

**DIABETES SPECIALIST NURSE**

**Glasgow Royal Infirmary / Stobhill ACH**

**Job Reference:**

**Closing Date:**

## GGC_2col.jpgDear applicant,

Thank you for your interest in this post and for taking the time to read this information pack. We hope this exciting and rewarding role catches your imagination and that you are encouraged to apply.

As the largest Health Board in Scotland, NHS Greater Glasgow and Clyde plays a vital role in the education and training of doctors, nurses and other health professionals, working closely with local universities and colleges. It also provides the full range of community hospital services. The Board has an annual turnover of

£3.337 billion per year. It serves a population of 1.14 million people and employs 39,286 staff.

The following is included in this information pack to help you with your application:

* Job description
* Person specification
* A summary of the terms and conditions for the post
* Agenda for Change pay bands and points
* The application process
* Guidance for completing your application form
* Working for NHS Greater Glasgow and Clyde

If you have a disability or long-term health problem, the Board is committed to offering reasonable adjustments throughout the recruitment process and employment. If you require further information or support, please contact Recruitment Services.

We very much look forward to receiving your application.

Recruitment Services



NHS GREATER GLASGOW JOB DESCRIPTION

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| 1. JOB IDENTIFICATION | |
| Job Title: | Clinical Nurse Specialist – Diabetes Band 6 |
| Department(s): | North Diabetes and Endocrine Service. |
| Responsible to : | Lead Clinical Diabetes Specialist Nurse |
| 1. JOB PURPOSE   To provide a specialised diabetes management, treatment and education service to patients referred within secondary and primary care. To provide a specialised endocrine service, this includes diagnostic testing and patient education.  Act as a resource for expert advice and training for nursing staff, medical staff and other healthcare professionals. Contribute to strategic issues relating to Diabetes care locally and nationally. Carry out audit and research work in connection with all aspects of diabetes care.  The post holder will work in conjunction with the referrer to provide specialist advice, undertaking skilled clinical interventions.   1. ORGANISATIONAL POSITION   **Lead Nurse**  **Clinical Lead Nurse Specialist Band 7**  **Clinical Nurse Specialists Band 6**  **Nursing assistant Band 3** | |

4. SCOPE AND RANGE

1. To manage a significant caseload of patients with multiple complex problems, for inpatient and out-patient settings, managing complete programmes of care.
2. Provide expert advice on diabetes care management across the North Sector
3. Work autonomously within a multidisciplinary team.
4. Take and act upon clinical referrals directly from other healthcare professionals and provide clinical leadership/expert advice to the multidisciplinary team, clinicians, patients and carers.
5. Plan, implement and evaluate care and treatment given including performing complete and comprehensive clinical assessments encompassing holistic practice, patient centred decision making and risk management. Care will be based on sound clinical evidence and appropriate to needs, context and culture.
6. Responsible for providing Diabetes education and training initiatives to staff, patients and carers and act as a professional resource to these groups.
7. Act in a consultancy capacity for complex inpatient episodes.
8. Contribute to the management of all staff within remit.
9. MAIN DUTIES/RESPONSIBILITIES

Clinical/Specialist Knowledge

* 1. Has a highly developed specialist knowledge of Diabetes across the range of work procedures and practices underpinned by theoretical and relevant practical experience.
  2. Undertake and provide clinical leadership assessment of patient needs, implementation and evaluation of programmes of care, which are evidence based. Utilising all available resources taking into consideration the lifestyle, gender and cultural background and ensure involvement with the patient, family, carers and significant others.
  3. Act as a role model through the provision of professional leadership and demonstration of competent and effective practice.
  4. Provide effective guidance, supervision and leadership to newly appointed Diabetes Specialist Nurses.
  5. To provide educate and train undergraduates, healthcare professionals, and junior doctors.
  6. Act as an expert resource for the clinical management of patients with diabetes.
  7. Daily nurse led clinics with a ‘drop in’ service providing clinical assessment and immediate clinical management for emergency and urgent referrals from GPs, Primary Care Staff and patients.
  8. Work as part of the diabetes and obstetric team taking responsibility for the care of pregnant women with diabetes both in the outpatient and ward setting in the absence of the consultant.
  9. Act as an effective change agent integrating information gained from research and audit into clinical practice.
  10. Maintain patient records in line with Nursing Midwifery Council (NMC) guidelines for records and record keeping.

Professional

1. Empower patients to take responsibility for their health, well-being and future lifestyle by practising in an open, transparent and inclusive manner, thereby ensuring patients have the relevant information, skills and confidence to participate in decisions about their care.
2. Promote and support innovation in clinical practice.
3. Practice within the Legal & Ethical framework as established by NMC and National Legislation to ensure patient interests and well-being are met.
4. Work within the National Health Service (NHS), NHS Greater Glasgow and Health & Safety Executive (HSE) Legislation, Policy, Guidelines and Procedures.

Education and Research/Audit

1. Participate in investigative evaluation of practice thereby contributing to the service’s clinical effectiveness programme ensuring practice is based on current evidence.
2. Initiate and participate in relevant research/audit projects where appropriate to service and practice needs.
3. Promote and disseminate research based practice.
4. Identify and pursue research areas to enhance the nursing knowledge base in diabetes.
5. Evaluate effectiveness of role in relation to patient outcomes, service needs and professional requirements.
6. Promote patient/carer self-care/independence and safety through the provision of relevant teaching and support.
7. Maintain expert professional practice through continuing education, professional updating and involvement with professional specialist groups.
8. Identify the needs of staff, patients and carers in relation to Diabetes care, in conjunction with others.
9. Establish, devise, provide, co-ordinate and evaluate Diabetes educational initiatives for appropriate healthcare staff, voluntary groups and AHPs, and monitor their impact on the specialty, in conjunction with others where appropriate.

Organisational/Managerial

1. Contribute to the management of a small team of staff using both organisational and leadership skills.
2. Provide expert advice and support on the purchasing and commissioning of resources relating to the specialty.
3. Contribute to strategic issues relating to Diabetes care locally and nationally.
4. Act in a collaborative and advisory role to senior management.
5. Organise own time and that of staff within remit in line with agreed job plan.
6. Be accountable for the effective management of resources including stores supplies, pharmacy and maintenance of equipment.
7. Promote the development of a flexible and skilled nursing workforce.
8. SYSTEMS AND EQUIPMENT

1. Responsible for teaching patients/carers the safe use of Insulin delivery systems, blood glucose monitoring meters and the safe disposal of equipment.

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| --- |
| 1. Identify malfunctioning patient equipment and report as necessary directly to the Medicines & Healthcare Products Regulatory Agency. 2. Responsible for ensuring that staff are aware of the responsibilities placed upon them under the Health & Safety at Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe working environment for patients, visitors and employees. 3. Responsible for inputting information into electronic patient record where applicable and also into patients’ written records. They will comply with the Data Protection Act, Caldicott Guidelines and local policies regarding confidentiality and access to medical records and ensure all staff comply with policy. 4. Promote the use of Information Technology to benefit personal development and patient care. 5. Develop and implement policies and protocols for own area of work 6. Propose policy or service changes to develop service which impact beyond own area of practice. 7. Responsible for the safe use of equipment, for maintaining appropriate levels of stock in own area of practice and for ensuring appropriate equipment or supplies are purchased. |
|  |
| 7. DECISIONS AND JUDGEMENTS   1. Works autonomously within a multidisciplinary team. 2. Uses own initiative and acts independently within the bounds of existing knowledge and skills and is guided by broad policies and guidelines. 3. Demonstrates sound judgement in assessing the emotional and physical care of the patient in a holistic manner. 4. Plans a package of care for individual patients, which may include the prescribing of appropriate medications. 5. Has access to a supervisor on an ongoing process. 6. Participate fully in an annual appraisal process and develop a strategy for continuing professional development. 7. Support and develop staff to broaden their skills, knowledge and experience in the interests of succession planning. |

1. Exercises the ability to challenge any interaction which fails to deliver a quality seamless service.
2. Initiate and follow through appropriate procedures when a breach of policy occurs.
3. Responsible for the development of action plans to address any system failures.
4. Contribute to the organisation and design of resources needed to meet the demands of the service.
5. Where no guideline exists to make sound clinical decisions which are ethically based and are in the best interest of the person with diabetes.

8. COMMUNICATIONS AND RELATIONSHIPS

1. Acts as a patient/staff advocate through the application of ethical, legal and professional knowledge and skills.
2. Using developed negotiation, motivation and counselling skills, communicate highly complex and sensitive information in an understandable form to patients, carers and staff.
3. Demonstrates effective verbal and written communication with all members of the multidisciplinary team within own department and relevant departments, which service the clinical area.
4. Participate in MCN multidisciplinary policy groups.
5. Designs referral protocols and makes justifiable referrals to a wide range of other healthcare professionals and specialities, which may include the admission or discharge of patients from hospital.
6. Provides support, empathy and reassurance in the delivery of patient care.
7. Contribute to a supportive environment in the interest of staff morale.
8. Participates in external professional networks, which promote both the profession and organisation.
9. The skill and knowledge to present an alternative choice of care to patients.
10. Use communication skills to motivate/facilitate and engage patients/carers to comply with treatment programmes, particularly where there are significant barriers to understanding, such as denial/resistance, learning difficulties and cognitive impairment.
11. PHYSICAL DEMANDS OF THE JOB

. Moving and handling of patients from self-caring to total dependence.

. Moving and handling of equipment.

. Travelling between facilities at different geographical locations.

. Short periods of moderate physical effort.

. Exposure to body fluids/therapeutic products.

. There are frequent requirements to sit for extended periods at P.C. and in patient consultations.

. Competently perform the necessary technical/invasive/physical aspects of care.

. Requirement to carry out venepuncture and cannulation

1. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB
2. Dealing with chronic disease management, often of a progressive deteriorating type, that is of a complex nature with no positive prognosis/recovery.
3. Communicating and supporting distressed/anxious patients/relatives/ carers at the time of diagnosis and throughout the complications of advanced disease, including the event of death.
4. Eliciting information and making decisions on case management based on complex information, i.e. patient symptoms, medical history, medication, diagnostic results, social circumstances.
5. There is frequent requirement for prolonged concentration and for intense concentration when dealing with the needs of patients with multiple medical problems/emotional problems/or loss, i.e. visual loss/amputation/ intrauterine death/still birth.
6. Frequently performing mentally challenging tasks whilst being constantly interrupted by outside influences, such as other staff members, relatives and the telephone/pager.
7. Achieving a balance between the demands of direct patient care within existing resources and job plan.
8. Motivating/encouraging patients/carers to comply with treatment programmes, particularly where there are significant barriers to understanding, such as denial/resistance, learning difficulties or cognitive impairment.
9. Achieving the above through the use of interpreters.
10. Managing abusive patients and members of the public.
11. Acting as an effective change agent integrating information gained from research and audit into clinical practice, especially when there is resistance to change.
12. Act in a professional advisory role to a wide range of professionals and service users.
13. Supporting members of the multidisciplinary team who are experiencing professional difficulties.
14. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

. First Level Registered Nurse with a minimum of 2 years post registration experience.

. Relevant experience working in diabetes, either clinic, ward or community and appropriate degree level qualification.

. As appropriate to area of clinical practice, successfully complete the agreed training pathway to develop CNS role.

. Ability to fulfil criteria outlined in the job description.

. Highly specialist knowledge across the range of Diabetes treatments, procedures and practices underpinned by theoretical knowledge and relevant practical experience.

# Summary of terms and conditions

The terms and conditions of service are those approved and amended from time to time by the National Agenda for Change Terms and Conditions Agreement.

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| --- | --- |
| Job title | **Diabetes Specialist Nurse** |
| Job reference number |  |
| Closing date |  |
| Vacancy enquiries to | For information specific to the role, contact:  **Kirsty Kane 0141 355 1078** |
| Agenda for Change band: | **Band 6** |
| Salary | Please refer to Agenda for Change Payscale on the following page. All values are per annum (pro rata where applicable). Please note candidates new to the NHS should expect to start at the entry point of the payscale shown. |
| Hours | **37.5** hours per week |
| Base | **Glasgow Royal Infirmary / Stobhill ACH** |
| Contract type | **Permanent** |
| Annual leave | The basic annual leave entitlement in a full year commencing 1st April to 31st March is 27 Days on appointment, rising to 29 days after five years and 33 days after 10 years. Leave entitlement is pro rata where applicable. |
| Superannuation | All employees are automatically enrolled it the [Scottish Public](#) [Pensions Agency](#). |
| Healthcare Support Workers | All NHS Scotland postholders that are not governed by a regulatory or professional body are considered to be healthcare support workers. On appointment, you will be expected to comply with the [NHS Scotland Mandatory Induction Standards and Code](#) [of Conduct for Healthcare Support Workers](#).  Healthcare Support Workers are expected at all times to practice competencies that demonstrate insight, understanding and mutual respect of patients, their families, carers and work colleagues. Whether in a clinical or non-clinical role the post holder is expected at all times to be an exemplar of person centred care, embracing their Code of Conduct to a high standard as part of an integrated health professional team. |
| Smokefree policy | NHS Greater Glasgow and Clyde operates a [smokefree policy](#) on all premises and grounds. |
| Equal opportunities | NHS Greater Glasgow and Clyde is as an [equal opportunities](#) [employer](#). |

# Agenda for Change pay bands and points

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Point** | **Band 1** | **Band 2** | **Band 3** | **Band 4** | **Band 5** | **Band 6** | **Band 7** | **Band 8** | | | | **Band 9** |
|  |  |  |  |  |  |  |  | Range  A | Range  B | Range  C | Range  D |  |
| 1 | \* | \* |  |  |  |  |  |  |  |  |  |  |
| 2 | \* | \* |  |  |  |  |  |  |  |  |  |  |
| 3 | 17,110 | 17,110 |  |  |  |  |  |  |  |  |  |  |
| 4 |  | 17,437 |  |  |  |  |  |  |  |  |  |  |
| 5 |  | 17,865 |  |  |  |  |  |  |  |  |  |  |
| 6 |  | 18,292 | 18,292 |  |  |  |  |  |  |  |  |  |
| 7 |  | 18,843 | 18,843 |  |  |  |  |  |  |  |  |  |
| 8 |  | 19,470 | 19,470 |  |  |  |  |  |  |  |  |  |
| 9 |  |  | 19,846 |  |  |  |  |  |  |  |  |  |
| 10 |  |  | 20,347 |  |  |  |  |  |  |  |  |  |
| 11 |  |  | 20,911 | 20,911 |  |  |  |  |  |  |  |  |
| 12 |  |  | 21,349 | 21,349 |  |  |  |  |  |  |  |  |
| 13 |  |  |  | 22,042 |  |  |  |  |  |  |  |  |
| 14 |  |  |  | 22,746 |  |  |  |  |  |  |  |  |
| 15 |  |  |  | 22,982 |  |  |  |  |  |  |  |  |
| 16 |  |  |  | 23,113 | 23,113 |  |  |  |  |  |  |  |
| 17 |  |  |  | 23,597 | 23,597 |  |  |  |  |  |  |  |
| 18 |  |  |  |  | 24,547 |  |  |  |  |  |  |  |
| 19 |  |  |  |  | 25,536 |  |  |  |  |  |  |  |
| 20 |  |  |  |  | 26,580 |  |  |  |  |  |  |  |
| 21 |  |  |  |  | 27,635 | 27,635 |  |  |  |  |  |  |
| 22 |  |  |  |  | 28,748 | 28,748 |  |  |  |  |  |  |
| 23 |  |  |  |  | 29,905 | 29,905 |  |  |  |  |  |  |
| 24 |  |  |  |  |  | 30,820 |  |  |  |  |  |  |
| 25 |  |  |  |  |  | 31,896 |  |  |  |  |  |  |
| 26 |  |  |  |  |  | 32,974 | 32,974 |  |  |  |  |  |
| 27 |  |  |  |  |  | 34,050 | 34,050 |  |  |  |  |  |
| 28 |  |  |  |  |  | 35,261 | 35,261 |  |  |  |  |  |
| 29 |  |  |  |  |  | 37,010 | 37,010 |  |  |  |  |  |
| 30 |  |  |  |  |  |  | 38,088 |  |  |  |  |  |
| 31 |  |  |  |  |  |  | 39,299 |  |  |  |  |  |
| 32 |  |  |  |  |  |  | 40,644 |  |  |  |  |  |
| 33 |  |  |  |  |  |  | 42,058 | 42,058 |  |  |  |  |
| 34 |  |  |  |  |  |  | 43,471 | 43,471 |  |  |  |  |
| 35 |  |  |  |  |  |  |  | 45,220 |  |  |  |  |
| 36 |  |  |  |  |  |  |  | 46,970 |  |  |  |  |
| 37 |  |  |  |  |  |  |  | 48,989 | 48,989 |  |  |  |
| 38 |  |  |  |  |  |  |  | 50,470 | 50,470 |  |  |  |
| 39 |  |  |  |  |  |  |  |  | 53,026 |  |  |  |
| 40 |  |  |  |  |  |  |  |  | 55,987 |  |  |  |
| 41 |  |  |  |  |  |  |  |  | 58,948 | 58,948 |  |  |
| 42 |  |  |  |  |  |  |  |  | 60,563 | 60,563 |  |  |
| 43 |  |  |  |  |  |  |  |  |  | 63,254 |  |  |
| 44 |  |  |  |  |  |  |  |  |  | 66,216 |  |  |
| 45 |  |  |  |  |  |  |  |  |  | 70,657 | 70,657 |  |
| 46 |  |  |  |  |  |  |  |  |  | 72,675 | 72,675 |  |
| 47 |  |  |  |  |  |  |  |  |  |  | 75,704 |  |
| 48 |  |  |  |  |  |  |  |  |  |  | 79,405 |  |
| 49 |  |  |  |  |  |  |  |  |  |  | 82,611 | 82,611 |
| 50 |  |  |  |  |  |  |  |  |  |  | 86,532 | 86,532 |
| 51 |  |  |  |  |  |  |  |  |  |  |  | 90,608 |
| 52 |  |  |  |  |  |  |  |  |  |  |  | 94,880 |
| 53 |  |  |  |  |  |  |  |  |  |  |  | 99,358 |
| 54 |  |  |  |  |  |  |  |  |  |  |  | 104,050 |

**The Application Process**

Please ensure you read the Job Description and Person Specification along with the guidance notes on completing your application form. The hiring manager will shortlist an application for interview based on its content, therefore it is in your best interests to ensure you submit a fully and appropriately completed application.

You will receive confirmation that your application submission has been received when you submit your online application form. When we begin to process your application, you will receive an email from NHS Greater Glasgow and Clyde confirming receipt. If you have not received a confirmation email within 3 days working days from the closing date, please email [nhsggcrecruitment@nhs.net](#).

Unfortunately, due to the volume of applications NHS Greater Glasgow and Clyde receive, we are unable to write to applicants who are not successfully shortlisted for interview. Accordingly, if you have not received an invitation for interview within six weeks of the closing date please assume on this occasion you have been unsuccessful. We hope this will not deter you from applying again.

We will use several methods of communication to advise you of each stage of the recruitment process this includes: email, letter, SMS text, or telephone. It is essential that you regularly check your email and your phone to see if we have been in contact with you to update you on the progress of your application. Please ensure your email account does not treat NHS Greater Glasgow and Clyde email as spam or junk by adjusting the necessary settings.

Please ensure you retain a copy of the job description and person specification for the post you are applying for – you will need this to help you prepare if you are selected for interview.

Please retain details of the job reference number – you will need this if contacting NHS Greater Glasgow and Clyde Recruitment Services.

Should you require further information or assistance in relation to your application please visit [www.nhsggc.org.uk/recruitment](#) or email your enquiry to [nhsggcrecruitment@nhs.net](#). Please ensure you have the job reference number to hand.

For details on what happens once you have submitted your application, please visit the NHS Greater Glasgow and Clyde – [recruitment guidance for](#) [applicants](#).

# Guidance for completing your application form

Completion of the application form is the first stage in the recruitment process, and if you are successful, will form the basis of your employment record. Complete and accurate information is essential. Please note: If you knowingly withhold or provide false or misleading information, this may result in your application being rejected, or if appointed, may result in dismissal from your post.

Your application form plays a vital role in the recruitment and selection process. The information you provide us with in your application form will be used to decide whether you are shortlisted to attend an interview. Only those applicants who can clearly demonstrate in their application form how they meet the minimum essential requirements for the post as specified in the job description and person specification will be considered for interview selection.

Applicants should read the candidate information pack and job description for the post prior to completing the online application form.

When completing the online application form applicants should read the instructions in each section and note the following:

* + the application form has an automatic time out mechanisms, therefore you should click on the "save" button as you go through the application form or copy and paste from another document, to avoid losing content.
  + please do not use any special characters (i.e. £, #, &, %) when completing your application. You are permitted to use the ‘@’ symbol.

It is recommended that you complete all relevant sections of the application form. It does not matter how long ago your last employment was, if you have an employment history please list it.

If you have not previously been employed, please use the “Present or Most Recent Post” section to detail what you have been doing (i.e. full time student

/ parent / carer).

Please note that you can list unpaid work including work placements and volunteer work in your employment history.

NHS Greater Glasgow and Clyde do not accept Curriculum Vitaes (CV), unless a CV has been specifically requested as part of the recruitment process.

By completing and submitting an application for this post you give your consent for NHS Greater Glasgow and Clyde to commence pre-employment checks, including reference checks, once your formal conditional offer of employment is made to you. Click Here for more information. For details on NHS Greater Glasgow and Clyde’s pre-employment check procedures, please visit the NHS Greater Glasgow and Clyde – [recruitment guidance for](#) [applicants](#).

## Part A (Personal information), Part B (Declarations), Part C (Application Details)

The job description provides information about the main duties and responsibilities of the post being advertised. It also describes the purpose of the post. Please ensure that your application form clearly demonstrates how your skills / knowledge / experience can be utilised in the role.

The job description and person specification also specify the requirements or criteria (knowledge, skills, experience, abilities and qualifications) that are essential or desirable to perform the duties outlined. Please ensure in your application that you demonstrate how you meet the minimum essential criteria and where applicable, the desirable criteria for the role.

Certain posts in NHS Scotland are exempt from the 1974 Rehabilitation of Offenders Act (Exclusions & Exceptions) (Scotland) Order 2003. [Click Here](#) for more information. If the advertisement for this position has declared that we require a Disclosure Scotland PVG Scheme Membership / Disclosure Scotland Check, you must declare any previous convictions, classed as either “spent” or “unspent”, including criminal convictions received outside the United Kingdom.

The Asylum and Immigration Act 1996 states that it is a criminal offence to employ a person who is not entitled to work in the United Kingdom (UK). Consequently, before NHS Greater Glasgow and Clyde offers employment, the prospective employee must provide evidence, that he/she is entitled to work in the UK. All applicants regardless of nationality will be asked to provide evidence of eligibility to live and work in the UK.

As a Disability Confident Employer, NHS Greater Glasgow and Clyde operates a Guarantee Interview Scheme for disabled applicants. Candidates who have declared a disability and who meet the **minimum essential criteria** outlined within the job description / person specification will be guaranteed an interview.

You must provide full and complete employment references including a work email address (personal email address for employment references may not be acceptable) covering a minimum period of the last three years. Employment referees should be listed in chronological order – that is the most recent first. If you have had more than two employers in the last three years we will require additional references. Character referees should only be used in the event that you cannot provide two employer references covering the last three years.

Any gaps in employment history must be detailed within your supporting statement and will be explored carefully with you at the interview stage.

If you have an employment history of less than three years, you should provide full details of an academic referee or other person who is not a friend, is not related to you or involved in any financial arrangement with you to provide a personal reference.

If you have had no previous employment or have been self-employed you should provide details of two personal referees as outlined above and where applicable evidence to confirm your status (i.e. letter from Jobcentre Plus, academic record or evidence from HM Revenue & Customs) if you are shortlisted for interview.

Your application form provides you with an opportunity to provide a supporting statement. This section is one of the most important in the application form as the information that is provided here will be evaluated and used to decide if you are invited to attend interview. This section gives you the opportunity to describe and demonstrate the particular qualifications, skills, abilities, knowledge, relevant experience and other qualities that make you a good candidate for the post.

## Part D (Equal Opportunities)

This part of the form is optional and the information you provide in this section exercises no part of the selection process. It is treated in confidence and only the Recruitment Service or Human Resources staff can access this information for the purpose of recording and compliance monitoring, to ensure our workforce is balanced and represents the best candidates from all parts of society regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity status, race, religion or belief, sex, sexual orientation and/or socio-economic status.

## 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 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.

# Working for NHS Greater Glasgow and Clyde

## About us

NHS Greater Glasgow and Clyde is the largest health board and provider of healthcare in Scotland and one of the largest health care providers in the UK.

NHS Greater Glasgow and Clyde’s purpose is to:

*“Deliver effective and high quality health services, to act to improve the health of our population and to do everything we can to address the wider social determinants of health which cause health inequalities.”*

The Board works in close partnership with other NHS organisations, local authorities and other agencies including the third sector to ensure that social work, education, housing, employment and environmental services unite effectively and efficiently with the NHS in tackling inequalities and underlying health problems in local communities.

The future shape of health and social care provision is changing following the move to establish new statutory Partnerships between NHS and Local Authorities, responsible for the planning and delivery of Health and Social care for local populations. This requires the development of very different relationships between primary care, mental health services, community and acute services.

NHS GGC serves a population of 1.2 million (over 1/5 of the population of Scotland) with services provided by 39,000 staff.

The geographical area covered includes: Glasgow City, West Dunbartonshire, Inverclyde, Renfrewshire, East Renfrewshire, East Dunbartonshire and North Glasgow (Stepps-Moodiesburn corridor).

## Our services

NHS Greater Glasgow and Clyde provides a full range of Secondary and Tertiary Clinical services, Primary Care, Mental Health and Community services included in which are a number of world-class specialist services.

Find out more about NHS Greater Glasgow and Clyde at [www.nhsggc.org.uk](#). If you want to know more about the NHS Scotland, visit

[www.show.scot.nhs.uk](#).

If you are successful in your application to join us, you will be working within one of our Acute, Primary and Community Care Services. These services are in turn supported by a range of Corporate Service functions including Administration, eHealth, Finance, Human Resources, Public Health, Corporate Planning, Facilities and Estates.

* + [Click Here](#) to find out more about our Community Services
  + [Click Here](#) to find out more about our Mental Health Services
  + [Click here](#) to find out more about the services in your area

## Employee benefits

We offer all our staff excellent benefits including;

* + NHS Superannuation pension scheme,
  + Child Care Vouchers,
  + Bursaries to support education and training,
  + Interest free loans to purchase Zonecards for trains, buses, underground and some ferries
  + Cycle to work interest-free loans to purchase bicycles and equipment

For more information on the benefits available to NHS Greater Glasgow and Clyde staff, visit [www.healthservicediscounts.com](#).

## Further information

For further information on any aspect of the recruitment process or for further details on working within NHS Greater Glasgow and Clyde contact:

NHS Greater Glasgow and Clyde

## Recruitment Services

West Glasgow Ambulatory Care Hospital Dalnair Street

Glasgow G3 8SJ

Tel: +44 (0)141 278 2700

Email: [nhsggcrecruitment@nhs.net](#)