

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Consultant in Paediatric Rheumatology**

**Location: Royal Hospital for Children**

**Job Reference: 157169**

**Closing Date: 31st July 2023**

**Interview Date: 11th 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**

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

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

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

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

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

         *the points-based immigration system*

         *the EU settlement scheme*

         *a biometric residence permit*

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

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

***EU settlement scheme***

*Free movement with the European Union (EU) ended on 31 December 2020 and there are new arrangements for EU citizens.*

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

*EU, EEA or Swiss nationals are strongly encouraged to join the*[*EU Settlement Scheme*](#)*prior to 30th June 2021.  As part of the recruitment process, you will be required to produce proof of your EU Settlement status from 1st July 2021 to demonstrate your Right to Work in the United Kingdom.*

*Existing employees may be asked to provide evidence of their EU Settlement Status from 1st July 2021.*

*Further information:* [https://www.gov.uk/settled-status-eu-citizens-families](#).

Applicants must have full GMC Registration, a license to practise and eligible for inclusion in the GMC Specialist Register. Those trained in the UK should have evidence of higher specialist training leading to CCT or be within 6 months of confirmed entry from the date of interview. CESR (Certificate of Eligibility for Specialist Registration) route doctors are only eligible to apply for a substantive consultant post once CESR is awarded. Non-UK applicants must demonstrate equivalent training.

The job is offered as a full-time post on a 10 PA basis but applications will be considered from those wishing to work less than full-time. Up to 2 EPA’s may be available to undertake additional outpatient and/or procedure sessions or management activity.

Additional Non DCC (up to 2 PA’s in total – Inclusive of 1 core SPA plus 1 additional non DCC can be negotiated and agreed between the successful candidate and Management depending on the time required to support professional activities and the needs of the service.​​​​​​​

All newly qualified Consultants are initially offered a minimum of 1 Core Supporting Professional Activity (SPA) which includes CPD, audit, clinical governance, appraisal, revalidation, job planning and management meetings. This will be reviewed within 6 months (or earlier if required) of appointment and revised upwards if additional responsibilities are agreed.

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

**Section 2:**

**Paediatric Services at Royal Hospital for Children, Glasgow**

The Post will be based at the new Royal Hospital for Children, Glasgow. The Childrens’ hospital, with a separate identity and entrance, is adjoined to the adult hospital on the Queen Elizabeth University Hospital campus. In 2015 it replaced the former Royal Hospital for Sick Children located in Yorkhill. The children’s hospital features 244 paediatric beds with a further 12 neonatal beds in the maternity unit next door. The vast majority of the paediatric beds are in single rooms with space for overnight accommodation for parents. It is the largest children’s hospital in Scotland and provides a wide range of clinical services to the local population of Glasgow in addition to fulfilling regional and national functions. There is a 20-bedded paediatric intensive care unit with high dependency level beds and PICU patient retrieval service. The hospital also features a Medicinema, Science Centre interactive activity walls funded by the Yorkhill Children’s Charity, indoor and outdoor play areas and a roof garden.

All paediatric medical and surgical subspecialties are represented, including general medical paediatrics, respiratory, endocrinology, gastroenterology and nutrition, haemato-oncology and bone marrow transplantation, cardiology and cardiac surgery, neonatology, nephrology and renal transplantation, immunology and infectious disease, dermatology, rheumatology, metabolic medicine, audiology, ophthalmology, ENT surgery, orthopaedics and general paediatric and neonatal surgery. The hospital also provides national services for ECMO, paediatric cardiac surgery and renal transplantation.

The Hospital includes The Duncan Guthrie Institute for Medical Genetics and has excellent Diagnostic Imaging, Pathology, Biochemistry and other Laboratory Medicine Services. Hospital paediatrics is closely integrated with the community child health programme. There are many links with the major adult medicine and surgery units within the city.

**University Links**

The hospital is very highly ranked for its Child Health undergraduate teaching programme and runs a Postgraduate Certificate in Child Health open to all trainees across Scotland. There are academic research links to the University of Glasgow in Child Health, Child & Adolescent Psychiatry, Medical Genetics, Paediatric Human Nutrition, Pathological Biochemistry, Paediatric Haematology and Oncology, Surgical Paediatrics and Paediatric Otolaryngology. The onsite Teaching and Learning Centre is a shared NHS and University of Glasgow education facility with both clinical skills and simulation suite, and a stratified medicine research unit.

Glasgow Paediatric Rheumatology

This post will be based in Glasgow. The paediatric rheumatology service in Glasgow sees over 450 new patient referrals per annum. Local referrals come mainly from Glasgow and the West of Scotland but at times from as far afield as the Western Isles.

There are two dedicated general paediatric rheumatology clinics per week. One clinic accepts primary school age and younger children. This is a multispecialist one-stop clinic with ophthalmology providing screening and uveitis assessment as part of the same appointment for JIA children. The second is for teenagers. All three Glasgow consultants attend these clinics along with CNS and physiotherapists, a dedicated consultant ophthalmologist and optometry team. OT attends as required. The clinics support up to 2 trainees plus visiting trainees and undergraduates. Patients have immediate access to musculoskeletal ultrasound, entonox joint injections and Optical Coherence Tomography(OCT) within the clinics.

There are well established links for very complex uveitis with uveitis expertise based in Gartnavel Hospital, Glasgow, and this is also the link for transition of complex uveitis in adolescents and young adults.

There are monthly connective tissue disease clinics also supporting vasculitis and autoinflammatory conditions. There are also monthly multidisciplinary “non-inflammatory” clinics, a biannual genetics clinics with a dedicated geneticist, a combined clinic with orthopaedic colleagues 1-2 times per year for patients with refractory wrist arthritis and combined clinics with Dermatology throughout the year.

Glasgow Paediatric Rheumatology has an excellent dedicated multidisciplinary team comprising 3 nurse specialists, dedicated physiotherapy and occupational therapy. The therapy hub contains all key AHP specialities including the physiotherapy department with its own hydrotherapy pool, podiatry, orthotics, psychology and liaison psychiatry and a dedicated children’s pain team, speech and language, audiology and hospital school. Care of non-organic pain is shared with other services within the Children’s Hospital.

The medical day unit is heavily used by paediatric rheumatology for infusions, and entonox joint injection lists. There are regular general anaesthetic joint injection lists shared between consultants. There are dedicated inpatient beds sharing the expert ward nursing skills with the renal department.

The radiology department is outstanding, and provides onsite access to all imaging including MR, CT, DEXA and isotope scanning. There are two dedicated paediatric musculoskeletal radiologists within the hospital one who has expertise in paediatric MSK ultrasound. Paediatric rheumatology meets fortnightly for radiology meetings. PET scanning is available in the city. There is expertise in musculoskeletal ultrasound within the rheumatology service for diagnostic purposes, and guided placement of corticosteroid. The paediatric rheumatology department has its own dedicated ultrasound machine. There would be opportunities to learn and develop MSK ultrasound.

There is a weekly multidisciplinary team meeting, weekly team education sessions, monthly SPARN education sessions which support education across the network and a more formal annual SPARN educational meeting.

The whole rheumatology team and network clinics contribute to a number of current multicentre projects in paediatric rheumatology including the UK JDM cohort & Biomarker Study, the UK JSLE Cohort Study, KDCAAP study, the BSPAR Biologics Registries, PedVAS, and an RCT of Tofacitinib in SJIA.

Clinical research is supported by the Paediatric Clinical Research Facility housed onsite, with a similar facility existing in Edinburgh. These facilities support the majority of our clinical research projects, including providing dedicated research nurse time.

**The Scottish Paediatric and Adolescent Rheumatology Network Scotland**

The five paediatric rheumatologists in Scotland contribute to a unique and exciting service structure; all our posts support Scotland wide delivery of paediatric rheumatology services. Paediatric rheumatology services are provided throughout Scotland by means of a managed clinical network (Scottish Paediatric and Adolescent Rheumatology Network SPARN). This care is provided locally within 11 Scottish localities (other than Glasgow and Edinburgh) by dedicated paediatricians, nursing and AHP staff. The paediatric rheumatologists in Scotland (including this post) support these services, and this has been a very successful model for the provision of high quality care provided close to home. The named paediatric rheumatologist for each centre attends network clinics, provides continuity for advice and supports the development of local services. The managed clinical network also provides administrative support for Scotland wide education, service development, audit and research. There is a well established and active patient support network supporting patients across Scotland. SPARN was awarded a BSR outstanding best practice award in 2016.

Paediatric rheumatology consultants are based in either Edinburgh or Glasgow but join together to provide country wide telephone availability on call, and work as one team in developing and supporting Scotland wide services. Complex care is provided locally although children requiring PICU or very complex cases may be admitted to Glasgow or Edinburgh for a period. Examples of elements that are working well across the network are the Guidelines for uveitis which has established good links with named paediatric ophthalmology and uveitis services in each centre with clear standards of care for screening and uveitis management and the monthly educational events which allow all centres around Scotland to access a varied, high quality CPD programme efficiently via Videoconference/MS Teams facilities. Network clinics are well established in Aberdeen, Dundee, Inverness, Lanarkshire, Ayrshire, Clyde, Fife, Forth Valley, Borders, West Lothian and Dumfries. There is flexibility and choice in determining which clinics an individual consultant paediatric rheumatologist supports, and we have worked as a team to adapt this if individual circumstances change.

**The Job Itself/ Description of Service and Contacts**

Consultant Paediatric Rheumatologist

The successful applicant for this post will join Dr Neil Martin, Consultant Paediatric Rheumatologist, Dr Janet Gardner-Medwin, Senior lecturer in Paediatric Rheumatology, Dr Jaclyn Keightley, Consultant in General Paediatrics with a special interest in Paediatric Rheumatology and the Glasgow MDT to provide expert Paediatric Rheumatology services in Glasgow and support the provision care throughout Scotland via the SPARN network.

## Names of Members of the Departments

Paediatric Rheumatology Consultant: Dr Neil Martin

Currently Lead Clinician for Paediatric Rheumatology dept.

Paediatric Rheumatology Consultant: Dr Jo Walsh(impending retirement)

Senior lecturer in Paediatric Rheumatology: Dr Janet Gardner-Medwin

Paediatrician with Special Interest

in Rheumatology: Dr Jaclyn Keightley

Nurse Specialists: Drew Fell(lead nurse)

Emma Carson

Clare Alexander

Physiotherapist: Caroline Grant

Occupational therapist: Mandy Fanning

Secretary/admin support: Anne McElwaine, Claire Jackson

**Edinburgh Consultant Colleagues:**

Dr Mary Brennan Consultant Paediatric Rheumatologist

Currently Lead Clinician for Edinburgh service.

Dr Catriona Anderson Consultant Paediatric Rheumatologist

**Aberdeen consultant Colleague**

Dr Gulshan Malik Consultant Paediatric Rheumatologist

Responsible to

The post holder will be accountable to the Clinical Director in Glasgow, currently Dr Philip Davies.

**Duties of the Post**

The appointee to this new post will

1. Work closely within the Paediatric Rheumatology team to provide expert paediatric rheumatology care for the paediatric rheumatology service in Glasgow
2. Work as part of a five Consultant team leading Paediatric Rheumatology services across Scotland.
3. Continue the development of network services across Scotland
4. Contribute to multidisciplinary training through the network undertake audit within the service and network support and encourage clinical research
5. Have a role in both undergraduate and postgraduate teaching and training
6. Contribute to a Scotland wide out of hours telephone advice service which provides telephone advice regarding unwell or potentially unwell Paediatric Rheumatology patients 365 days per year. (1-3% uplift in salary, approx 1:4 weekends for 10PA job).

The appointment holder will have the opportunity to develop a role supporting network centres within SPARN.

In addition, the appointment to this additional consultant post will be encouraged to develop specialist interests within the service.

Provisional Weekly Timetable for 10 PA job plan

* This table below outlines the proposed job plan for this post.
* All activities are annualised and weeks will vary depending on hotweek and SPARN network clinic commitments.
* The post will have 10 programmed activities (average of 9 DCC and 1 SPA per week).
* When covering “hotweeks” these are assumed to count for an average of 5PAs per week in addition to fixed outpatient clinical commitments for that week in Glasgow.
* More SPA time may be negotiable depending on the requirement of the individual to undertake additional non-clinical duties.
* It is assumed that each Glasgow based clinic PA accrues 0.5 PA in clinical admin time and each SPARN network clinic PA accrues 1PA in clinical admin on an annualised basis
* SPARN network clinic days vary by location and may be subject to change over time

|  |  |  |
| --- | --- | --- |
|  | Am | Pm |
| MON | -Clinical admin  or  -SPARN Network clinic  or  -Hotweek: Inpatient ward round, day case review, external consults | -Clinical Admin or SPA  Or  SPARN Network clinic  Or  SPARN VC teaching(1/mth) |
| TUES | -0900-1000 Team teaching or governance meeting  -1000-1100: Consultant meeting 1/mth  Hotweek: Inpatient ward round, day case review, external consults | -Rheumatology-Opthalmology combined clinic |
| WED | -Non-Inflammatory Rheumatology clinic (4 per year)  -Genetic-Rheumatology clinic (2 per year)  -Hotweek: Inpatient ward round, day case review, external consults  or  -SPARN Network clinic  Or  -Clinical admin | -SPARN Network clinic  Or  -Clinical admin  Or  -SPA  Or  -Entonox Joint Injection List |
| THUR | -Joint Injection GA list preparation and review patients (6 per year approx)  Or  -SPARN Network clinic  Or  -Hotweek: Inpatient ward round, day case review, external consults  Or  -Clinical admin | -Joint Injection GA list(6 per yr approx.)  Or  -SPARN network clinic  Or  -Clinical admin |
| FRI | -MDT meeting 0900-1000  -Psychology MDT 1000-1030 1/mth  -Radiology meeting 1000-1100 2/mth  And  -Hotweek: Inpatient ward round, day case review, external consults  Or  -Clinical admin | -Teenage Rheumatology or Connective Tissue Disease clinic |

**Programmed Activities in Provisional Job Plan (Annualised)**

**For a whole-time contract:**

Direct Clinical Care 9 PAs

Supporting Professional Activities 1 PAs

**Work Programme/Job Plan**

A formal job plan will be agreed between the appointee and their Clinical Director, on behalf of the Medical Director, prior to commencement.

The job plan will be annualised and based on the provisional timetable shown above. This is for an average of ten PAs.

The Job Plan will then be reviewed annually, following the Appraisal Meeting. The Job Plan will be a prospective agreement that sets out a consultant’s duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant’s professional practice including clinical work, teaching, research, education and managerial responsibilities. It should include personal objectives, including details of their link to wider service objectives, and details of the support required by the consultant to fulfil the job plan and the objectives. Achieving national waiting time guarantees will be a prerequisite.

**Continuous Professional Development**

Continuous professional development is supported according to the guidance of the Royal College of Paediatrics and Child Health. The hospital has weekly CPD sessions, morbidity and mortality meetings, a weekly medical paediatric grand round to which rheumatology regularly contributes, and longer educational programmes run monthly within the hospital covering areas such as level 3 child protection, skills in child psychology, and medical ethics.

# Postgraduate teaching and training

# The appointee will contribute to postgraduate education in rheumatology in Glasgow. There are opportunities to supervise trainees in formal and informal capacities. There will also be a variable requirement to teach postgraduates and other professionals including Nurses, Health Visitors and Allied Health Professionals.

# Undergraduate Teaching.

# The appointee will be expected to take part in the teaching mentoring and examination of medical students from University of Glasgow, and will have an opportunity to contribute to the ongoing development of both paediatric and musculoskeletal components of the undergraduate course.

**Audit:**

The appointee will be expected to contribute to regular audit within the department and network.

# Research is encouraged. It is expected that the appointee will be involved in facilitating

# Glasgow involvement in the various multicentre research projects that are ongoing. Additional

# PAs may be available to facilitate research projects.

# Details of Arrangements for Applicants to Visit the Directorate

**Person Specification for the post of Consultant Paediatric Rheumatologist**

|  |  |  |
| --- | --- | --- |
| REQUIREMENTS | ESSENTIAL | DESIRABLE |
| Qualifications and Training | - eligible for full registration with GMC  MRCPCH or equivalent  CCT in Paediatrics with a special interest in Paediatric Rheumatology (or expected within 6 months of interview date)  Completed a higher specialist-training programme (at least 2 years) in paediatric rheumatology  OR equivalent training and experience | Intercalated or higher degree or equivalent |
| Clinical Experience | -ability to offer expert clinical opinion on all aspects of paediatric rheumatology.  -ability to work with and support a multidisciplinary team  -ability to support and develop good professional relationships with colleagues  - experience of shared care working and clinical networks  -joint injection skills – under GA and entonox  -child protection training (Level 3) | Experience in transition/adolescent services  Experience in managing patients with chronic musculoskeletal pain  Experience in specialities closely linked with rheumatology  Areas of special interest which will add to the skill mix of the team and lead to development of the service. |
| Clinical governance | -awareness of the requirements of clinical governance  Experience in the organisation of audit to enhance service provision | Evidence of application of clinical governance |
| Education | Experience in teaching and training undergraduates, postgraduates and junior medical staff | Evidence of additional skills in medical education. |
| Research | Evidence of GCP training  Experience in collaborative research studies including recruiting, consenting and delivering care to patients participating in clinical research | Evidence of publications in peer reviewed journals.  Evidence of presentations to national meetings  Experience in national/international research collaboration |
| Management | Ability to organise and prioritise workload  Management training | Management experience |
| Personality | Ability to work productively in a multi-disciplinary environment  Good communication skills with children, parents and fellow professionals.  Commitment to continuing medical education  Willingness to travel as part of work commitment. | A willingness to undertake additional professional responsibilities at local, regional and national level |
| Other | Evidence of entitlement to live and work in UK |  |

**Section 3:**

**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:

Please contact:

Dr. Neil Martin Consultant in Paediatric Rheumatology

[Neil.Martin@ggc.scot.nhs.uk](#)

Tel 0141 201 0000

Dr Janet Gardner-Medwin Senior Lecturer in Paediatric Rheumatology.

[Janet.Gardner-Medwin@glasgow.ac.uk](#)

Tel 0141 4516537

**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/**](#)

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*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*

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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***

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



**Contd../**

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



**Section 6:**

**Making your Application**

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

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

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

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

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

**Contact Us**

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

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

Email: nhsggc.recruitment@nhs.scot

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

**Section 7:**

**About NHS Greater Glasgow and Clyde**

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

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

## Capital Building Modernisation Programme

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

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

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

The dimensions of the Directorates/Sectors are around:

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

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

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

## Queen Elizabeth University Hospital and Royal Hospital for Children

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

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

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

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

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

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

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

## Education and Research

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

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

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

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

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

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

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

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

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

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

3 Ambulatory care hospitals are located at:

* [New Stobhill Hospital](#)
* [New Victoria Hospital](#)
* [West Glasgow Ambulatory Care Hospital](#)

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

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

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

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

**Our Culture and Values**

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

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

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

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

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

For more information about NHS Greater Glasgow and Clyde please visit: [**www.nhsggc.org.uk**](#)**.**

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

**Section 8:**

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

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

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

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



**Glasgow**



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

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

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

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

**Lots to see and do**

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

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

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

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

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

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

**Housing**

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

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**Getting around**

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

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

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

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

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

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

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

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

[**https://www.visitscotland.com/**](#)

[**https://www.scotland.org/**](#)

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

[**https://moverdb.com/moving-to-glasgow/**](#)