAND** | This post is considered to be in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership. |
| **CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK** | NHS Greater Glasgow and Clyde (NHSGGC) has a legal obligation to ensure that it’s employees, both EEA and non EEA nationals are legally entitled to work in the United Kingdom. Before any person can commence employment within NHSGGC they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until the right to work in the UK has been verified.. You will be required provide appropriate documentation prior to any appointment being made. |
| **REHABILITATION OF OFFENDERS ACT 1974** | The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Greater Glasgow and Clyde. Any information given will be completely confidential. |
| **DISABLED APPLICANTS** | Job Interview Guarantee Scheme As a Disability Symbol user, we recognise the contribution all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities, all applicants who are disabled and who meet the minimum criteria expressed in the job description will be guaranteed an interview. A disability or health problems does not preclude full consideration for the job and applications from people with disabilities are welcome. All information will be treated as confidential. You will note on our application form that we ask for relevant information with regard to your disability. This is simply to ensure that we can assist you, if you are called for interview, to have every opportunity to present your application in full. We may call you to discuss your needs in more detail if you are selected for interview. |



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| **FLEXIBLE WORKING**  | NHS Greater Glasgow and Clyde operates flexible staffing arrangements whereby all appointments are to a grade within a department. The duties of an officer may be varied from an initial set of duties to any other set, which are commensurate with the grade of the officer. The enhanced experience resulting from this is considered to be in the best interest of both NHS Greater Glasgow and Clyde and the individual. |
| **EQUAL OPPORTUNITIES** | The postholder will undertake their duties in strict accordance with NHS Greater Glasgow and Clyde’s Equal Opportunities Policy. |
| **NOTICE** | **The employment is subject to 3 months’ notice on either side, subject to appeal against dismissal.** |
| **MEDICAL NEGLIGENCE** | In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme. |



**Section 6:**

**Making your Application**

From the 3rd of June 2019 candidate applications for Medical and Dental posts within NHS Greater Glasgow and Clyde (NHSGGC) will only be accepted via the completion of an online application form. NHSGGC utilise a third party recruitment system called JobTrain and when you complete and submit the online application form your submitted application will be imported into JobTrain and any emails will be sent via the JobTrain Recruitment System.

If this is the first time you have applied for an NHSGGC vacancy via our eRecruitment system (JobTrain), you will be asked to create an account. You can do this via an email address or social media account. Please make sure the email address submitted is correct as this will be our primary method of contact during each stage of the recruitment process. You will receive emails from our eRecruitment system throughout the process, you can reply to these and they will be received by our Medical Recruitment team member managing the vacancy. Please ensure you check the email account (including junk/spam boxes) from which you apply regularly as we will use this to contact you regarding your application.

NHS Scotland does not accept CV’s in addition to/instead of a completed application form. Your CV will not be provided to the interview panel for shortlisting.

Please remember when using the online application system you will time-out after 30 minutes of inactivity. Please regularly save your application.

NHS GGC is unable to accept written applications; all applications must be submitted via eRecruitment system, JobTrain. Please visit **https://apply.jobs.scot.nhs.uk**

**Contact Us**

For any additional information about this post, guidance in completing your application or if you have any personal requirements that will enable you to participate in our recruitment process please contact a member of our NHS Greater Glasgow and Clyde’s Medical and Dental Recruitment team via:

 Tel: +44 (0)141 278 2700 and select Option 1

 Email: nhsggc.recruitment@nhs.scot

Thank you for your interest in NHS Greater Glasgow and Clyde, we look forward to receiving your application.

**Section 7:**

**About NHS Greater Glasgow and Clyde**

NHS Greater Glasgow and Clyde is the largest health board and provider of healthcare in Scotland and one of the largest in the UK. Responsible for the provision and management of the whole range of health services in this area including hospitals and General Practice, NHS Greater Glasgow and Clyde works alongside partnership organisations including local authorities and the voluntary sector.

It serves a population of 1.15 million covering 6 local authority areas which include the city of Glasgow as well as incorporating both urban and rural areas. With a total budget of £3.2 billion and a workforce of around 39,369 staff, NHS Greater Glasgow and Clyde delivers local, regional and national services including acute hospital, primary, mental health and community services.

## Capital Building Modernisation Programme

A major capital building programme of over £1 billion to modernise Glasgow’s acute hospitals has already seen the delivery of the new West of Scotland Cancer Centre, two Ambulatory Care Hospitals at Stobhill and the Victoria as well as a new Laboratory Facility providing Biochemistry, Haematology, Pathology, Genetics and citywide mortuary services based on the South Glasgow Hospitals Campus which was opened in 2012.

**NHS Greater Glasgow and Clyde, Acute Services Division**

NHS Greater Glasgow and Clyde’s Acute Services are delivered currently from three Sectors covering North Glasgow, South Glasgow and Clyde and three Directorates with cross site responsibilities covering Women and Children’s Services, Regional Services and Diagnostics.

The dimensions of the Directorates/Sectors are around:

|  |  |  |
| --- | --- | --- |
| **Sector/Directorate** | **Budget (£m)** | **Staff numbers** |
| South | £353m | 5,116 |
| Regional | £273m | 3,486 |
| North | £193m | 3,397 |
| W&C | £193m | 2,961 |
| Diagnostics | £187m | 2,765 |
| Clyde | £177m | 3,019 |
| Acute corporate | £24m | 49 |
| **TOTAL** | **£1400M** | **20,793** |

NHS Greater Glasgow and Clyde has the largest group of adult acute hospitals in Scotland offering many opportunities to ensure job satisfaction and career development. We provide a wide range of services from community-based care through to the full range of general and specialist hospital services. Close links are enjoyed with all universities in Glasgow and Clyde and our staff makes a significant contribution to both undergraduate and postgraduate teaching across the multidisciplinary spectrum.

In Glasgow north of the river Clyde, there are Glasgow Royal Infirmary, Stobhill Ambulatory Care Hospital, Gartnavel General Hospital (including the Beatson West of Scotland Cancer Centre) and Glasgow Dental Hospital & School. In Glasgow south of the river, there are the Queen Elizabeth University Hospital, the Royal Hospital for Children, the Victoria Hospital Ambulatory Care Hospital and West Glasgow Ambulatory Care Hospital. And within the Clyde area are the Royal Alexandra Hospital in Paisley, Inverclyde Royal Hospital in Greenock and the Vale of Leven District General Hospital in Alexandria.

## Queen Elizabeth University Hospital and Royal Hospital for Children

In 2015, the new Queen Elizabeth University Hospital (QEUH) opened at the old Southern General Hospital site. This is a flagship Scottish Government project and sees the amalgamation of services from the Victoria Infirmary, the Southern General Hospital, and the Western Infirmary.

The new hospital has 1109 patient rooms, a 20 bed Intensive Care Unit and a 39 bed High Dependency Unit. In addition, the new Glasgow paediatric hospital the Royal Hospital for Children is co-located on site and this facility works closely with the recently opened Maternity Hospital.

The Queen Elizabeth Teaching and Learning Centre developed jointly by NHS Greater Glasgow and Clyde and The University of Glasgow, is an investment of £27 million to provide a training environment for the clinical years of the undergraduate medical degree (MBChB), and postgraduate training facilities for medical staff and a large variety of NHS professionals. Three floors of this purpose built centre are dedicated to teaching and learning and are connected to the main QEUH building by a link bridge. For more information visit **https://www.nhsggc.org.uk/patients-and-visitors/main-hospital-sites/queen-elizabeth-university-hospital-campus/teaching-and-learning-centre/about-the-centre/**

The Queen Elizabeth University Hospital is not only the largest hospital campus in Glasgow but one of the most modern and cutting edge locations for medical care in Scotland. The QEUH is expected to be designated a Major Trauma Centre by 2020.

The Royal Hospital for Children (RHC) provides paediatric care for children up to the age of 16. This facility if conjoined with the QEUH.

The Institute of Neurological Sciences (INS). This provides Neurosurgical and Oral Maxillofacial Services, and is on the same campus as the QEUH connected by a link corridor.

Further information is available at **https://www.nhsggc.org.uk/patients-and-visitors/main-hospital-sites/queen-elizabeth-university-hospital-campus/queen-elizabeth-university-hospital-glasgow/queen-elizabeth-university-hospital/**

## Education and Research

In total there are 35 hospitals of different types including 6 teaching hospital sites with additional teaching and research facilities for Medical, Nursing and Allied Health Professionals across Acute Services, which have responsibility for ensuring effective partnerships with 4 universities and local colleges who play a vital role in the education and training of all our health care professionals :

* University of Glasgow
* Glasgow Caledonian University
* University of Strathclyde
* The University of the West of Scotland

We have 35 hospitals of differing types providing a comprehensive range of Acute Hospital, Maternity, Mental Health and Community Care facilities.

We work with our six Health and Social Care Partnerships covering Glasgow City, Renfrewshire, East Renfrewshire, Inverclyde, East Dunbartonshire and West Dunbartonshire .

In addition we are supported by our Board-wide Corporate service’s directorates including Public Health, Estates and Facilities, e-Health, as well as corporate teams in Finance, Planning and Human Resources and Organisational Development and other specialist services.

We are committed to delivering high quality, innovative health and social care that is person-centred. Our ambition is to be a quality-driven organisation that cares about people -patients, their relatives and carers and our staff and is focussed on achieving a healthier life for all.

NHS Greater Glasgow and Clyde provides services through 6000 beds across:

* 9 acute inpatient sites
* The Beatson West of Scotland Cancer Centre
* 61 health centres and clinics
* 10 Mental Health Inpatient sites
* 6 Mental health long stay rehabilitation sites

Our Acute care is provided across NHS Glasgow and Clyde on a range of main sites click here to find out more **https://www.nhsggc.org.uk/locations/hospitals/**

* Beatson West of Scotland Cancer Centre
* Gartnavel General Hospital
* Glasgow Royal Infirmary
* Inverclyde Royal Hospital
* Lightburn Hospital
* Queen Elizabeth University Hospital
* Royal Hospital for Children
* The Institute of Neurological Sciences
* Princess Royal Maternity Hospital
* Royal Alexandra Hospital
* Vale of Leven Hospital

3 Ambulatory care hospitals are located at:

* New Stobhill Hospital
* New Victoria Hospital
* West Glasgow Ambulatory Care Hospital

Each year we deliver around 170,000 emergency medical and 62,000 emergency surgical episodes and 165,000 day cases. We continue to operate one of the busiest A&E/minor injuries units in the UK with 455,000 attendances. We deliver 400,000 new outpatient attendances.

NHS Greater Glasgow and Clyde is responsible for improving the health of our local population and delivering the healthcare it requires. Our purpose is to provide strategic leadership and direction, and ensure the efficient, effective and accountable governance of the local NHS system.

**NHS Greater Glasgow and Clyde Medical Workforce Plans**

The three Workforce Plans focus on Medical and Dental workforce issues and will form part of an overarching plan which will include other elements of the Acute workforce including Nursing and Midwifery, Allied Health Professionals and all other NHS staff groups. For more information on the **Acute Services Medical Workforce Plan**, **Mental Health Services Medical Workforce Plan** and the **Oral Health (Dentist) Workforce Plan** please visit **https://www.nhsggc.org.uk/working-with-us/hr-connect/workforce-planning-and-analytics/workforce-planning/nhsggc-medical-workforce-plans/**

**Our Culture and Values**

*Jane Grant, Chief Executive, NHS Greater Glasgow and Clyde*

*‘It is key that we are all committed to the core NHS values of: Care and Compassion – Dignity and Respect – Openness, Honesty, Responsibility, Quality and Teamwork – and we use these values to guide us in all that we do.*

*NHS Greater Glasgow and Clyde is a great organisation with a huge pool of terrific talent. We are committed to equality and diversity – to a zero tolerance toward racism, sexism and homophobia. We have access to some of the finest facilities and resources in the country, but it is the values and attitudes we demonstrate as individuals that make the biggest difference to our patients and their families.*

*These key messages are important for new colleagues joining our organisation – but I also believe it is important that we all remind ourselves of the opportunities we have to impact very positively on the lives of thousands of patients and their families no matter what job we do as part of NHS Greater Glasgow and Clyde’.*

**https://www.nhsggc.org.uk/working-with-us/hr-connect/learning-education-and-training/induction-portal-welcome-to-nhs-greater-glasgow-and-clyde/**

For more information about NHS Greater Glasgow and Clyde please visit: **www.nhsggc.org.uk.**

Find out more about NHS Scotland, the biggest employer in the country, providing jobs to people in more than 70 different professions, and its workforce is its greatest asset. **https://www.scotland.org/work/career-opportunities/healthcare**

**Section 8:**

**Living and Working in the Greater Glasgow and Clyde area**

As a place to live, the Greater Glasgow and Clyde area has many attractions.The West of Scotland combines cosmopolitan charm, lush countryside and soothing seaside. Culturally diverse, architecturally stunning and historically rich, this vibrant region is home to innovation, celebration and the largest city in Scotland – Glasgow.

As Scotland’s most populous region, the West of Scotland is home to approximately two million people. In addition to the city of Glasgow, East and West Dunbartonshire, Inverclyde, Ayrshire, North and South Lanarkshire, Renfrewshire and East Renfrewshire make up this captivating and eclectic part of the country.

This is a region of striking contrast. Larger areas like Glasgow are within easy reach of picturesque towns, villages and some of Scotland’s most scenic beaches, captivating wildlife and tranquil countryside.



**Glasgow**



Multicultural, magnificent and brimming with personality, Scotland’s largest city is home to nearly 600,000 people. Discover rich history, stunning architecture and the best shopping in the UK outside London. Glasgow is one of the highest ranking cities in the UK for quality of life. (source: Mercer survey, 2012)

This aptly-named ‘Dear Green Place’ blends the best of urban-living with the splendour of lush gardens and parks. Impressively, the city boasts more green space per square mile than any other UK city. With some of the biggest and brightest businesses Scotland has to offer, in addition to enjoying the scenery, you can explore the many great career opportunities the city offers.

Offering the best of both worlds, Glasgow is close to breathtaking countryside offering up nearby hill walking, sailing, and cycling. Some of the world’s greatest golf courses are all within an hour’s drive of the city. And this bustling city’s arts and culture, nightlife and food are hard to surpass.

Home to over 133,000 students from around the world, this vibrant city has five world-renowned universities and seven colleges.

**Lots to see and do**

No matter what your age or interest, the West has something for you. Be dazzled by Charles Rennie Mackintosh’s iconic architecture in Glasgow or satisfy your appetite with mouth-watering produce at the farmers’ markets in Renfrewshire and Inverclyde.

You also have your choice of impressive year-round events and festivals, attractions or some of the best leisure facilities in the country. And as a UNESCO City of Music, Glasgow offers an impressive range of musical delights.

Experience the award-winning wonder of Kelvingrove Art Gallery and Museum and the awe-inspiring Glasgow Science Centre, or enjoy international musicians, sporting events and more at the city’s last addition, the 12,000 seat SSE Hydro Arena.

This year’s Mercer’s Quality of Living survey sees Glasgow beat the likes of Rome, Prague, and Dubai to be named as one of the best cities in the world to live.

The West loves its sports – evident in its numerous outstanding leisure centres and facilities. Glasgow is one of the world’s top 10 destinations for sports events and in 2014, Glasgow hosted the 20th Commonwealth Games. The newly built Commonwealth Arena and adjoining Sir Chris Hoy Velodrome in the East End of Glasgow hosted badminton and cycling events for the 2014 games.

In Ayrshire you can celebrate the national poet at the Burns and a' that Festival, admire the spectacular scenery at the Ayr Flower show or try your luck at the races at the Scottish Grand National.

**Housing**

Whether you are renting or buying, Glasgow offers a superb selection of housing. Here you’ll have your choice of apartments on the River Clyde, spacious Victorian flats in the West End and family homes in leafy suburbs conveniently located near to schools.

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**Getting around**

The region’s excellent transport links mean you’re connected to the rest of the UK - and the world.

The M8 motorway connects the West with the rest of Scotland, taking just under an hour to drive between the country’s major cities Glasgow and Edinburgh, a well-used commuter’s route.

The bus is an effortless way to get around because it’s inexpensive and widely available across the region – even in remote locations.   Glasgow has the UK’s largest suburban rail network outside London.

An abundance of stations and travel times makes exploring the region by train an easy option. The rail network links both rural areas and cities with the rest of Scotland and the wider UK.

From Ardrossan, Gourock and Wemyss Bay you can also travel by ferry to many of Scotland’s islands, or further afield from one of the cruise ships that dock at Greenock harbour.

Glasgow’s two international airports connect the region with the rest of the UK and beyond. There are approximately 200 flights per day from Glasgow international airport alone, ready to fly you to over 90 destinations like London, Dubai and New York.

The best of the city-living, magnificent countryside and an opportunity to work in some of Scotland’s most exciting industries means this region is a hugely popular place to live, play and work.

**To find more information about living and working in Scotland please visit:**

**https://www.visitscotland.com/**

**https://www.scotland.org/**

**https://www.talentscotland.com/**

**https://moverdb.com/moving-to-glasgow/**