

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Consultant in Gastroenterology**

**Location: Greater Glasgow & Clyde**

**Job Reference: 174512**

**Closing Date: 21st January 2024**

**Interview Date: 7th February 2024**



**Contents**

|  |  |
| --- | --- |
| **Section** |  |
| Section 1 | Summary Information relating to this post |
| Section 2 | Job DescriptionThe Department/Specialty – Facilities, Resources and Activity,  |
| Section 3 | Duties of the postJob Plan and Person Specification |
| Section 4 | General Information |
| Section 5 | Terms and Conditions |
| Section 6 | Making your Application |
| Section 7 | About NHS Greater Glasgow and Clyde |
| Section 8 | Living and Working in the Greater Glasgow and Clyde area |



**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**  |
| **Dr Shouren Datta** | **Clinical Director** | **shouren.datta@ggc.scot.nhs.uk** |
| **Mrs Rebecca Reid** | **General Manager** | **Rebecca.Reid2@ggc.scot.nhs.uk** |

Known for its friendly and welcoming residents, Glasgow has a reputation for warmth and hospitality. Glasgow is a vibrant cultural hub with world-class museums, art galleries and theatres, as well as a thriving music scene and iconic sporting venues. Located near picturesque landscapes, including Loch Lomond and the Trossachs National Park, Glasgow serves as a gateway to Scotland's stunning natural beauty. Living and working in Glasgow offers a unique and enriching experience for individuals seeking a dynamic and welcoming environment.

Applications are invited for a Consultant Physician with an interest in Gastroenterology to join a team of 29 gastroenterologists across GG&C.

Alongside their consultant and specialist nurse colleagues, the successful candidate will be expected to provide a full range of consultant services as agreed with clinical and management colleagues, including inpatient and outpatient work, as well as endoscopy.

Outpatient work may be undertaken across GG&C with the majority of the inpatient work being based at the Royal Alexandra Hospital in Paisley. A specialist GI consult service will be in place to support our general medical colleagues. The appointee will also contribute to the consultant on-call rota for gastroenterology, including GI bleeding and to downstream ward cover at weekends.

This post will offer a real opportunity for the successful candidate to be involved in the provision of a successful modern consultant led service and we are keen to accommodate specialist interests within the service including therapeutic endoscopy, nutrition, IBD and hepatology.

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

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

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

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

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

         *the points-based immigration system*

         *the EU settlement scheme*

         *a biometric residence permit*

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

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

***EU settlement scheme***

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

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

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

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

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

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

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

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

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

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

**Section 2:**

This is an exciting time to join the NHS Greater Glasgow and Clyde Gastroenterology Service. The new pan-NHSGG&C directorate, which houses both Endoscopy and Gastroenterology under the same directorate, commenced on the 1st of October 2022. Work is underway to develop a flexible and pan-NHSGGC strategy for Gastroenterology which will see improved services for patients and further development of a cohesive and specialist team.

Applications are invited for the post of Consultant Gastroenterologist. This Consultant post is to deliver on the new pan-NHSGGC Gastroenterology Service and will integrate with existing consultant colleagues and provide clinical excellence in Gastroenterology across NHSGGC.

The post will offer a real opportunity for the successful candidate to be involved in the provision of a successful modern consultant led service and to develop high quality, novel services for the population of NHSGGC.

This post will require participation on the Gastroenterology/GI bleeding on call rota. With close links to either Glasgow Royal Infirmary or Queen Elizabeth University Hospital, you will be expected to contribute to pan-NHSGGC service delivery, with a requirement to commit to provision of inpatient and outpatient sessions in the Clyde Sector.

**BACKGROUND INFORMATION**

# Health Board

NHS Greater Glasgow and Clyde is the largest health board in Scotland and serves a population of 1.1 million people. There are 5 hospitals north of the River Clyde, all with teaching responsibilities: Glasgow Royal Infirmary (including Princess Royal Maternity Hospital), New Stobhill Hospital, Lightburn Hospital, Glasgow Dental Hospital and School, and Gartnavel General Hospital. Two hospitals are situated in the south side of the city: Queen Elizabeth University Hospital and Victoria Ambulatory Care Hospital. The acute Hospitals sites in Clyde are the Royal Alexandra Hospital, Inverclyde Hospital and the Vale of Leven Hospital. The Golden Jubilee National Hospital (GJNH) in Clydebank is the setting for the new West of Scotland Heart and Lung Centre. The centre brings together, on a single site, cardiothoracic surgical services for the West of Scotland and is the dedicated unit for all interventional cardiology including primary ORS for NHS Greater Glasgow and Clyde and most surrounding Health Boards.

**Glasgow Royal Infirmary (GRI) & Stobhill Ambulatory Care Hospital (SACH)**

Glasgow Royal Infirmary is one of the major teaching complexes of the University of Glasgow. It provides the Accident and Emergency service for the North and Eastern districts of Glasgow and has inpatient beds in general medicine and related specialities, medicine for the elderly, general surgery, orthopaedics, plastic surgery and obstetrics and gynaecology. There are also beds in intensive care, medical and surgical high dependency, and coronary care. Following the closure of Stobhill Hospital March 2011 all acute medical beds, with the exception of some long-stay care of the elderly beds, are on the GRI site. The new Stobhill Ambulatory Care Hospital is a modern purpose built ACH providing a full range of out-patient and ambulatory care services including an ENP led Minor Injuries Unit (MIU). Speciality outpatient clinics, Endoscopy, Radiology, Cardiology and Respiratory diagnostic services are provided both at GRI and SACH.

GRI and SACH are justifiably proud of the close inter departmental links and co-operation. Both are at the forefront of a progressive agenda in relation to clinical standards, managed clinical networks and patient focused service re-design. There are close clinical links with colleagues in the Community Health Care Partnership and other hospitals in NHS Greater Glasgow and Clyde, Glasgow, Strathclyde and Glasgow Caledonian Universities. There is a dedicated hospital wide academic programme supported by a strong service educational commitment. GRI and SACH are well provided with dedicated education centres and IT support. Both have excellent reputations in supporting and nurturing its clinical staff and also have an excellent reputation for under and post graduate training.

At GRI medical emergencies are admitted through an Acute Assessment Unit (AAU) or through the Emergency Department (ED) to an Acute Medical Receiving Unit (AMRU). This comprises 4 geographically defined ward areas covered by specific specialty teams – general medical, respiratory, and medicine for the elderly. Where bed availability permits patients with specific conditions will be triaged to the appropriate specialty team. As part of service redesign a daily GI consultation service for patients with GI disorders with GI bleed, acute luminal and complex liver disease will be delivered in the AMRU 4 consultant physicians take part in acute receiving each day in the AMU with morning and evening ward rounds. There is a 40 bedded cardiology ward (ward 43) with 20 acute cardiology beds and an 8 bedded coronary care unit (CCU). Those needing admission for a primary cardiological problem go from AAU or ED to the acute cardiology beds in ward 43 or CCU. The cardiologists also provide a daily consult service to patients needing review within the AMU.

Acute admissions to medicine range from 45 to 70 per day. Patients requiring a short stay will be discharged from AMU/acute cardiology beds. Those requiring longer stays are transferred ‘downstream’ to medical wards (non-acute cardiology bed in ward 43 for cardiology problems). These ‘downstream’ medical wards are split into specialty units. 4 specialty units have primary responsibility to general (internal) medicine, namely, Diabetes and Endocrinology, Respiratory Medicine, Rheumatology, and Gastroenterology.

Consultants from the department of medicine for the elderly (DOME) contribute to receiving duties, but also have a number of inpatient wards in Glasgow Royal Infirmary with additional beds at Lightburn Hospital and Stobhill Hospital. There is a separate Stroke Ward and thrombolysis service.

**Queen Elizabeth University Hospital, NHS Greater Glasgow and Clyde**

The Queen Elizabeth University Hospital (QEUH) is a new, purpose built hospital that opened its doors in May 2015. The hospital has 1109 beds and provides medical care to a population of around 700 000 people in west and south Glasgow. The hospital provides the full range of medical and surgical services including many tertiary specialties including neurology, ENT and renal medicine. It is also be one of the 4 hospitals in Scotland to admit major trauma cases in the near future.

We enjoy close links with Glasgow’s three universities and make a significant contribution to teaching at both undergraduate and postgraduate level.

Research also has a high profile within the organisation. We provide excellent facilities for students and their tutors in the Wolfson Medical School, based at Glasgow University.

By joining us now, you will have the opportunity to be involved in the development and re-design of services enjoying a real chance to shape services for the future.

**Royal Alexandra Hospital (and Vale of Leven Hospital), NHS Greater Glasgow and Clyde**

The Royal Alexandra Hospital (RAH) is a modern district general hospital in Paisley serving a population of approximately 205,000. The RAH is one of the largest and busiest non-teaching hospitals in Scotland. All major specialties are represented within the hospital. The hospital has a progressive agenda in relation to clinical standards, managed clinical networks and patient focused service redesign. There are close clinical links with the Community Health and Social Care Partnership, and the other hospitals within NHS Greater Glasgow and Clyde.

The hospital provides a wide range of District General Hospital specialties with excellent support facilities. It has a first class, modern Radiology Department and associated services. 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 all training grades. There is a good medical library service.

The Medical Unit at the Royal Alexandra Hospital has 209 beds. This includes a 12 coronary care beds with an adjacent 5 bed/chair Cardiac Assessment Unit, a 30 bed acute medical receiving ward and a medical Assessment Unit with 18 beds. In addition, there is a medical day bed unit. The medical unit provides an acute service in general medicine with clinics in general medicine, diabetes and endocrinology, gastroenterology, cardiology, asthma, respiratory medicine, rheumatology and haematology.

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. Services at the Vale of Leven Hospital include unscheduled medical care led by the Consultant Physician team based at the Royal Alexandra Hospital and supported by GP and GP trainees. In addition there are inpatient medicine for the elderly beds, short stay surgical beds together with day surgery and a full range of diagnostic and support services.

The Vale of Leven Hospital medical unit includes a Medical Assessment Unit, 12 bed receiving unit with provision for monitored beds and a further 27 general medical beds.

**Inverclyde Royal Hospital, NHS Greater Glasgow and Clyde**

The Inverclyde Royal Hospital is situated in Greenock and provides acute health care services to Inverclyde, North Ayrshire and the Cowal peninsula.

The Hospital is a 220 bedded, modern District General Hospital which opened in 1979.

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. All departments participate in undergraduate teaching and there is an active postgraduate educational program, specialising in General Internal Medicine and supporting International Medical Graduates. Inverclyde Royal Hospital benefits from links with the larger central hospitals in Glasgow and is well supported by the Department for Medical education along with a good medical library service.

**GG&C Gastroenterology Department Consultant Staff**

There are currently 29 gastroenterology consultants with varying subspecialty interests across GG&C.

|  |  |  |
| --- | --- | --- |
| **Glasgow Royal Infirmary** | **Queen Elizabeth University Hospital** | **Royal Alexandra Hospital** |
| Stephen Barclay | Robert Boulton-Jones | Graham Naismith |
| Aidan Cahill | Helen Cairns | Michael Johnston |
| Ewan Forrest | Graham Curry  | Iain Hay |
| Daniel Gaya | Shouren Datta | Kate McHugh |
| Ruth Gillespie | Andrew Fraser | Debbie Troland |
| Iain Hay | Michael Johnston | Shouren Datta |
| Neil Lachlan | Heather Lafferty |  |
| Gillian Leggett | Dan Lassman  |  |
| John Morris | Jonathan MacDonald |  |
| Eliana Saffouri | Kate McHugh |  |
| Adrian Stanley | Jude Morris |  |
| Jack Winter | Matt Priest |  |
|  | John Seenan |  |
|  | Harry Suzuki |  |
|  | Rachael Swann |  |
|  | Debbie Troland |  |

Details for regarding each of our 3 main gastroenterology departments are listed below

**Glasgow Royal Infirmary Gastroenterology Department**

The Gastroenterology Unit in northeast Glasgow has been a leader in developing and introducing new initiatives in particular in the areas of diagnostic and therapeutic endoscopy, benign dysphagia, non-cardiac chest pain, management of chronic viral hepatitis, liver disorders, upper GI haemorrhage and inflammatory bowel disease.

The unit has acute services at the GRI site including providing a daily GI consultation service to acute medical receiving, emergency endoscopy and two inpatient Gastroenterology wards. There are outpatient clinics and endoscopy services provided at both GRI and Stobhill ACH.

The administrative centre and consultant offices for the unit are based at GRI. Within northeast sector there is a good working relationship and close collaboration with surgical specialities and there are on-site specialist Upper GI, Pancreaticobiliary and Colorectal Surgery Units of international renown.

**Junior medical staff**

GRI have a strong complement of junior staff including 4-5 StR’s, clinical fellows, IMT’s, GPVT’s and foundation doctors.

**Nurse Specialists**

There is a well-developed team of nurse specialists, including 4 IBD nurse specialists, 4 Liver nurse specialist and 2 additional nurse specialists dealing with Benign GI disorders. These experienced nurses make a significant contribution to patient care both unscheduled and planned.

**Ward Cover**

The gastroenterology in-patient beds are situated in Wards 8 and 9. These wards predominantly function as a specialist gastroenterology unit. The gastroenterology consultants cover these on a monthly rotational basis.

**Gastroenterology day ward**

## *Ambulatory care unit (St Mungo’s ward)*

There is a 5-day outpatient ambulatory treatment and investigation unit, with a nursing staff compliment of 12 gastroenterology specialist nurses.

Sub-specialty outpatient clinics are run with specialist nurse assistance. Nurse-led clinics in liver disease, inflammatory bowel disease, IBS and dyspepsia are also held here. The oesophageal investigation facility (with dedicated C-arm x-ray image intensifier) is part of this unit.

**Endoscopy Sessions**

The Endoscopy Unit at GRI has three endoscopy suites running continuously and undertaking over 7,000 procedures per annum. The composition of endoscopy lists for the successful candidate will be agreed according to the interests and expertise of the appointee. There are 4 endoscopy rooms in the Stobhill ACH undertaking over 8,000 procedures per annum and some sessions may be based there.

The current consultants provide specialist ERCP, EUS, small bowel capsule endoscopy, bowel cancer screening and enteroscopy lists in addition to the full range of diagnostic and therapeutic endoscopy and colonoscopy. There are currently plans to develop Cytosponge, transnasal endoscopy and capsule colonoscopy within the sector.

The West of Scotland Endoscopy training centre is based at GRI and Stobhill ACH and regular training courses are run in these units.

**Upper GI Bleeding**

Emergency therapeutic endoscopy is available 24 hours a day with the on-call Consultant Gastroenterologist covering this (including out-of-hours service) on a 1:10 basis. Consultants in both QEUH and GRI receive patients with complex GI bleeding for Clyde hospitals on consultation. It is anticipated that in the future patients at IRH will be transferred to Glasgow hospitals for specialist care.

In addition, endoscopies for bleeders are carried out at 8.00 am every morning, 7-days per week, with numbers varying between 1-4 patients each day.

**Teaching**

The Unit has a major commitment to training junior staff and teaching medical students. During term-time the Unit has fourth and final year students on the ward and there are frequently post-graduate students training for the MRCP examination.

Gastroenterology is a speciality with numerous technical skills and all the endoscopy lists are conducted as training sessions with junior staff monitored by consultants. Within the unit there are weekly MDT meetings in many specialist areas (GI, IBD, Liver, HCC, HPB, Upper GI cancer) and the unit participates regularly at grand rounds and postgraduate conferences.

The department is the site for the West of Scotland Endoscopy Training Centre (one of two in Scotland) and participation in basic endoscopy skills courses and “train the trainers” courses will be encouraged.

**Clinical Audit**

The Gastroenterology Unit has been actively involved in audit programmes in several areas including dyspepsia, chronic liver disease, gastrointestinal bleeding, patient’s experiences of endoscopy, complications of endoscopy and response to treatment of chronic HCV. The new appointee will be encouraged to have an active involvement in audit.

**Queen Elizabeth University Hospital Gastroenterology Department**

The QEUH houses the department of Gastroenterology which provides all specialist in-patient and outpatient services to the population of South and West Glasgow.

A dedicated gastroenterology 1:13 on-call rota has been set up to provide a 24 hour GI bleeding service. The on-call gastroenterologist will also offer a specialty consult service to the receiving complex for emergency admissions.

The current consultants have a range of interests including inflammatory bowel disease, hepatology, oesophageal disease and interventional and transnasal endoscopy. Small bowel capsule endoscopy is available in the unit, as is pH monitoring and manometry.

There is a purpose built endoscopy unit within the new hospital which offers urgent and emergency endoscopy to the in-patients, as well as ERCP and Spyglass. There are two out-patient endoscopy units including a 5 roomed purpose built unit at the New Victoria Hospital and a 3 roomed unit at Gartnavel General Hospital. All endoscopic procedures including balloon enteroscopy and are offered in these units.

There are wide-ranging teaching commitments and the successful applicant will be encouraged to become involved with the teaching of undergraduates and postgraduate trainees. In addition we have an increasing body of on-going research supported by the onsite Clinical Research Facility.

**On Call Work**

In August 2021 gastroenterology was released from ground floor general medical receiving at the QEUH, to instead offer a Monday to Friday specialty consult service. It is anticipated that with further recruitment this will also be the case for weekend working.

There is a 1:13 on-call 24 hour GI bleeding rota, with interventional radiology on site to assist with challenging cases. There are daily inpatient endoscopy lists for emergency and non-emergency cases.

**Ward cover**

The gastroenterology department has 3 wards on the 8th floor, which in the last 2-3 years have started to subspecialise into liver and luminal wards. There are also some general medical patients on the wards that gastroenterology are responsible for as well. Regional cases from the West of Scotland for TACE and TIPSS are managed in our liver ward. Wards weeks and on-calls are combined and covered by all 13 consultants on a 2 weekly rotational basis.

**Endoscopy Sessions**

There are 3 endoscopy units in the south sector of Glasgow, the QEUH with 3 rooms which predominantly deals with inpatients, GGH with 3 rooms and the New Victoria Hospital, which houses the largest endoscopy unit in Scotland with 5 rooms.

The current consultants provide specialist ERCP and Spyglass, transnasal endoscopy, small bowel capsule endoscopy, bowel cancer screening and enteroscopy lists, in addition to the full range of diagnostic and therapeutic endoscopy and colonoscopy. 24 pH and manometry and cytosponge also take place.

**Junior medical staff**

Trainees of all grades from FY1 to CMT 2 plus clinical fellows will be attached to the unit. In addition around 4 specialist registrars training in Gastroenterology in the west region will be attached to the unit. There are currently two staff grade doctors attached to the unit.

**Nurse Specialists**

Clinical Nurse Specialists work across our 3 hospital sites the QEUH, Gartnavel General Hospital and the New Victoria Hospital. There are 5 IBD nurse specialists, 8 nurse specialists with an interest in liver disease and 2 nurse practitioners who run the capsule endoscopy, cytosponge and pH monitoring and manometry service. There are also a number of nurse endoscopists. There is a well-established dietetic service in the hospital and 4 nutrition nurse specialists that are attached to the hospital nutrition team.

**Medical Day Unit**

The medical day unit situated on the first floor of the QEUH is utilised for day case liver biopsies, paracentesis, biologics, iron infusions etc.

**Gastroenterology Department Royal Alexandra Hospital/ Clyde Sector**

The Gastroenterology Unit in Clyde is undergoing a significant period of change integrating with units at both Queen Elizabeth University Hospital and Glasgow Royal Infirmary.

**Junior medical staff**

There is a strong complement of junior staff including a dedicated clinical fellow.

**Nurse Specialists**

There is a well-developed team of nurse specialists, including IBD nurse specialist and Liver nurse specialists. These experienced nurses make a significant contribution to patient care both unscheduled and planned.

**Endoscopy Sessions**

There is Endoscopy provision on the three sites, the Royal Alexandra Hospital, Inverclyde Royal Infirmary and the Vale of Leven. An early morning bleeders list takes place 7 days a week at the RAH. There are twice weekly ERCP lists.

**Ward Cover**

An 18 patient GI ward is based at Royal Alexandra Hospital. There is no responsibility for general medicine patients on the ward or with medical boarders.

**Medical Day Unit**

The medical day unit is utilised for day case liver biopsies, paracentesis, biologics, iron infusions etc.

**Pan GG&C Gastroenterology specialty subgroups**

Following the inception of the panGG&C gastroenterology service, there has been closer working practice amongst consultant and nursing colleagues through the development of specialist subgroups across GG&C in IBD and hepatology.

**IBD in GG&C**

The prevalence of Inflammatory Bowel Disease (IBD) in Scotland is among the highest recorded worldwide and projected to increase further over the next few decades. Associated changes in patient demographics and a rapidly evolving therapeutic landscape bring new challenges and opportunities for those wishing to specialise in this exciting area.

The IBD service in NHS Greater Glasgow & Clyde is Scotland’s largest and at the forefront of developing high-quality patient-centred care nationally.

We serve as a regional tertiary referral service for complex cases with expanding sub-specialty clinics (e.g. IBD in Pregnancy Service, Combined Immune-mediated Inflammatory Disease (IMID) Multispecialty Clinics with Rheumatology & Dermatology, Combined Medical/Surgical IBD Clinics and IBD-Primary Sclerosing Cholangitis MDT). Alongside this we have an established Adolescent Transition service in collaboration with Paediatric IBD colleagues from the Royal Hospital for Children which is co-located on the Queen Elizabeth University Hospital Campus.

Our award winning Multidisciplinary Team includes IBD Clinical Nurse Specialists, IBD Specialist Dietitians, GI Radiologists, GI Pathologists and Colorectal Surgeons specialising in IBD Surgery. This has recently expanded with the development of a Specialist IBD Pharmacy Team to coordinate Homecare prescribing, oversee Therapeutic Drug Monitoring and help improve medicines governance. Excellent support is also provided by senior trainees who receive advanced training in complex IBD care.

Close links with the University of Glasgow and longstanding partnerships with IBD colleagues across Scotland help support our programme of translational basic science and clinical research in IBD.

As our patient population expands, we hope our Consultant team will too and are keen to support service developments (e.g. introduction of Intestinal Ultrasound to clinical practice) to further enhance patient care.

**Hepatology in GG&C**

Greater Glasgow and Clyde has high rates of socioeconomic deprivation with an associated prevalence of chronic liver disease related to Alcohol, MASLD and Hepatitis C. Serving a population of over 1.3 million, it has large established cohorts of patients with autoimmune and metabolic liver disease, with opportunities within all hepatology sub-speciality areas. The West of Scotland HCC MDT, hosted in Glasgow, sees the largest number of HCC cases in Scotland, with input from IR, Transplant Surgery, Pathology and Oncology.

The Glasgow Liver Ambulatory Support Service (GLASS), has pioneered nurse led supported discharge, with improvements in length of stay and readmission. This model is well established at Glasgow Royal Infirmary, recently initiated at Royal Alexandra Hospital, and a proposal submitted to fund at the Queen Elizabeth University Hospital. Other ongoing patient-centred developments include integration of Palliative Care into liver MDTs, along with multidisciplinary input from Physiotherapy, Occupational Therapy and Dietetics, to tackle liver associated frailty.

Glasgow is a leading centre for both commercial and academic research, with a track record in fostering investigator-initiated research and impressive recruitment to landmark multicentre trials such as STOPAH and ATTIRE, alongside research registries such as STOP-HCV, UK-PSC and PBC-UK.

Glasgow aspires to excellence in hepatology, with cross site collegiate working and the opportunity for senior mentorship. As such it has unrivalled opportunities for the newly appointed or established consultant alike.

**Duties of the Post**

**Specialist interest and out-patient clinics**.

It is expected that this appointment will contribute in a major way towards a shared delivery of the service model for Greater Glasgow & Clyde with other colleagues.

We are keen to accommodate candidates with specialist GI interests to complement, support and expand the interests and expertise of the existing consultants, which include inflammatory bowel disease, liver disease, oesophageal disorders, nutrition and endoscopy.

Outpatient clinics may be delivered in any GG&C site including the provision of in person or remote/virtual clinics.

The majority of inpatient GI commitments will be carried out at the Royal Alexandra Hospital with close links to either the GRI or QEUH gastroenterology departments. Continuing care requirements for inpatients involves a 2:8 week rotation to include ward cover, referrals and emergency bleeders lists.

A specialist GI consult service will be in place at the GRI/QEUH/RAH to support GIM colleagues in their acute receiving areas.

On call and weekend commitments will be based on a 1:10 rolling rota.

**Teaching**

There is a strong teaching ethos across all departments. Undergraduates attend throughout the academic year. There is postgraduate teaching for junior staff in the directorate and a programme of nurse education. There are also regular lunch-time general medical educational meetings. There are clinical governance meetings, radiology and pathology CPC meetings. There are regular MDT’s for Liver, HCC, PSC and IBD.

**Research**

There are audit and research opportunities including the possibility of joining established research with colleagues in the department and with the University of Glasgow.

**Consultant Responsibilities**

* To provide cover for consultant colleagues during annual and study leave or at such other times as agreed with the Clinical Director.
* To share with colleagues input into Clyde patient cover as agreed.
* To offer professional supervision of junior medical, nursing and technical staff as appropriate and agreed within job planning.
* To motivate staff within the service through leading by example and fostering good working relationships at all levels in line with principles of the local Partnership Agreements.
* To participate fully in consultant appraisal and personal development planning activities.
* To ensure the efficient and effective use of Acute Services resources.

The Board is keen to develop the service model and so this post will offer an 8:2 split. One SPA will reflect activity such as appraisal, personal audit and professional development occurring outside study leave time. The second SPA is available service development. These activities must be specifically and clearly identified and be agreed with the candidate and desired by the department.

Given the developing service model there may also be opportunity for Extra Programmed Activities to support clinical service delivery.

**Proposed timetable**

|  |  |
| --- | --- |
| **Duties** | **PA** |
| ClinicsEndoscopy (Outpatient and inpatient) Admin (Clinics, endoscopy and wards)On callWard Cover/Referrals/VettingMDTSPA**Total PA’s** | 1.51.51.50.253.00.252.0**10** |
|  |  |

Flexibility for sessions will be necessary to take into consideration the changing service needs and such commitments will be incorporated into the post holder’s job plan. The final job plan will be agreed at or shortly after interview by agreement with the Clinical Director, General Manager and successful candidate.

**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**

|  |  |
| --- | --- |
| **TYPE OF CONTRACT** | **Permanent** |
| **GRADE AND SALARY** | **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../**

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



**Section 5:**

**Making your Application**

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

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

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

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

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

**Contact Us**

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

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

 Email: nhsggc.recruitment@nhs.scot

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

**Section 6:**

**About NHS Greater Glasgow and Clyde**

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

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

## Capital Building Modernisation Programme

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

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

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

The dimensions of the Directorates/Sectors are around:

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

****

**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/**