

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Consultant in Urology**

**Location: Glasgow Royal Infirmary/Royal Alexandra Hospital**

**Job Reference: 174686**

**Closing Date: 25th 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,  |
| Duties of the postJob Plan and Person Specification |
| Section 3 | General Information |
| Section 4 | Terms and Conditions |
| Section 5 | Making your Application |
| Section 6 | About NHS Greater Glasgow and Clyde |
| Section 7 | 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**

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:**

Following a planned reconfiguration of services to develop a combined North and Clyde Urology team there is an opportunity to appoint a suitably trained individual to provide both an emergency and elective Urological service at consultant level.  The elective sessions relating to the posts will be delivered within a Hub and Spoke model.

The emergency component of the post will be delivered across the North and Clyde Sector through an integrated consultant rota.

The successful applicant will join an existing team of 15 Substantive Consultant Urologists in providing comprehensive urological care to the population of North Glasgow and Clyde, Argyll and the Islands. Following this round of recruitment the weekend on-call commitment will be 1 in 15.

The North & Clyde Consultant team offers a wide range of general and specialist urology care. There are established subspecialist services which include the regional penile cancer and andrology service, endourology (with an on-site lithotripter in Glasgow Royal Infirmary), prostate diagnostics and management of BPH (including Rezum and HolEP) and bladder cancer teams in addition to providing urological support for the regional sarcoma and complex pelvic surgical services.

This post offers an exciting opportunity for an applicant with special interest that complements both the applicant and the department. You will be expected to develop a subspecialty interest and to provide a general and emergency urology service.

The combined North & Clyde Urology service has an infrastructure of inpatient theatres, designated Urology wards, a bespoke diagnostic area for the provision of TRUS and Cystoscopy, and access to Day surgery theatres and Clinics across both sectors.

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| **Duties of the post**  |
| **CLINICAL COMMITMENTS**  |

The amalgamation of North and Clyde Urology services at the start of 2021 presents an excellent prospects for a candidate looking to develop their careers in a motivated, dynamic environment. Currently the North and Clyde Urology service consists of 14 substantive Consultant Urologists and this post add to the consultant complement, who provide acute and elective urological care for the population of North Glasgow and Clyde. This is delivered across six hospital sites including: Glasgow Royal Infirmary (GRI), Stobhill Ambulatory Care Hospital (SACH), Victoria Ambulatory Care Hospital, Royal Alexandra Hospital (RAH) Paisley, Inverclyde Royal Hospital (IRH) Greenock, and the Vale of Leven Hospital (VOL) in Alexandria.

Suitable individuals would be welcomed into a flexible and innovative team implementing hub and spoke working to deliver excellent Urological care for the population of North Glasgow, Clyde and Argyll. The successful candidate will reflect a clear commitment to such a structure and will be encouraged and supported to provide subspecialty care that compliments those of the existing consultants.

At the weekend, consultant commitments include the management of emergency admissions at GRI & RAH, with full support of middle grade staff. Following this round of recruitment the weekend on-call commitment will be 1 in 15.

The North and Clyde sector currently has the support of 6 Specialist Registrars from the West of Scotland Training Programme, 2 specialty doctors, 5 clinical fellows and 2 core trainees.

The unit has the support of 10 Clinical Nurse Specialists with a skill set including endourology, prostate cancer, bladder cancer, andrology, bladder dysfunction, prostate assessment and prostatic biopsies. There are plans to increase the number of nurse specialists to include support for diagnostic and follow up flexible cystoscopies & reconstruction.

In addition to providing clinical services the successful candidates will participate in the supervision of junior staff and undertake the administrative duties required in a consultant job. This will include, but will not be exclusive to, the maintenance of appropriate patient records, keeping and participating in personal and unit audit and the retention of documentation for appraisal. All consultants are required to have an annual appraisal. Research will be encouraged especially if it has the potential to benefit direct patient care.

The successful candidates will be provided with appropriate clinic and theatre space to deliver their practice.

The job plan is negotiable and will be agreed between the successful applicants and the Clinical Director/Lead Clinician.  NHS Greater Glasgow & Clyde initially allocates all full time consultants 10 PAs made up of 8 PAs in Direct Clinical Care (DCC) and 2 Supporting Professional Activities (SPA) for CPD, audit, clinical governance, appraisal, revalidation, job planning, internal routine communication and management meetings.  The precise allocation of SPA time and associate objectives will be agreed with the successful applicant and will be reviewed at annual job planning. There are a range of possible configurations of sessions that will ensure appropriate alignment to support subspecialty interest delivery.

A suggested session split and timetable are given below.

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| **Session Description** | **PA allocation** |
| **On-Call** | **2** |
| **Day surgery**  | **2** |
| **OP Clinic**  | **1** |
|  |  |
| **IP Theatre** | **2** |
| **Admin/Pre and post op care /MDT** | **1** |
| **SPA** | **2** |
|  |  |
| **Total** | **10** |

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| **Indicative Job Plan** | **AM** | **PM** |
| **Monday** | **Theatre (1 in 2)** | **Theatre (1 in 2)** |
| **Tuesday** | **Day surgery** | **Day surgery**  |
| **Wednesday** |  | **SPA** |
| **Thursday** | **IP Theatre (1 in 2)** | **IP Theatre (1 in 2)** |
| **Friday** | **OP clinic** | **SPA** |

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| **ADMINISTRATION**  |

As consultants, we have a responsibility to ensure our service runs efficiently in the interests of patients; that we communicate effectively with our colleagues from all disciplines; that we provide education and training for our multidisciplinary team. Candidates will be expected to contribute fully to these activities.

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| **ORIENTATION, INDUCTION AND MENTORSHIP** |

There is a corporate induction programme for all new employees. A tailored local induction will be undertaken with peer support and with interdisciplinary involvement. As a new consultant you would be afforded the opportunity to be assigned a clinical mentor to meet your requirements.

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| ACUTE SERVICE DIVISION |
| **ACUTE SERVICES IN NHS GREATER GLASGOW AND CLYDE** |

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. The Acute Services Division has recently been reorganised and is now split into three sectors; North, South and Clyde, encompassing 18 sites with a workforce of 33,000.

Our Hospital Modernisation programme has seen the transformation of acute services across the city including the replacement of out-dated Victorian buildings and the creation of one- stop/rapid diagnosis and treatment models for the vast majority of patients. This has greatly improved the experiences of patients, and staff working environments. Significant investment in acute hospital services means radical changes to Greater Glasgow and Clyde’s healthcare. Reorganisation of services has changed the profile of hospital configuration since June 2015 within Glasgow to create centres of excellence for surgical, medical and emergency care.

The investment in acute services in Glasgow in the last 10 years has been considerable with two new Ambulatory Care Hospitals opening in 2009. In addition the opening of the new £843 million Queen Elizabeth University Hospital Campus in June 2015 reflected a reorganisation of clinical services across Glasgow. This state of the art hospital is the largest of its kind in the UK.

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| **ACUTE SERVICES SECTOR SPECIFIC** |

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| **North Sector and Clyde Sector** |

Glasgow Royal Infirmary, in the east of the city, provides a wide range of district general hospital, regional, supra-regional and national acute clinical services. Since 2010 an ongoing program of works has been underway to ensure the Royal Infirmary is fully equipped to serve as the main inpatient hospital for the north and east of the NHSGGC area.

Research also has a high profile within the organisation. The New Lister Building, (formerly known as the University Tower) at Glasgow Royal Infirmary, opened in January 2014 following a £15 million refurbishment. The state of the art equipment, facilities and decor transformed the building for the staff and patients and also includes two floors for the University of Glasgow.

The new Lister Laboratory is named after Joseph Lister who is famous for his ground breaking work in the prevention of wound infection. He worked at GRI between 1861 and 1869 and his work during this time with carbolic acid changed the face of surgical procedures making it much safer for patients. In 1911 the pathological institute at GRI was renamed the Lister Laboratory in his honour and since then has continued his pioneering work.

The GRI Site includes, the original hospital building, The Queen Elizabeth building, The Princess Royal Maternity, the Jubilee Building and clinical services from some floors within the Walton Building. Providing a full range of emergency and elective medical and surgical services, the GRI campus hosts a number of specialist services including the Regional Plastics and Burns Unit, hosts complex Upper GI and Pancreatic Surgical services, Orthopaedic Oncology, Gyn-Oncology surgical services; a range of complex colorectal services are provided including care for Sarcoma management and intestinal failure patients. With renowned services for Gastroenterology and Hepatology, Interventional Radiology, the medical, surgical and radiology services complement each other working closely also with Older People Services to provide comprehensive care for all elements of patient pathways.

The £100 million state of the art Ambulatory Care Hospital (ACH) was opened at Stobhill in 2009 and is one of the largest hospitals of it’s kind in Scotland covering 4 floors with an area the size of 30,000 square metres – the equivalent of five football pitches. It supports the treatment of around 400,000 patients each year and provides a wide range of outpatient, diagnostic and day surgery services. The ACH also has 12 short stay surgical beds with weekday overnight medical cover enabling clinicians to extend the range of surgical procedures offered within this unit. It is recognised as one of the most modern and well-equipped hospitals in the country.

The Urology service reconfiguration in May 2015 returned an inpatient bed base to the Glasgow Royal Infirmary which was a welcome transition by all clinical services in the North East sector. With significant investment to re-establish Urology services on the site, a dedicated 24-bedded ward has been created in Ward 70 of the PRM building. With a bespoke diagnostic area adjacent to the ward this provides the facility for TRUS and Cystoscopy investigation in close proximity. A full Urology Office administrative suite for consultants, administrative staff, junior doctors and specialist nurses links in to the diagnostic hub. The introduction of a new Day of Surgery admission unit enhances the surgical patient pathway. There is also access to the purpose built Stobhill ACH which has a modern day surgery unit and a dedicated clinic and cystoscopy suite. The unit is also involved in teaching medical students from the University of Glasgow.

The Clyde Sector inpatient elective and non- scheduled care urology service is delivered from the Royal Alexandria Hospital, with a 17 bedded dedicated urology ward. There is a day surgery unit located on site and a wide range of procedures can be offered because of co-location to inpatient beds. The experienced clinical team provide a range of core urology care together with a comprehensive stone service together with the provision of laparoscopic upper tract surgery. Plans are developing for a diagnostic hub similar to the arrangement in Glasgow Royal infirmary.

At Inverclyde Hospital there is the facilities to perform day surgery, flexible cystoscopies and TRUS biopsies with the support of a Specialty doctor and nurse specialist.

The Vale of Leven Hospital has access to highly popular day surgery facilities as well as fully equipped outpatient provision where a flexible cystoscopy service can be delivered.

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| **RESEARCH RECENT**  |

The University of Glasgow (UoG) is the fourth oldest university in the English-speaking world and one of Scotland's four ancient universities. It was founded in 1451. Ranking within top 100 worldwide, UoG is currently a member of Universitas 21, the international network of research universities, and the Russell Group (top tier university within the UK). It has been named Scottish University of the Year 2018 by *The Times and Sunday Times Good University Guide.*

In 2010, UoG underwent major restructuring into four Colleges. The College of Medical, Veterinary and Life Sciences (MVLS) brings together internationally renowned experts and state-of-the-art facilities to improve health and quality of life for humans and animals across the globe. The College also provides innovative teaching for our (undergraduate and postgraduate) students, preparing them for a wide variety of exciting careers. There is a very active undergraduate surgical society with a vibrant atmosphere for learning.

Cancer Research in Glasgow is a particular strength, integrating world class research activities with both laboratory and clinical/surgical oncology. Uro-oncology research in Glasgow has an unrivalled track record in translating novel laboratory findings into clinical trials aimed at improving patient outcome. Urology research in Glasgow is led by Professor Hing Leung. In recent years, we have been uniquely successful in nurturing urology trainees to secure council funding for clinical training fellowships as well as the highly prestigious intermediate fellowships such as CRUK Clinician-Scientist Fellowships, for which joint appointments at the level of consultant urological surgeon are made. Besides the Cancer Research UK Beatson Institute, there are multiple active high impact translational research projects in prostate, bladder and kidney cancers with colleagues in UoG, Strathclyde University and University of Edinburgh. An emerging area of research links medical sciences to engineering/physical science research. We strongly reach out to clinical (both trainees and consultants) colleagues to develop new translational research ideas in both cancer and non-cancer related area within the urology practice.

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| **Consultant Urological Surgeon** |
| **LIVING AND WORKING IN GLASGOW** |

The Glasgow and Clyde region is one of Europe’s most exciting and beautiful destinations and combines the energy and sophistication of a great international city with some of Scotland’s most spectacular scenery within easy reach. Glasgow itself is easily accessible as it is served by two international airports, a fast rail link to London and the north of England and excellent motorway links to Edinburgh and the rest of Scotland. Glasgow and Clyde doesn’t just offer you a huge choice of leisure activities – it offers you more time to pursue them. With short commuting times – and its proximity to the great outdoors – working in Glasgow and Clyde will give you more time to call your own.

Glasgow is a compact, vibrant and modern city with wealth of architectural heritage that spans Alexander “Greek” Thompson, Rennie Mackintosh, Norman Foster and Zadia Hadi, the beauty and scale of the city comes as a surprise to some people. It has the largest suburban rail network outside London and is second only to the UK Capital as a retail centre. Glasgow also has a wealth of culture and leisure activities.

As well as this, Glasgow has an abundance of places to visit, with Loch Lomond just 40 minutes from the city Centre, and with the vast areas around it, it’s rarely crowded. Add this to high quality housing, good schools, thorough transport links – and you can understand why people here enjoy a unique standard of living. There are top-ranking schools, excellent leisure facilities, beautiful golf courses and elegant accommodation across all price ranges.

As one of Europe’s top cultural capitals, Glasgow provides a year-long calendar of festivals and special events and enjoy outstanding shopping, superb bars and ­restaurants - all located within a stone’s throw of some of the country’s finest parks and gardens. The night life and restaurants are renowned and its opera, theatres, art galleries and museums offer plenty of cultural stimulation. Greater Glasgow and Clyde Valley are one of the world’s most thrilling and beautiful destinations.

What’s more, Glasgow is easily accessible by air, rail and road so getting here could not be easier. From Glasgow, the West of Scotland’s jewels are within easy reach. Loch Lomond is just 45 minutes drive, a little further to the Argyll peninsula – or over the sea to Arran, Skye, Iona and Mull.

The following links will provide more information on Living and Working in Glasgow City and useful links for transport, and short and longer term accommodation

http://peoplemakeglasgow.com/

http://peoplemakeglasgow.com/discover/neighbourhoods-districts

http://www.visitscotland.com/accommodation/

http://www.talentscotland.com/live

http://www.talentscotland.com/live/locations/cities-and-regions/glasgow-and-the-west-of-scotland

http://www.talentscotland.com/live/living/information-about-living/housing

[http://www.roughguides.com/article/green-glasgow/#ixzz3Ooe9wZfG](#ixzz3Ooe9wZfG)

http://www.travelinescotland.com/welcome.do

*Please note that these links are not an endorsement by NHSGGC of any service or product*

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| **Consultant Urological Surgeon** |
| **PERSON SPECIFICATION** |
| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** |
| Qualifications and Training | M.B.,Ch.B (or equivalent)FRCS(Urol) or equivalentFull GMC registration and a licence to practise | FEBUMD |
| **Training** | Evidence of Higher Specialist training leading to a CCT in Urology or be within 6 months at date of interview | Training in management of complex stone disease including PCNL |
| Clinical Specialty Skills | * Management of core and General Urology cases
* Management of acute urology cases
 |  |
| **Skills, knowledge and aptitude**(e.g. communication or organisations skills, proven work record) | * Evidence of working in a multi-disciplinary team
* Ability to organise and prioritise complex demands
* Evidence of teaching and training skills for junior doctors
* Effective communication skills
* Participation in audits
 | Peer reviewed publicationsQuality improvement work |
| **INTERPERSONAL SKILLS REQUIRED**  |
| * The ability to communicate effectively with clinical colleagues, colleagues in 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
* Commitment to good team working and relationships
* Commitment to training and continuing medical education (CME)
* Supportive and tolerant
* Caring attitude to patients
* The ability to adapt and respond to changing circumstances
* The ability to work under pressure and cope with setbacks and an awareness of personal limitations
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**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/**

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

**Data Protection Legislation**

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

**Section 4:**

**Consultant Appointment**

**Terms and Conditions**

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

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| **TYPE OF CONTRACT** | **Permanent** |
| **GRADE AND SALARY** | **Consultant** The whole-time salary will be a starting salary of:- £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. |



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



**Section 5:**

**Making your Application**

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

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

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

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

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

**Contact Us**

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

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

 Email: nhsggc.recruitment@nhs.scot

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

**Section 6:**

**About NHS Greater Glasgow and Clyde**

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

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

## Capital Building Modernisation Programme

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

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

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

The dimensions of the Directorates/Sectors are around:

|  |  |  |
| --- | --- | --- |
| **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 :**

**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/**