

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Consultant in Obstetrics & Gynaecology**

**Location: Royal Alexandra Hospital**

**Job Reference: 158278**

**Closing Date: 13th August 2023**

**Interview Date: 25th August 2023**



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

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

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

**Additional Arrangements for Applicants: Informal enquiries and details of arrangements to visit the department regarding this post will be welcome by:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Job Title** | **Email** | **Telephone** |
| Dr Victoria Flanagan | Lead Clinician | Victoria.flanagan@ggc.scot.nhs.uk | 0141 314 7080 |

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:**

The Department/Specialty Facilities

**Women’s and Children’s Services -** This Directorate brings together maternity, gynaecology and children’s services.

The Directorate includes:

* Maternity
* Gynaecology
* Assisted Conception Service (Regional)
* Neonatology
* Paediatric Medicine
* Paediatric Surgery
* Paediatric Accident and Emergency
* Paediatric Anaesthetics
* Paediatric Radiology

**MATERNITY and GYNAECOLOGY**

Budget - £70m +

Staff WTE 1,150

**Management Structure**

W&C Director: Jamie Redfern

W&C Chief of Medicine: Dr Alan Mathers

General Manager: Claire Stewart

Director of Midwifery: Dr Mary Ross-Davie

Clinical Directors: Dr Jane Richmond and Dr Vanessa Mackay.

The service is supported by 5 Lead Clinicians, 3 Clinical Service Managers, 4 Lead Midwives and a Lead Nurse.

**Maternity Services**

3 inpatient hospitals: Princess Royal Maternity (PRM), within the Glasgow Royal Infirmary (GRI) campus; Queen Elizabeth University Hospital (QEUH), Royal Alexandra Hospital (RAH). The RAH has links to external CMU’s and outpatients within GGC, Inverclyde Royal Hospital (IRH) and Vale of Leven Hospital (VOL) and also Highland.

Currently, the number of births across Greater Glasgow and Clyde is in the region of 13200 per annum. The split is approximately 4700 at PRM, 5200 at QEUH and 3300 at the RAH per annum.

**Gynaecology Services**

* General gynaecology (includes 24 hour emergency cover)
* Termination of pregnancy and related services (linked with SRH)
* Gynaecology /Oncology (Regional)
* Assisted conception service (regional), PGD Service (National)
* Gynaecology endocrinology service
* Urogynaecology
* Menopause and related problems.
* Outpatient diagnostic services e.g. hysteroscopy, Colposcopy, ultrasound and Minimal access surgery

3 In patient departments: PRM on the GRI site, QEUH, and RAH.

5 day case surgery sites: Stobhill Ambulatory Care Hospital (SACH), Victoria ambulatory Care Hospital (VACH), RAH, IRH and VOL.

Resources and Activity

**NOTRH**

**Obstetrics Princess Royal Maternity**

**Gynaecology Glasgow Royal Infirmary, inpatients**

**Stobhill & Victoria ACH outpatients and day surgery**

**Gynaecology**

There is a 24 bed IP ward in the PRMH. The gynaecology floor contains two dedicated theatres, recovery area and a special observation area for ill postoperative patients and those with prolonged regional anaesthesia. This is not a dedicated HDU; facilities for surgical HDU and ITU are available on the GRI site within a corridor transfer. In general gynaecology surgery is performed within dedicated gynaecology theatres. This is currently based within the main GRI theatre suite.

The main GRI theatre suite is located in the Queen Elizabeth Building and some Obstetric cases may also be undertaken in this theatre suite particularly if multiple surgical disciplines are involved or proximity to the interventional radiology service is required.

The gynaecology oncology service has a weekly multi-disciplinary team session (Wednesday morning) with contributions from all of the relevant oncology specialists, specialist radiologists to permit dialogue with clinicians from distant hospitals. These MDT meetings are chaired by a gynaecology oncology consultant and there is dedicated administrative support for real time documentation.

# Obstetrics

* + 24 hour cover of labour ward with appropriately trained staff
  + We exceed the minimum 40 hour week daytime dedicated consultant presence in labour ward. (RCOG core standard). Dedicated consultant sessions are delivered between a mix of “traditional consultant sessions” and resident cover resulting in a consultant presence >100 hours per week with junior support.
  + Circa 4700 deliveries per year with capacity in new building for 6000 +, Specialist services: (level 3 tertiary) fetal-maternal medicine, medical obstetric services, twins’ clinic, diabetic clinic, EPAS, Special Needs in Pregnancy.

There is a separate on-call arrangement for obstetrics and gynaecology with certain individuals participating in both rotas. There are no fixed direct clinical care duties the day following an obstetric night on-call.

The leave arrangements are designed to ensure the smooth running of the service in their absence. Individuals with similar skill sets must liaise within their group and plan annual leave with the purpose of ensuring there are no service gaps or deterioration in established waiting time targets.

The department provides sub-specialty training in reproductive endocrinology and gynaecology oncology contributes to the fetal maternal medicine programme and provides training in all levels of ultrasound in O&G. The department is able to provide the majority of RCOG ATSM.

**SOUTH**

**Obstetrics Queen Elizabeth University Hospital (QEUH)**

**Gynaecology QEUH, outpatients, inpatients and day surgery**

**Victoria ACH outpatients**

The Queen Elizabeth University Hospital Maternity Unit has:

* a three-storey extension built alongside the existing maternity building
* a state-of-the-art labour suite and two obstetric theatres
* a fetal medicine department
* Accommodation for day care, assessment and early pregnancy advisory services.

**Obstetrics**

The maternity building at the QEUH includes 52 obstetric beds. In the labour ward there are 10 delivery beds including the birthing pool, 5 recovery beds and a high dependency area. There are circa 5200 deliveries per annum. The department offers a comprehensive range of services. It provides a combined clinic for the care of pregnant diabetic women, a dedicated twin service, medical obstetric clinics and all of the services expected of a national fetal maternal medicine referral centre.

**Gynaecology**

Outpatient gynaecology services are provided at the NVH and QEUH. All inpatient gynaecology services for South and West Glasgow are in the QEUHMU. The department of Obstetrics & Gynaecology at the QEUH is housed in a c.1960’s era building, much of which has been upgraded. Day surgery is provided at the VACH.

Ultrasound, Colposcopy, Menopause and Women's Health Services are provided on both gynaecology sites. The department is recognised as a training centre for Minimal Access Surgery with many tertiary referrals for advanced endometriosis surgery. The gynaecology unit is a recognised centre for sub specialist training in Urogynaecology and incorporates the National Complex **Mesh** Surgical Service. The unit provides O&G services to the regional neurosciences centre and National Spinal Injuries Unit and a multi-disciplinary pelvic floor clinic is provided in collaboration with urologists and colorectal surgeons.

**West Glasgow**

**Gynaecology**

The Beatson Hospital, the Regional Cancer Centre at Gartnavel General Hospital offers a centralised oncology service in a purpose built facility linked with an inpatient hospital. The MDT session takes place on Microsoft Team.

**CLYDE HOSPITALS**

Clyde includes an Obstetrics Hub with Consultant led and midwifery delivery units, inpatient beds and specialist antenatal services: Royal Alexandra Hospital (RAH), Paisley. There are two midwife delivery units; Vale of Leven Hospital (VoL) and Inverclyde Royal Hospital (IRH).

Gynaecology: Hub activity including inpatient beds and theatres are located in RAH. Outpatient and Day Case surgery is available at RAH, VoL and IRH and a number of outreach clinics in Highland.

**RAH**

The Clyde area hub is the RAH. There are comprehensive specialist O&G services covering the full range of conditions expected to require management throughout a woman’s reproductive life. There are links with the tertiary services available in the Glasgow units. The unit offers a comprehensive O&G service to a large geographical area and all special interest aspects of the specialty are provided.

**General Information about Clyde Services**

The RAH is situated in Paisley and provides acute health care services to Renfrew District (pop 205,000). The Hospital is a 968 bed modern District General Hospital (DGH), which opened in 1986 and is one of the largest and busiest DGHs in Scotland. In addition, the hospital is currently the base for provision of surgical, orthopaedic, ophthalmology, paediatric and the majority of maternity services to the population north of the Clyde.

The hospital provides a wide range of District General Hospital specialties with excellent support facilities. The hospital has a first class modern radiology department and services. Pathology services for the Clyde division of Greater Glasgow and Clyde (GG&C) are centered on this site. All departments participate in undergraduate teaching and there is an active postgraduate educational programme. The hospital enjoys an enviable reputation for undergraduate teaching and is highly popular with training grades. There is a good medical library service. At the beginning of 2005, Paisley University Nursing School left the RAH campus. Proposals for the use of the vacant space at the heart of the hospital are being sought and are likely to include further development of ambulatory care, day surgery, endoscopy services and improved educational facilities.

**The Vale of Leven Hospital (VOL)** is situated in Alexandria, an area of outstanding natural beauty and serving a population in excess of 88,000 largely from Dumbarton, Alexandria and Helensburgh. The VOL Hospital is undergoing a period of reconfiguration following the implementation of the Vale of Leven Vision in December 2010. This vision includes the retention of unscheduled medical care at the Vale of Leven Hospital, led by the Consultant Physician team based at the Royal Alexandra Hospital and supported by GP and GP trainees. In addition there will be inpatient medicine for the elderly beds, short stay surgical beds together with Day Surgery and a full range of diagnostic and support services.

Outreach GOPD is provided to Oban, Helensburgh and Lochgilphead.

**Inverclyde Royal Hospital (IRH)**

IRH is located in Greenock, which is a coastal town on the banks of the Clyde Estuary some 15 miles from RAH with good roads. The IRH has all of the facilities of a DGH and the Gynaecology services provided there include access to Day Surgery and Outpatients. Ultrasound and urodynamic investigations are provided on site. Outreach clinics are provided to a number of localities, including the Island of Bute and the town of Dunoon, necessitating ferry journeys.

Midwife based maternity units are provided in IRH and VOL and patients transferred when required to RAH. Obstetric Day care and an Early Pregnancy Assessment Service are on site. The utility of both Clyde MBUs are subject to a current review process.

**Names of Consultant members:**

|  |  |  |
| --- | --- | --- |
| **North**  Dr Alan Mathers (Chief of Medicine)  Dr Dawn Kernaghan (Lead clinician)  Dr Catrina Bain (Lead clinician)  Dr Ros Jamieson  Dr Ann Duncan  Dr Philip Owen  Dr Susheel Vani (ACS)  Dr Helen Lyall (ACS)  Dr Aparna Sastry (ACS)  Dr Samra Khan (ACS)  Dr Claire Banks (ACS)  Professor Scott Nelson (University)  Dr Sarju Mathew  Dr Karen Meadley  Dr Aliya Naysheen  Dr Marcus McMillan  Dr Avril Scott  Dr Vicki Brace  Dr Sandra Wong  Dr Jenifer Sassarini  Dr Joy Simpson  Dr Kirsty Wilson  Dr Rachel Bradnock  Dr Amr Gebril  Dr Victoria McApline-Scott  Dr Rachel Hepburn  Dr Katie McBride  Dr Lindsey MacDonald  Dr Joy Simpson | | **South**  Dr Jane Richmond (Clinical Director)  Dr Vanessa Mackay (Clinical Director)  Dr Aradhana Khaund (Lead clinician)  Dr Laurie Anderson (Lead clinician) (Fetal maternal medicine)  Dr Robert Hawthorn  Dr Hassan Ali  Dr Marie-Anne Ledingham (Fetal Maternal medicine)  Dr Judith Roberts  Dr Karen Guerrero (Urogynaecology)  Dr Amanda Reid  Dr Padma Vanga  Dr Chris Hardwick  Dr Fiona Hendry  Dr Janice Gibson (Fetal maternal medicine)  Dr Sarah Woldman  Dr Lynne Thomson  Dr Veenu Tyagi (Urogynaecology)  Dr Catriona Hardie  Dr Karina Datsun  Dr Claire Higgins  Dr Jessie Sohal Burnside  Dr Vladimir Revicky (Urogynaecology)  Dr Frances Powell  Dr Alyson Primrose  Dr Carla Summerhill |
| **Gynaecology Oncology**  Dr Nadeem Siddiqui  Dr Kevin Burton  Dr Rhona Lindsay  Dr Malcolm Farquharson  Dr Michelle Kent |

|  |
| --- |
| **CLYDE**  Dr Victoria Flanagan (Lead clinician)  Dr Ujwal Jadhav  Dr Morton Hair Dr Ruth Jewell  Dr Julie Murphy Dr Rachana Gupta  Dr Sacha Haworth Dr Jennifer Tibbo  Dr Louise Santangali Dr Naheed Sanobar  Dr Andrew Thomson Dr Harkiran Narang  Dr Sarah McMinn Dr Alison Platten  Dr Liz Blair  Dr Lorna Hutchison  Dr Shrikant Bollapragada  Dr Shankar Meti    Clyde has a number of SAS doctors who provide a wide range of O&G services including contributing to emergency care. |
|  |

**Support Grades**

There are currently middle grade and junior grade rotas supporting each of the sites. Details of this infrastructure are available on request. It should be noted that some of the GG&C consultant posts have resident on-call component which are direct patient care shifts.

The ST numbers are determined by allocation from the West of Scotland Postgraduate Deanery and influenced by our sub-specialty training programmes. In addition to STs the rotas are maintained with LAT/LAS posts.

Many clinics have developed as consultant delivered “one-stop” services with any junior support predominantly for training purposes.

**Section 3:**

**Duties of the Post:**

Clinical - details of on-call clinical commitments

On call commitments: Both Obstetrics and gynaecology on-call is non resident.

Teaching

The new appointees will be expected to undertake both undergraduate and postgraduate teaching. The Obstetrics & Gynaecology department is fully committed to the new undergraduate curriculum at Glasgow University and the appointee may be asked to take part in the MB ChB exams. The appointee will be expected to participate in the regional training programme for juniors and the West of Scotland MRCOG course.

Undergraduate Teaching is an essential duty. A “whole unit pooled” contribution is involved and if a particular Consultant wishes to negotiate a particular level of commitment this may be possible providing the overall requirement is delivered.

It is expected that new appointees will be supervisors for one or two post-graduate trainees.

Research

The new appointees will be expected to continue their research interests and to participate fully in the audit programme of the department.

Clinical Risk Management/Patient Safety

The new appointee must fully engage in a positive way with the departmental clinical governance and patient safety agendas and keep up to date with all aspects related to this.

Administration

The new appointees would be expected to play a full part in the administration of the department.

**Timetables**

Glasgow Obstetrics & Gynaecology services are provided from multiple sites, which are managed as a single service through the Women and Children’s Directorate of Greater Glasgow and Clyde Health Board.

Major service changes are in progress. The following post reflects current service needs. Re-configuration and re-deployment of current Consultant workloads/patterns is under review. As previously described the deployment of consultants and their leave arrangements is determined by the requirements for consistent service continuity.

The job plan is illustrative in nature and the future vision for the service/department will require all consultants to work together in a collaborative way and in conjunction with the allied services in GGC and the Region.

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

objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

5% Availability supplement will be available.

Standard terms are in place for study leave and other leave. There are Board policies with regards to application and granting of leave.

Job Plan

This job plan is negotiable and will ultimately be agreed between the successful applicant and the Clinical Directors.  NHS Greater Glasgow & Clyde initially allocates all full time Consultants 10 PAs made up of 9 PAs in Direct Clinical Care (DCC) and one core Supporting Professional Activities (SPA) for CPD, audit, clinical governance, appraisal, revalidation, job planning, internal routine communication, management meetings and general teaching activities.

|  |  |  |
| --- | --- | --- |
| **DAY** | **HOSPITAL/ LOCATION** | **TYPE OF WORK** |
| **Monday**  0900 – 1330  1330 - 1700 | RAH | Admin  Antenatal clinic |
| **Tuesday**  0900 – 1330  1330 - 1700 | RAH | Obstetric counselling alternate MVA list  Ultrasound scan list |
| **Wednesday**  0900/0830 - 1330  1330 – 1700/1630 | RAH | Labour ward on call or Elective CS list |
| **Thursday**  0900 - 1330  1330 - 1700 |  | Non-clinical |
| **Friday**  0900 – 1330  1330 - 1730 | RAH | Gyn GOPD/one stop  SPA |
| **Saturday** |  | Contribution to on-call rota |
| **Sunday** |  | As above |

**PERSON SPECIFICATION FORM**

**Job Title: Consultant Obstetrician & Gynaecologist**

**Department: QEUH**

|  |  |  |  |
| --- | --- | --- | --- |
| **Qualifications** | | **Essential (Ö)** | **Desirable (Ö)** |
| GMC Registration and a Licence to Practise | | √ |  |
| Medically qualified with MRCOG or equivalent  experience of O&G leading to CCT | | √ |  |
| Obstetric Ultrasound as independent practitioner |  | √ |  |
|  |  |
| ATSM in relevant obstetric area | | √ |  |
| Higher qualification (MD or PhD) | |  | √ |

|  |  |  |
| --- | --- | --- |
| **Experience** | **Essential (Ö)** | **Desirable (Ö)** |
| Experience of clinical practice in obstetric unit with annual birth rate >3000 births per year. | √ |  |
| Participation in advanced labour ward practice training courses e.g. SCOTTIE, ALSO, MOET or similar |  | √ |
| Competency to perform high risk labour ward care | √ |  |
| Comprehensive experience of obsetric emergencies | √ |  |
| Termination of pregnancy service experience |  | √ |

|  |  |  |
| --- | --- | --- |
| **Behavioural Competencies** | **Essential (Ö)** | **Desirable (Ö)** |
| Ability to communicate with medical and nursing colleagues and other professionals within the Health Service | √ |  |
| Ability to work in multi-disciplinary team | √ |  |
| Flexible | √ |  |
| Excellent written and oral communication skills | √ |  |
| Ability to organise effectively | √ |  |
| Ability to effectively communicate with patients, relatives and staff | √ |  |
| Ability to sympathetically manage patients and relatives with malignancy | √ |  |
| Fully committed to patient safety and risk management culture | √ |  |
| Full engagement in Appraisal and Revalidation process | √ |  |

|  |  |  |
| --- | --- | --- |
| **Other** | **Essential (Ö)** | **Desirable (Ö)** |
| Experience in medical research and audit |  | √ |
| Experience in undergraduate and postgraduate medical education including PBL | √ |  |
| Experience in protocol and guideline development | √ |  |
| Fundamental IT skills: navigation of environment, word processing, managing emails, basic data management. | √ |  |

**Section 4:**

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

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

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

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

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

Additional information for dental appointments

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

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

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

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

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

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

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

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

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

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

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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 5:**

**Consultant Appointment**

**Terms and Conditions**

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

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



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



**Section 6:**

**Making your Application**

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

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

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

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

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

**Contact Us**

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

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

Email: nhsggc.recruitment@nhs.scot

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

**Section 7:**

**About NHS Greater Glasgow and Clyde**

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

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

## Capital Building Modernisation Programme

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

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

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

The dimensions of the Directorates/Sectors are around:

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

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

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

## Queen Elizabeth University Hospital and Royal Hospital for Children

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

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

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

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

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

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

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

## Education and Research

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

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

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

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

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

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

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

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

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

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

3 Ambulatory care hospitals are located at:

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

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

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

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

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

**Our Culture and Values**

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

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

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

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

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

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

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

**Section 8:**

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

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

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

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



**Glasgow**



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

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

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

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

**Lots to see and do**

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

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

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

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

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

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

**Housing**

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

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**Getting around**

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

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

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

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

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

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

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

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

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

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

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

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