

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Consultant in in-Patient Child Psychiatry and in Paediatric Liaison Psychiatry**

**Location: Royal Hospital for Children**

**Job Reference: 157573**

**Closing Date: 6th August 2023**

**Interview Date: 16th August 2023**



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

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

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

**Grade: Consultant**

**Department: Psychiatry**

**Location: Royal Hospital for Children**

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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:**Dr Gordon Wilkinson, Lead Child & Adolescent Psychiatrist, Tel. 0141 232 6425 or Julie Metcalfe, Clinical Director for CAMHS Tel. 0141 277 7475 |

**Post: consultant in IN-PAtiENT CHILD PSYCHIATRY and in PAEDIATRIC LIAISON psychiatry**

 **(up to 10pa’S)**

**Base: the royal hospital for cHIldren, glasgow**

The post holder will work in the well-established National Child Psychiatry In-patient Service in the Royal Hospital for Children in the South Glasgow University Hospital campus in Glasgow. This is a specialist post within NHS Greater Glasgow and Clyde and the post will be based in the National Child In-Patient Service at the Royal Hospital for Children in Glasgow with cross cover expected for Paediatric Liaison Psychiatry if required. The post holder will join a very experienced Consultant colleague as well as being supported by a cohesive and well-functioning multidisciplinary team. This post has arisen because of the resignation of the previous post holder. The Royal Hospital for Children provides a service to the children of Glasgow and Clyde, regional services to the West of Scotland and a national service for certain paediatric specialties.

Experience of having worked in tier 3 or 4 services is essential.

Experience in Paediatrics, General Practice or a Medical Specialty would be a bonus. The Consultant Psychiatrist’s primary responsibilities will be to provide psychiatric input to children up to 12 years admitted to the national Child Psychiatry Inpatient Service. There is one Consultant (one 0.8wte) already established in this service and a large and supportive body of Child and Adolescent Psychiatrists in this Health Board with opportunities to engage in research, teaching, CPD and the pursuit of special interests. The Consultant Psychiatrist’s primary responsibilities in the Paediatric Liaison service will be to provide scheduled and unscheduled psychiatric input to children and young people up to age 18 years with severe psychiatric disorders who are attending RHC and acute physical care hospitals in NHSGGC along with colleagues in the service.

Both services are situated in Glasgow which is a vibrant multicultural city, providing a range of cultural, sporting and outdoor activities. There is easy access to the beautiful Scottish Highlands and Islands and a major international Airport giving direct access to a variety of destinations.

The Child & Adolescent Mental Health Service in NHSGGC is committed to having an ethnically and culturally diverse workforce to best meet the needs of the diverse population we look after.

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 BACKGROUND**

This post has been released by the resignation of the current post holder. This is a highly specialist post which involves working in an established, and developing, Scottish in-patient child psychiatry service, providing an opportunity to work intensively with children with complex mental health and neurodevelopmental needs. The team is managed by a service manager within NHSGGC’s Specialist Children’s Services. It is recognised that the in-patient service base in the Royal Hospital for Children facilitates close working with paediatric colleagues in support of the paediatric needs of patients within the psychiatry in-patient unit. 2 sessions of the post are provided to work within the Paediatric Liaison Psychiatry service in RHC in close partnership with paediatric colleagues We would like to attract someone who is enthusiastic, innovative and who enjoys working in a comprehensive multidisciplinary team. There are exciting opportunities to work with colleagues within the University of Glasgow Department of Child and Adolescent Psychiatry to develop or join research groups and there is a wide range of continuing professional development activities within child and adolescent psychiatry, paediatrics and other psychiatric specialties in NHSGGC, the biggest Health organisation in Scotland.

**5. GENERAL DESCRIPTION OF TEAMS**

**THE SCOTTISH NATIONAL INPATIENT PSYCHIATRY SERVICE (WARD 4)**

Ward 4 in the Royal Hospital for Children is the National Child Psychiatry Inpatient Service for Scotland. The South Glasgow hospital campus brings together adult acute care, paediatric acute care, maternity services, and inpatient child and liaison child and adolescent psychiatry services.

The national child psychiatry inpatient service has been nationally commissioned since 2006 and accepts referrals from across Scotland of children up to and around 12 years, as developmentally suitable, with severe and complex mental health disorders. Referrals are generally received from and discharged to Tier 3 CAMHS teams. The team works hard to maintain good working relationships across all board areas.

The team specialises in the treatment of children with multiple diagnoses, developmental disorders, psychiatric and neuropsychiatric presentations, family dysfunction, complex system issues, high risk behaviours, rare conditions and treatment resistance. The team offers a second opinion services as well as a consultation service to CAMHS teams across Scotland, making frequent use of its telemedicine facilities. The service also hosts a regular Practice Exchange Forum which brings together CAMHS teams from across Scotland, via MS Teams, to share complex cases and innovative practice.

The service has an active research and audit agenda and strives to contribute to, as well as follow, the evidence base for complex child psychiatric presentations. The team has robust, externally facilitated supervision structures in place for all grades and disciplines. There is a strong ethos of involving children and families in their care.

The team enjoys strong and supportive relationships with other paediatric specialists within the hospital. The team also enjoys a close working relationship with other CAMHS specialities in the city, including Paediatric Liaison Psychiatry, CAMHS Tier 4 Community Services (including LDCAMHS, eating disorders, complex trauma, intensive community support and FCAMHS pathways) and the Academic Department of Child and Adolescent Psychiatry.

**THE TEAM’S MEMBERSHIP**

**National Child Psychiatry Inpatient team: WTE**

Service Manager 1wte across Tier 4 services

Medical Staff

* Consultant Psychiatrist 1.5
* Staff Grade Paediatrician 1.0

Nursing Staff

* Senior Charge Nurse 1.0
* Charge Nurses 2.6
* Staff Nurses –RMN, LDN, RSCN 14
* Clinical Support Workers 7

Clinical Psychology

* Consultant Clinical Psychologist 0.6
* Clinical Psychologist (Band 7) 0.5

Speech and Language Therapist 0.6

Occupational Therapist 0.6

Family Therapist 0.6

Pharmacist 0.3

Dietician 0.5

Physiotherapist 0.3

Admin 2.0

Education input into Ward 4

The National Child Psychiatry Inpatient Unit is a GMC-approved placement for CAP higher trainees. An ST5/6 CAP trainee will often be on placement in the Unit, with one of the Consultant Psychiatrists acting as their Psychiatric Supervisor. In addition, there are frequently Doctoral Clinical Psychology trainees and nursing students on placement with the team.

**PAEDIATRIC LIAISON PSYCHIATRY**

The paediatric liaison psychiatry service is an integral part of the Royal Hospital for Children in the South Glasgow University Hospital campus. The team provides a service to children and young people who present with potential psychiatric emergency care needs across hospital sites in NHSGGC, and who present with severe psychiatric disorders in conjunction with acute or chronic health needs on site.

The service is provided by a small well-established multi-disciplinary team and is acknowledged to be an example of good practice within the UK. Referrals to the service come from all over RHC with particularly strong links with the department of neurosciences. The tertiary role of the service also leads to regular requests for advice and out-patient opinions from CAMHS, Paediatricians and GPs across the West of Scotland. There are close working links with the national child psychiatry in-patient service and the well-established departments of paediatric clinical psychology and neuropsychology. The service within Greater Glasgow and Clyde provides mental health assessment and treatment for children and young people up to the age of 16 years in RHC. The team also provide support to children and young people under 18 who present at the adult ED departments in NHSGGC. The developing service is there to ensure that unscheduled assessments and initial treatments will be provided for young people up to 18 years who present in crisis across GGC hospitals with linkages with CAMHS community intensive treatment team and crisis nursing team, in addition to existing CAMHS services within NHSGGC.

The Paediatric Liaison Psychiatry team enjoys excellent working relationships with paediatric colleagues which are key to raising awareness of mental health need in paediatric patients. The goal is to empower all staff to see mental health and wellbeing of children as core paediatric business. In addition to direct clinical work the team provides consultation as required with the department of Neurosciences and the Pain team, and contributes to the mental health care of children in a range of specialist services in the paediatric hospital. Clinical Psychology colleagues in hospital services will discuss complex cases with the team, which may or may not lead to direct referral.

**THE TEAMS’ MEMBERSHIP**

**Paediatric Liaison psychiatry team**

Consultant psychiatrist 0.7

Consultant psychiatrist 1.0 wte

Consultant psychiatrist 0.2 wte (this post)

Clinical Nurse Specialist 1.0

Nurse therapist 3.0

Consultant Clinical Psychologist. 0.6

Clinical Psychologist 1.0

Administration staff 1.0

Education input into Paediatric Liaison Psychiatry

The Paediatric Liaison Psychiatry service is a GMC-approved placement for CAP higher trainees and CAP run-through trainees. An ST5/6 CAP and/or ST2 run-through trainee will often be on placement in the service, with one of the Consultant Psychiatrists acting as their Psychiatric Supervisor.

**6. NHS Greater Glasgow & Clyde CAMHS**

**Consultant Psychiatrists within NHSGGC CAMHS**

**Community Child & Adolescent Mental Health Teams:**

|  |  |  |
| --- | --- | --- |
| **No of Consultants (headcount)** | **Location** | **Total WTE** |
| 3 | East Glasgow (Bridgeton) | 2.0 |
| 3 | South Glasgow (Gorbals) | 2.6 |
| 2 | North Glasgow (Woodside) | 1.6 |
| 2 | West Glasgow (Drumchapel) | 1.4 |
| 2 | Renfrewshire  | 1.4 |
| 1  | Inverclyde  | 1.0 |
| 1  | West Dunbartonshire  | 1.0 |
| 2  | East Renfrewshire  | 1.2 |

**City/Board/Area/Country Wide Teams:**

|  |  |  |
| --- | --- | --- |
| **No of Consultants (headcount)** | **Locations** | **Total WTE** |
| 1  | Tier 4 LD pathway | 0.5 |
| 1 | Forensic pathway | 0.6 |
| 2  | Paediatric Liaison Team (RHSC)  | 0.7 1.00.2 (this post) |
| 2 | Child Inpatient Team (Caledonia House, RHSC) | 0.8 (this post)0.7 |
| 3 | Adolescent Inpatient Team (Skye House, Stobhill) | 2.4 |
| 2  | Academic Team (Caledonia House, RHSC) | 0.4 |

**Services within NHS GGC CAMHS:**

|  |  |
| --- | --- |
| **Service** | **Location** |
| East Glasgow CAMHS | Templeton Business Centre, Bridgeton |
| West Glasgow CAMHS | West Centre, Drumchapel |
| South Glasgow | New Gorbals H&C Centre, Gorbals |
| North Glasgow CAMHS | Woodside H&C Centre |
| Renfrewshire CAMHS | Aranthrue Centre, Renfrew |
| Inverclyde CAMHS | Greenock H&C Centre, Greenock |
| West Dunbartonshire CAMHS | Acorn Centre, Vale of Leven Hospital |
| East Renfrewshire CAMHS  | Barrhead Health Centre  |
| Tier 4 CAMHS | West Glasgow Ambulatory Care Hospital |
| Paediatric Liaison Team  | RHC |
| National Children’s Psychiatric Service | RHC  |
|  |  |
| West of Scotland Regional Adolescent Inpatient Unit   | Skye House, Stobhill Hospital |
| University of Glasgow Child and Adolescent Psychiatry Team  |  |
| Eating Disorder Service (CONNECT ED) | Templeton Business Centre, Bridgeton |
| Intensive Treatment Service | West Glasgow Ambulatory Care Hospital |

**7. Line Management**

The Head of Specialist Children’s Services (SCS), Karen Lamb, has the lead in planning, developing and managing CAMHS services across NHSGGC. She is supported by service managers including Andrea Blair, manager of inpatient psychiatry and Tier 4 services for SCS.

Professional management accountability is through Lead Consultants to the Clinical Director for CAMHS.

The Clinical Director for CAMHS in NHSGGC is Dr Helen Tindle. She is supported by 3 Lead Consultant Child and Adolescent Psychiatrists. One of the Clinical Leads will provide support and management in relation to job planning to the post holder. Dr Martin Culshaw is the Lead Associate Medical Director for Mental Health in NHS Greater Glasgow and Clyde.

Clinical governance arrangements are channelled, via a clinical governance executive group, to the NHSGGC CAMHS Clinical Director and the Head of Specialist Children’s Services on behalf of the Health Board Chief Officer with responsibility for Specialist Children’s Services, currently Caroline Sinclair, Chief Officer in East Dunbartonshire HSCP.

The post holder will be a member of the Greater Glasgow and Clyde Division of Child and Adolescent Psychiatry.

Annual leave and study leave will be agreed with the CAMHS Clinical Director and covered by Consultant colleagues in CAMHS.

**8. Clinical duties of the Post**

The post is up to full-time 10 Programmed Activities per week, with 8 sessions allocated to the Child Inpatient psychiatry service and 2 sessions to Paediatric Liaison. Sessional activity can be agreed and reviewed with the Consultant appointed. The post will initially be configured as 9 PAs of Direct Clinical Care and 1 PA for Supporting Professional Activities, as is the advertised standard for all consultant posts in NHS Greater Glasgow and Clyde, and based at the Children’s Hospital, South Glasgow University Hospital campus. Any extra SPA time can be negotiated for a specific purpose and time period with the clinical director for CAMHS at a job plan review within 3 months of commencing post and annually thereafter (unless requested sooner).

This post carries clinical responsibility for the delivery of a psychiatric service to the national child psychiatry in-patient service, for children and young people with complex psychiatric disorders in the Paediatric Liaison service, and for under 18s presenting with psychiatric emergencies out of core working hours. The Consultant is responsible for the management of all junior medical staff working under them. Other multi-disciplinary team members are line managed by the service manager. The successful candidate will contribute to the work of the multi-disciplinary team in shaping the direction and future of the national in-patient service as the demands on the service may change and there are other associated service developments, including responsibility for care of children admitted with learning disabilities and co-occurring mental health difficulties.

The successful candidate would have RMO cover for all patients admitted under their care to the National Child Inpatient Psychiatry Service. The Consultant will provide cover for the Paediatric Liaison service in the hospital. In addition they would be expected to provide RMO cover for the other patients in the absence of the other Consultant as a reciprocal arrangement. They will also contribute to the medical leadership of the NCPIU team and to hospital-based child & adolescent psychiatry cover as required.

**9. General Consultant duties regarding the entire post**

**Medical Legal Responsibilities**

The post holder will be an Approved Medical Practitioner according to the terms of the Mental Health (Care and Treatment) (Scotland) Act (2003) and will be expected to be familiar with and practice according to all legislation pertaining to Children and Adolescents. The post holder will be expected to respond to requests for psychiatric assessments from the Courts and Reporters to the Children’s Hearing and from Solicitors requesting reports on the clinician’s open case-load.

**Education and Training**

Consultants contribute to Undergraduate and Postgraduate medical education within the University and the post-holder will be eligible to apply for Honorary Senior Clinical Lecturer status with the University of Glasgow. Consultants are also expected to contribute to the training of other professional trainees and the in-service training of all service staff. There is no separate study leave budget and all applications for study leave are to the clinical director and to the service manager for financial support.

**Research and Audit**

The services engages in regular academic and audit activities. The in-patient unit is a member of the Quality Network for Inpatient CAMHS (QNIC). This involves an annual peer review of the service which makes recommendations in a report which contributes to the unit’s own action plan for service development and improvement. The service action plan is also informed by feedback collected from children, families, referrers and staff. The NCPIU team conduct clinical debriefs after each admission to further inform this process. There is also an ongoing ward audit which collects demographic and clinical details and measures the extent to which aims of admission are met. The NCPIU is a member of the Child and Adolescent Inpatient Psychiatry Special Interest Group (CHIPSIG). This group meets 3 times a year and involves multi-disciplinary representatives from all the UK CIPUs. It also organises conferences biannually. It is a great source of advice and support for the NCPIU team. The teams also have a strong affiliation with the University Department of Child and Adolescent Psychiatry, and enjoy the support of Professor Chris Gillberg - specialist in Neuro-developmental Disorders research - and also of Professor Helen Minnis who is a recognised authority on Attachment Disorders.

Research and audit opportunities are also part of the paediatric liaison psychiatry role.

**Medical committees**

The post holder will become a member of the NHS Greater Glasgow and Clyde Division of Child and Adolescent Psychiatry and will also be invited to participate in various committees that contribute to the running of child and adolescent psychiatry and the wider service.

**10. On-Call Responsibilities**

**Day-time Emergency service**

Both services have a daytime rota for senior clinicians to respond to emergency referrals and requests for advice which the successful applicant would join. There is a hospital based cover arrangement between the national child psychiatry inpatient service and the paediatric liaison psychiatry service, and the adolescent psychiatry unit at Skye House which involves a commitment of about one day each week but all services aim to manage their own emergency work and this is purely a back-up arrangement.. All Consultants provide cover for colleagues who are not available because of duties elsewhere and for annual leave or part-time status.

**Out-of- Hours On-Call**

Through the week and at weekends the Consultant Child and Adolescent Psychiatrists in Glasgow and Clyde share an out of hours on-call rota, as third on call. At present the on call rota involves approximately a 1 in 17 commitment.

**Domiciliary Visits**

Domiciliary consultations may be required in line with Health Board policy.

**Additional Duties**

In addition to the duties mentioned above, there may be duties at other hospitals and clinics administered by the Health Board that will be necessary.

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**Continuing Professional Development**

There is an active CPD programme for Child and Adolescent Psychiatry Consultants with meetings on a monthly basis. In addition there are opportunities for multidisciplinary continuing professional development. There is also a Child and Adolescent Psychopharmacology Interest Group which meets regularly once a month.

**11. Job Plan**

The post holder will be expected to work to a Job Plan. The expectation in NHS Greater Glasgow and Clyde is that job plans will work on a pro rata basis of 9 direct clinical care sessions and 1 supporting professional activity but this balance of direct clinical care and SPA time can be negotiated if required. The Job Plan will be discussed with one of the Lead Psychiatrists or the Clinical Director.

There is a well established peer review and appraisal process in which the post holder will be expected to participate prior to his/her annual job planning review. This will be part of the revalidation process.

The clinical commitments of the post will be contained within the following indicative time-table.

The SPA time will include time for appraisal and revalidation and other non-clinical management activities.

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | **LOCATION** | **WORK DONE** |
| **Monday** | **AM 9-11****AM****11-1****PM****1- 5**  | NCPIUHospital/off site meetings | Ward handover,Consultant meetingsClinical work Consultant CPD SPA |
| **Tuesday** | **AM****PM** | NCPIUNCPIU | Referrals MeetingWeekly MDT meetingCase Reviews Business meetingsGroup supervision |
| **Wednesday** | **AM****PM** | NCPIU | Clinical work |
| **Thursday** | **AM****PM** | PL teamPL team | Clinical work Ward work  |
| **Friday** | **AM****PM** | NCPIUNCPIU | Clinical workClinical work |
| **Weekend** | **AM****PM** |  |  |
| **Other Duties** | **AM****PM** |  | Mental Health Tribunals, multiagency meetings |

**The following Person Specification applies to candidates for the post**

|  |  |  |
| --- | --- | --- |
| **Attributes** | **Essential** | **Desirable** |
| Qualifications | MRC Psych or equivalent. Full Registration with the GMC and a licence to practice | Additional Higher Degree |
| Training | Completion of Higher Training in Child and Adolescent Psychiatry and inclusion on the GMC Specialist Registrar Section 22 of the Mental Health (Care and Treatment) Scotland Act 2003 approval or a necessity to gain approval following appointment  | Specialist training in one or more psychological treatmentsAbility to train and supervise junior medical staff |
| Research | Achieved Royal College of Psychiatrists Child and Adolescent Psychiatry Curricular Competencies in Research | Current participation in research |
| Clinical Governance | Experience of audit and relevant clinical governance activity | Current participation in clinical audit |
| Publications |  | In peer review journals |
| Experience | Experience of working in a Tier 3 or 4 Child and Adolescent Psychiatry service  | Experience in Paediatrics, General Practice and/or other medical specialty or Learning Disability. |
| Knowledge and Skills | Excellent knowledge and understanding of Child and Adolescent Psychopharmacology and Child and Adolescent Mental Health Knowledge of the law as it applies to children. Specific therapeutic skills.Demonstrable skill in multi disciplinary team working. | Expertise in one therapeutic modality. Knowledge of court and tribunal work with children and adolescents.A commitment to developing services and working in partnership with service users and carers    |
| Disposition | Calm and confident individual able to support team colleagues with a commitment to high quality patient care, team working and service development and improvement.Capacity to work calmly under pressure and ability to prioritise work with good decision making during crisis.Excellent timekeeping.Reflective approach to clinical work.FlexibilityExcellent communicator |   |
| Other |  | Full driving licence |

**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:

**Dr Gordon Wilkinson, Lead Child & Adolescent Psychiatrist, Tel. 0141 232 6425**

**or Julie Metcalfe, Clinical Director for CAMHS Tel. 0141 277 7475**

**Regulatory Body: General Medical Council & General Dental Council:** In the UK, the General Medical Council (GMC) and the General Dental Council (GDC) are the public bodies that maintain the official register of medical and dental practitioners within the United Kingdom. Their chief responsibility is to “protect, promote and maintain the health and safety of the public” by controlling entry to the register, and suspending or removing members when necessary. It also sets the standards for medical schools in the UK.

To practice medicine and dentistry in Scotland, you must have a valid GMC Registration with a Licence to Practice or a GDC Registration. To find out more about the main types of registration which allow doctors to work in different posts. Please click here **https://careers.nhs.scot/careers/find-your-career/international-recruitment/regulatory-bodies**

For medical consultant posts the post holder on commencement of the post must have full registration with the General Medical Council (GMC a licence to practice and be eligible for inclusion in the GMC Specialist Register. Those applicants trained in the UK should have evidence of higher specialist training leading to Certificate of Completion of Training (CCT) or be within 6 months of confirmed entry from the date of interview. Non UK applicants must demonstrate equivalent training.

If you are unsure of your eligibility to join the Specialty Register then find out more at:-

**https://www.gmc-uk.org/registration-and-licensing/the-medical-register/a-guide-to-the-medical-register/specialist-and-gp-application-types**

Additional information for dental appointments

The GDC issues **Full Registration** and **Temporary Registration**.

* Temporary registration can be issued to allow a dentist to practise dentistry only in selected supervised posts for training, teaching or research purposes.  Temporary registrations are granted for 6 months at a time, up to a maximum of 5 years.
* Full registration allows a dentist to practice dentistry in the UK without restriction.

In addition to full registration, dentists can also *choose* to be included on the **Specialist List.**

* The specialist lists are lists of registered dentists who meet certain conditions and are entitled to use a specialist title. They do not *have* to join a specialist list to practise any particular specialty, but they can only use the title 'specialist' if they are on the list. For more information on please visit **https://www.gdc-uk.org/**

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

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

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

* *the points-based immigration system*
* *the EU settlement scheme*
* *a biometric residence permit*

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*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 4:**

**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 5:**

**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 6:**

**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:

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| **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 7:**

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

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

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

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



**Glasgow**



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

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

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

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

**Lots to see and do**

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

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

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

2019’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/**