

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Locum Consultant in Neurosurgery with an interest in Deep Brain Stimulation**

**Location: Queen Elizabeth University Hospital**

**Job Reference: 169531**

**Closing Date: 21st November 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**

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| **Additional Arrangements for Applicants : Informal enquiries and details of arrangements to visit the department regarding this post will be welcome by:** |
| **Name**  | **Job Title**  | **Email**  |  **Telephone**  |
| Mr Chris Barrett  | Lead Clinician | Chris.barrett@ggc.scot.nhs.uk | 0141 201 2828 |

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.

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

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

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

         *the points-based immigration system*

         *the EU settlement scheme*

         *a biometric residence permit*

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

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

***EU settlement scheme***

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

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

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

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

*Further information:* https://www.gov.uk/settled-status-eu-citizens-families.

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

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

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

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

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

**Section 2:**

**The Department**

The Department of Neurosurgery is situated within the main block of the Institute of Neurological Sciences (INS). The Unit supplies a regional service to a population of 2.3 million, mainly from the West of Scotland (NHS Greater Glasgow and Clyde, NHS Ayrshire & Arran, NHS Lanarkshire, NHS Highland and NHS Western Isles), although some patients are referred from other areas of Scotland or England for sub-specialty care.

The department has close links with the Departments of Neurology, Neuropathology, Neuro-anaesthesia, Neuroradiology, Maxillofacial Surgery and Clinical Physics, with Paediatric services at Royal Hospital for Children and with the Oncology Services at the West of Scotland Oncology Centre. The department also has visiting specialists from Neuro-ophthalmology and Neuro-otology.

The Neurosurgical Department works on a team system with three clinical teams. Consultants are involved in undergraduate and postgraduate teaching, and are usually offered an honorary position by the University of Glasgow. There is a long history of successful clinical research and all consultants and junior staff are encouraged to participate. There are opportunities through the University Department of Clinical Neurosciences to carry out basic research.

There are 66 adult neurosurgical beds and a suite of neurosurgical and maxillofacial theatres. In addition, there is a six-bedded ITU and a five-bedded HDU shared with the other specialties within the Institute. The Neurosurgical teams are based around the three wards. There is a 16-person registrar rota, comprising of specialist trainees at ST3 or above and senior fellowships in the neurosurgical subspecialties. There are 10 further junior trainees at FY2/ ST1-2/ Junior Clinical Fellow grades who are assigned to one of the three teams. Routine emergency and elective work within the Unit is sub-divided fairly between teams but within this framework the development of special interests is established and encouraged.

The post offers excellent opportunities for modern neurosurgical practice. There is close collaboration with Interventional Neuroradiologists, Maxillofacial Surgeons, and Neuro-otologists. The National Spinal Injuries Unit is located in an adjoining building to the Institute, and there is a close working relationship between the two Units.

Paediatric neurosurgery is performed at the Royal Hospital for Children, and a team of 4 consultant neurosurgeons provide cover for this service including on-call cover.

**Deep Brain Stimulation**

The Department is also responsible for the National Deep Brain Stimulation Service within NHS Scotland. The DBS Service provides significant therapeutic benefits for adult patients with movement and affective disorders such as Parkinson’s Disease and Dystonia who have become refractory to medical management. The service comprises of assessment, surgical intervention, post-operative care and follow-up management post-surgery with ongoing care provided by local services.

The aim of DBS is for patients to allow a decrease in medication or make medication regime more tolerable and to improve neurological symptoms such as tremor, rigidity, stiffness and slow movements.

The DBS service is for patients with movement disorders; principally Parkinson’s Disease, Dystonia and Essential Tremor, who cannot be adequately controlled with medications or whose medications have severe side effects.

**Scope of service**

The DBS service comprises of:

* Assessment of referrals
* Initial outpatient assessment and review by MDT
* Pre-surgical outpatient/inpatient assessments
* Deep Brain stimulation surgical procedure
* Post-operative management
* Outpatient reviews
* Battery replacement at estimated 4-yearly intervals

A surgical DBS follow up service is offered to ‘legacy’ patients who have previously undergone DBS surgery in other centres prior to designation of the national service. This is primarily for battery replacements and DBS hardware related issues. Management of other aspects of these patients’ condition remains the responsibility of their local services.

**Service description / pathway**

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**Referrals / Entry point to service**

Referrals to the service are accepted from movement disorder neurologists or geriatricians from all parts of Scotland.

Referrals are assessed by the lead clinician of the service. For those not suitable, advice is provided to the referring team on suitability of other advanced therapies which are surgical in nature.

**Assessment**

*First assessment*

An initial outpatient assessment is undertaken by the multi-disciplinary team at the ‘*new patient clinics’* which are held *once every 4 weeks (two teams per clinic)*. This appointment includes input from neurosurgery, neurology, nurse specialists and neuropsychology.

*MDT clinical Review*

A further clinical multidisciplinary team assessment is undertaken for patients deemed suitable for further investigation. This includes an MRI scan under general anaesthetic (and overnight stay if required) to identify the target areas for placement of electrodes, further neuropsychological assessment, pre-surgical assessments and a review of medication.

***Decision to treat***

Following the assessment process a decision is taken by the MDT on whether the patient is suitable for DBS treatment.

A number of patients will be deemed not suitable for treatment.

**Surgical intervention/inpatient stay**

*Pre-op appointment*

An outpatient appointment is undertaken to support anaesthetic assessment and surgical counselling.

*DBS Procedure*

The DBS surgical procedure is undertaken wholly or partly under general anaesthetic depending on the indication. Stimulating electrodes are placed stereotactically into the deep structures of the brain. Some patients are woken intraoperatively to allow cell recordings and clinical assessment to confirm electrode placement. The electrodes are connected to an implanted pulse generator which is battery powered. The electrodes are secured to the skull and a cable tunnelled to the pulse generator situated typically in the front of the chest.

*Post surgical care*

Electrode testing and generator programming takes place at an interval following the procedure. Patients are generally discharged home in the interim. Medication adjustment will also be undertaken.

**Follow up care**

Post surgery follow up is undertaken by the specialist nurse, neurology and neurosurgery staff with input from neuropsychology, physiotherapy, occupational and speech and language therapists as required.

Patients are seen at outpatient clinics at one, three and six monthly intervals after surgery and as required thereafter. Patients will return to the service for battery replacement approximately every 4 years with annual review being required for battery checks.

**Discharge from service / Exit point from service**

Patients are discharged from routine regular follow care 12 months post-operative surgically procedure, with ongoing care being undertaken by the local consultant neurologist or geriatrician.

**The National Managed Service Network for Neurosurgery**

The Department of Neurosurgery in Glasgow is one of four Scottish Neurosurgical centres which are now part of a national managed service network (MSN). Formed in 2009, the MSN is an innovative model, the first of its kind in Scotland. Building on the fundamental principles of Managed Clinical Networks and extending these across the whole service, it aims to ensure that neurosurgical services in Scotland are equitable and consistent in terms of access and quality. The MSN is responsible for ensuring a national approach to the development of services, for the development, implementation and assessment of nationally agreed service standards and care pathways, and for the promotion of nationally coordinated research and development. Good quality, consistent data are fundamental to progress in these areas.

The MSN offers enormous opportunity for the pursuit of specialist interest(s) within the Scotland-wide context provided by the Network. In addition to taking a full share of the general neurosurgical workload in Glasgow and developing and strengthening services locally, the post holder will be encouraged to take an active role in working within the MSN to develop specialist services within a national perspective.

The MSN structure is headed by a Network Board and supported by Vaughan Statham, National Network Manager.

**The Role**

This post has been created to support adult neurosurgical services.

This post is based on a 10 PA job plan. The job plan is negotiable and will be agreed between the successful applicant and the Clinical Director and is subject to annual review.

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

Names of current consultant members of the Department:

 Mr L Alakandy

 Mr A Amato-Watkins

Mr C Barrett (Clinical Lead)

Miss J Brown

Mr M Canty

Mr A Grivas

Mr S Hassan

Miss P Littlechild

Mr C Mathieson

Mr R O’Kane

Mr E J St George

Mr N Suttner

Mr M Abdelsadg (locum)

Mr W A S Taylor

Mr P S Bhattathiri (Chairman)

Clinical

The duties of the post include the overall neurosurgical care of the population served. All applicants should have sufficient clinical and operative experience to manage major neurosurgical issues independently. All neurosurgical consultants take part in a rota (1:12 / adults) for out-of-hours cover, of which there is a requirement that all consultants maintain an ability to deal with all common neurosurgical emergencies.

The INS encourage consultants to develop sub-specialty interests and there is frequent cross-referral of cases within the department. Participation in existing multidisciplinary patient management practices is required.

Candidates with a specific interest in DBS and/or a fellowship in functional neurosurgery are encouraged to apply for this position. It is expected that this position will be advertised as a substantive post in due course.

The successful applicant would be encouraged to participate in the management and service development of other functional neurosurgical conditions, such as intrathecal drug delivery systems and spasticity.

Administration

The Lead Clinician is the medical manager responsible for the medical staff within the Department and works with the General Manager and Clinical Services Manager to ensure quality service delivery and development, clinical governance, appraisal and job planning.

Individual consultants, supported by the Clinical Services Manager, are responsible for the organisation of outpatient clinics, admissions, and operating schedules. They are also responsible for such correspondence and administrative duties that arise from these activities.

Timetable

For adult services, all inpatient and outpatient activity takes place within the Institute of Neurological Sciences, Queen Elizabeth University Hospital.

The high urgent and emergency workload in Neurosurgery places a requirement on all consultants to be flexible in their working patterns, and to be highly adept at prioritising their workload. The bulk of the working week will be taken up with ward work, office-based clinical work, administration and dealing with emergency referrals. Allocated time to support professional activity is built into the weekly life of the Institute and should also allow for appraisal and job planning.

The core fixed commitments of the post will include all the routine activities of a General Neurosurgeon like General Neurosurgery clinic, theatre sessions, ward round, administration etc. A degree of flexibility will be required in terms of the scheduling of fixed commitments.

**INDICATIVE JOB PLAN: Note that the actual job plan may be different from this illustration**.

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|  | **AM** | **PM** |
| Mon | Theatre | Theatre |
| Tues | Clinic | Admin |
| Wed | Pre-Assessment  | Theatre |
| Thurs | Clinic | Clinic |
| Fri | Admin | SPA |

On call cover – 1 in 12

NHS Greater Glasgow and Clyde is one of the largest National Health Service providers and employers in the UK. In partnership with local authorities we are responsible for the health needs of a population of 1.2 million people, almost a quarter of the entire Scottish population; Glasgow itself has a population of nearly 600,000. The geographical area covered by NHS Greater Glasgow and Clyde is diverse; it covers both urban and rural locations in the Glasgow and Clyde area.

NHS Greater Glasgow and Clyde hosts the largest group of adult acute hospitals in Scotland – offering many opportunities to ensure job satisfaction and career development. We enjoy close links with Glasgow’s three universities, and make a significant contribution to teaching at both undergraduate and postgraduate teaching. Research also enjoys a high profile within the organisation.

The Acute Division brings together all acute services across the city and Clyde under a single management structure led by the Chief Officer. The Division is made up of 6 Sectors/Directorates of clinical services each managed by a Director and clinical management team.

The Department of Neurosurgery is part of the Regional Services Directorate for NHS Greater Glasgow and Clyde which includes:

* The Institute of Neurological Sciences
* Queen Elizabeth National Spinal Injuries Unit
* Specialist Rehabilitation Services
* WestMARC
* Oral and Maxillofacial surgery
* Specialist Oncology services [including Haemato-oncology]
* Plastic Surgery and Burns
* Renal Services including Renal Transplantation
* Centre for Integrative Care
* Forensic Mental Health Services
* Secondary care Dental Services

Dr Bryan Dawson is the Clinical Director and Mrs Cathy McLean is General Manager. Each Department has a management-appointed Lead Clinician.

**The Queen Elizabeth University Hospital Campus**

The new Queen Elizabeth University Hospital opened in 2015 and is one of the largest acute hospitals in the UK and home to major specialist services such as renal medicine, transplantation and vascular surgery, with state-of-the-art Critical Care, Theatre and Diagnostic Services. It will be the site of one of 4 Major Trauma centres in Scotland.The adult hospital is integrated with the children’s hospital and there is also a physical link for patients and staff from the hospitals into the Institute of Neurological Sciences (INS) and Maternity buildings.

**University Links**

The Queen Elizabeth University Hospital has built a sound academic and research base over the years. The hospital has an excellent teaching reputation and current provision includes libraries and lecture suites with comprehensive audio/visual facilities on site. A new state of the art Teaching and Learning Centre opened in 2015 as part of the £800m Campus development.

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| **PERSON SPECIFICATION** |
| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** |
| **LEGAL REQUIREMENTS** | Application must present evidence of higher specialist training leading to CCT OR of being within 6 months of confirmed entry from indicated date of Interview. |  |
| **PROFESSIONAL QUALIFICATIONS** | Application must present evidence of Full registration with the General Medical Council and a license to practice.MB, ChB or equivalent.  | MD / PhD |
|  **TRAINING** | Application must present evidence of previous appointments which provided professional training in Neurosurgery posts as approved by the Royal College of Surgeons or equivalent | Attendance at appropriate professional courses. |
| **EXPERIENCE*** **Clinical**
 | Expertise in neurosurgery.Ability to manage all common emergency neurosurgical problems (including spinal). Evidence of good operative ability. Evidence of sufficient clinical and operative experience to manage common major neurosurgical conditions independently. | Fellowship / post CCT training or experience within the functional sub-specialty of neurosurgery.  |
| * **Managerial**
 | The postholder should have management skills appropriate to assist the delivery of a comprehensive neurosurgery service in association with other departmental members. | Application must evidence a working knowledge of NHS management responsibilities of Consultants |
| **EXPERIENCE*** **Managerial**
* **Audit**
* **Supervision**
 | Attendance at an appropriate management course.Good organisational and administrative skills.Application must evidence participation in audit activitiesApplication must evidence experience of supervising junior medical staff and relevant staff in other disciplines | Experience of clinical audit. |
| **T EACHING** | Application must evidence participation in teaching postgraduate medical staff and a commitment to undergraduate and postgraduate medical teaching. | Experience of teaching other staff.Evidence of participation in Undergraduate Teaching. |
| **RESEARCH / PUBLICATIONS** | Application must evidence experience and evidence of research and relevant publications. | Evidence of recent and current research, with relevant publications. |
|  **PROFESSIONAL INTERESTS** | Application must evidence membership of appropriate professional society (ies).Candidates should demonstrate in their application a knowledge of up to date literature. |  |
| **CIRCUMSTANCES****RESIDENCE** | Agree to live an appropriate distance from the respective organisations.  | Car owner with full driving licence. |
| **INTERPERSONAL SKILLS REQUIRED**  |
| * The ability to communicate and liaise effectively with patients and their relatives using a variety of methods and to respond to questions and queries
* The ability to communicate effectively with clinical colleagues, colleagues in all other disciplines and support staff
* The ability to be able to work harmoniously with all levels of staff on an individual and multi-disciplinary basis
* The ability to take responsibility and show evidence of leadership
* The commitment to develop Neurosurgery services within the West of Scotland
* The ability to adapt and respond to changing circumstances
* The ability to work under pressure, prioritise workload and cope with setbacks
* The ability to present effectively to an audience
* An awareness of personal limitations
 |

**Section 3:**

**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.*

***EU settlement scheme***

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

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

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

**Data Protection Legislation**

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

**Section 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** | **Fixed Term**  |
| **GRADE AND SALARY** | **Locum Consultant** The whole-time salary will be a starting salary of:- £96,963 - £128,841 per annum (pro rata if applicable) Progression of salary is related to experience. New Entrants to the NHS will normally commence on the minimum point of the salary scale, (dependent on qualifications and experience). Salary is paid monthly by Bank Credit Transfer. |
| **HOURS OF WORK**  | **Full-Time**  |
| **SUPERANNUATION** | New entrants to NHS Greater Glasgow and Clyde who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme.  Should you choose to "opt out" arrangements can be made to do this via: www.sppa.gov.uk  |
| **REMOVAL EXPENSES** | Assistance with removal and associated expenses may be given and would be discussed and agreed prior to appointment.  |
| **EXPENSES OF CANDIDATES FOR APPOINTMENT** | Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement shall not normally be made to employees who withdraw their application or refuse an offer of appointment. |
| **SMOKEFREE POLICY** | NHS Greater Glasgow and Clyde operate a No Smoking Policy in all premises and grounds. |
| **DISCLOSURE SCOTLAND** | This post is considered to be in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership. |
| **CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK** | NHS Greater Glasgow and Clyde (NHSGGC) has a legal obligation to ensure that it’s employees, both EEA and non EEA nationals are legally entitled to work in the United Kingdom. Before any person can commence employment within NHSGGC they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until the right to work in the UK has been verified.. You will be required provide appropriate documentation prior to any appointment being made. |
| **REHABILITATION OF OFFENDERS ACT 1974** | The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Greater Glasgow and Clyde. Any information given will be completely confidential. |
| **DISABLED APPLICANTS** | Job Interview Guarantee Scheme As a Disability Symbol user, we recognise the contribution all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities, all applicants who are disabled and who meet the minimum criteria expressed in the job description will be guaranteed an interview. A disability or health problems does not preclude full consideration for the job and applications from people with disabilities are welcome. All information will be treated as confidential. You will note on our application form that we ask for relevant information with regard to your disability. This is simply to ensure that we can assist you, if you are called for interview, to have every opportunity to present your application in full. We may call you to discuss your needs in more detail if you are selected for interview. |



**Contd../**

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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 one 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:

|  |  |  |
| --- | --- | --- |
| **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.

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/**