

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Consultant in Paediatric Gastroenterology**

**Location: Royal Hospital for Children**

**Job Reference: 174635**

**Closing Date: 21st January 2024**

**Interview Date: 1st 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**

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

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

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

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

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

         *the points-based immigration system*

         *the EU settlement scheme*

         *a biometric residence permit*

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

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

***EU settlement scheme***

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

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

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

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

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

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

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

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

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

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

**Section 2:**

**THE POSTS**

This posts will maintain excellence in the clinical provision of paediatric gastroenterology, hepatology and nutrition (PGHN) within the West of Scotland.

Candidates should be trained in general paediatrics and have spent a minimum of three years in approved posts/programmes in paediatric gastroenterology, hepatology and nutrition. The appointee will share in the workload of the Paediatric Gastroenterology unit. Applicants should possess, or be within six months of receiving CCST/CCT in general paediatrics with sub-specialisation or substantial interest in gastroenterology, hepatology and nutrition.

Any Consultant who is unable for personal reasons to work full-time will be eligible to be considered for the post; if such a person is appointed, modification of the job content will be discussed on a personal basis with the Trust in consultation with consultant colleagues.

**Children’s Services across NHS Greater Glasgow and Clyde**

This posts are based at the Royal Hospital for Children (RHC), Glasgow. The hospital forms part of the NHS Greater Glasgow and Clyde Women and Children’s Directorate, Acute Division. The RHC is one of the largest children’s hospitals in the United Kingdom and is the largest in Scotland. The Division provides secondary health care to a local population of 900,000, but tertiary paediatric services to the entire West of Scotland, population 3 million. Several national services are provided at RHC, including Renal Transplantation, Paediatric Cardiac Surgery, Complex Airway, Bone Marrow Transplant, Erb’s Palsy and ECMO (extracorporeal membrane oxygenation).

All paediatric medical and surgical subspecialties are represented, including general medical paediatrics, cardiology, neonatology, neurology, nephrology, respiratory, endocrinology, gastroenterology, immunology and infectious diseases, dermatology, haematology/oncology, rheumatology, metabolic medicine, audiology, ophthalmology, ENT surgery, orthopaedics and general paediatric and neonatal surgery. Child and adolescent psychiatry facilities are located within the campus along with a Child Protection Unit. There is an Emergency Department at RHC which sees 35,000 new patients annually. There is also a 22 bed Paediatric Intensive Care Unit with 20 commissioned at an intensive care level. The operating theatre complex comprises of 9 operating theatres, a dedicated interventional radiology suite and cardiac catheterisation lab. The complex also includes a spacious Day Surgery Unit and 23 hour ward.

The diagnostic imaging facilities available on-site include MRI, CT, ultrasound and nuclear medicine, and a new interventional radiology screening room. A Scotland-wide PACS for transmission of digital diagnostic imaging has been rolled out. Virtually all the hospitals in Glasgow, including RHC, are filmless. Laboratory provision includes a Department of Paediatric Pathology and the regional Department of Medical Genetics. There is on-site clinical audit and a clinical research facility with development support to assist with departmental research projects.

RHC is a major centre for research and education. The hospital provides the major Undergraduate Paediatric Teaching facility for the University of Glasgow and accommodates the University Departments of Child Health, Child and Family Psychiatry, and Paediatric Surgery whilst having close links with the Medical Genetics, Human Nutrition, Paediatric Pathology and Paediatric Biochemistry Departments. There are also links with both Caledonian and Strathclyde Universities. The Research and Development Department and the Department of Clinical Audit provide assistance with research projects. A Scottish Medicines for Children Network supports adopted research projects. There is an on-site all age clinical research facility and a large newly built teaching and learning centre.

Other Paediatric Services in Glasgow and Clyde

In addition to maternity services at the Southern General Hospital, these are also delivered at the Princess Royal Maternity Hospital and Royal Alexandra Hospital, Paisley, all with neonatal facilities. There is also a Paediatric Ward in the Royal Alexandra Hospital.

Paediatric Radiotherapy (under general anaesthetic) is completed at the Beatson Oncology Centre (located currently at the Gartnavel campus).

There is an extensive range of specialist community-based children’s services across NHS Greater Glasgow and Clyde. Managed within Community Health and Social Care partnerships, these services are integrated with Primary Care and Social Care Services. Well-established clinical links across combined Acute and Community settings within the NHS Board are in place.

**Paediatric Services**

**Clinical Leadership**

PGHN is a key component of integrated hospital paediatric services within the Women and Children’s Directorate (of Acute Operating Division, NHS Greater Glasgow and Clyde)

* Dr Alan Mathers (Consultant in Obstetrics and Gynaecology) is the Chief of Medicine for Women and Children’s Services
* Ms Emer Campbell (Consultant Neurosurgeon) is Clinical Director of Surgery and Gastroenterology

There are a number of link clinicians supporting general and paediatric sub-speciality services. The structure of clinical leadership is mirrored within surgical services.

**National Service Contracts**

The Royal Hospital for Children hosts a number of paediatric national services. These national services are listed in box 1 below:

 Box 1 / Paediatric National Services

Paediatric Cardiac Surgery Paediatric Interventional Cardiology

Neonatal Cardiology Extra Corporeal Life Support (ECLS)

Transport of Critically Ill Child Bone Marrow Transplantation

Cleft Lip/Palate Surgery Complex Airway Management

Brachial Plexus Surgery Intensive Care

Renal Transplantation Inpatient Psychiatry Network

Renal and Urology Network Epilepsy Network

Scottish Genital Anomaly Network Cranial Facial Surgery

 **UNIVERSITY OF GLASGOW LINKS**

The RHC academic campus is part of the Division of Developmental Medicine led by Professor Faisal Ahmed. The Department of Child Health was founded in 1924 and was located in the heart of the old Royal Hospital for Sick Children at Yorkhill. It is responsible for the teaching of paediatrics and child health to undergraduate students, and has major research programmes in Paediatric Gastroenterology and Nutrition, Paediatric Endocrinology, Paediatric Respiratory Disease, Epidemiology and Community Child Health. In addition to the academic, research and administrative staff, Honorary Clinical Senior Lecturers and Honorary Clinical Lecturers assist in undergraduate teaching and examining, and postgraduate training.

Child Health has close links with the other University Sections– Human Nutrition, Medical Genetics, The Institute of Infection, Immunity and Inflammation and Surgical Paediatrics. Together these academic departments are partners in the Division of Medicine, and collaborate with several NHS Departments with strong research programmes.

http://www.gla.ac.uk/schools/medicine/research/childhealth

**The work of the Department**

The PGHN Department is one of the largest departments within the UK and offers tertiary service to a population of 3.1 million. The managed clinical network for the West of Scotland facilitates the care of children and young people with PGHN diseases via local teams to four district centres, delivering care close to home with information and intervention being provided, as necessary, by the specialist centre. Link consultants currently have responsibility for different geographical areas throughout the region, in liaison with a local general paediatrician’s with an interest in PGHN medicine. They have a responsibility to facilitate care pathways and to ensure that the identified clinical health indicators are successfully achieved within these areas. The consultants will undertake an outreach outpatient service to the DGH within their area.

The philosophy of the unit is to provide the highest level of care within a multi-disciplinary setting. One of the strengths of the department has been the development of extended roles of both Dietetic and Nurse Practitioners. Examples of this have been the successful institution of a dietetic-led coeliac service, stand-alone IBD, Nutrition and liver nurse led clinics. We are the first UK unit to appoint an independently practising Nurse Consultant in Paediatric IBD. The unit is well supported in MDT clinics in IBD, enteral and parenteral nutrition and hepatology.

We would welcome applicants with specific interests in IBD, but those with any sub-speciality interests in PGHN would be encouraged to apply.

Within IBD, the service is delivered in a robust proactive multidisciplinary setting. 3-4 dedicated clinics are run weekly supported by a peer review and problem focused Wednesday meeting. There are monthly new patient, psychosocial and biologics meetings. There is formal developed transition process and close engagement with adult colleagues. A monthly service meeting helps to drive evidence base care with audits, guideline developments, and benchmarking and KPI reviews. The service is underpinned by extending roles undertaken by the nurse specialist including prescribing and dedicated data management support. Specific ring-fenced pharmacy sessions for IBD patient care are expected to commence in 2023. The IBD team is proactively engaged in commercial and non-commercial research which is facilitated by dedicated GI research nurse and resulting in a strong track record for publications.

The appointee will develop a link role to one of the four MCN network centres to support the existing services. It should be noted however that the designation of consultant roles within the Department is flexible and could be altered, based on the interests, experience and expertise of the new appointee.

The inpatient care of PGHN patients is primarily based on ward 3B, the combined general surgery/gastroenterology ward within the new children’s hospital, with a daily average of 8-10 PGHN patients and ongoing shared care of many complex patients around the hospital. There is a strong working relationship with the paediatric GI surgeons with joint care being offered for short gut and intestinal failure patients as part of a multidisciplinary intestinal rehabilitation programme. The PGHN team also undertakes nutritional support to general paediatrics and tertiary specialties such as the intensive care areas, oncology & cardiology departments. This support extends to formal nutritional ward rounds. Children admitted for diagnosis and management of complex PGHN conditions have access to the full range of diagnostic and therapeutic services including interventional radiology and rapid turnaround histopathology.

The department offers a full diagnostic and therapeutic endoscopy service. There is a small bowel investigative programme, providing a capsule endoscopy and push enteroscopy service with plans to expand to more detailed GI manometry and other motility investigations imminently. There are 4 scheduled GA sessions for endoscopy each week and access to a 24/7 emergency theatre list. Clinics and theatre session numbers are annualised in consultant job plans enabling some week-to-week flexibility.

The PGHN Consultants work in a flexible manner to ensure delivery of departmental and corporate targets. Consultants are therefore not allocated a fixed weekly endoscopy list, enabling flexible cover of theatre sessions across the 50 weeks of the year.

The endoscopy annual workload includes approximately 600 upper GI endoscopies and 300 ileo-colonoscopies as well as 30+ therapeutic procedures together with a capsule endoscopy service. pH and impedance services are well established, with further plans to extend GI motility investigations in place. An interventional radiology service is available which undertakes all liver biopsies, including post-transplantation and routine annual assessment samples.

The outpatient work is primarily at a tertiary level, though triaging of GP referrals is undertaken to fast-track suspected IBD and liver patients and individuals who require early endoscopic assessment. There are specialist clinics in inflammatory bowel disease, liver disease, eosinophilic oesophagitis and complex enteral/home parenteral nutrition. All Consultants undertake a general tertiary clinic for new and follow-up patients. In addition, virtual (telephone and attend anywhere) clinics are now established to consolidate efficient reporting of investigative results and to establish early management strategies. There are transition clinics for inflammatory bowel disease, nutrition and liver patients within the greater Glasgow region and throughout the West of Scotland. Glasgow has formal links with Leeds General Hospital, Leeds and Kings College, London with shared care arrangements for liver transplant patients. Dr Karthikeyan Palaniswamy, and Dr Jonathan Hind, Consultant Paediatric Hepatologists, undertake joint all-day clinics in Glasgow throughout the year.

There are approximately 60 new IBD patients annually with a current caseload of 350. There are currently 15 HPN patients and 150 chronic liver disease patients of whom 35 patients have had liver transplantation.

There is a formal out-of-hours provision for PGHN with all consultants undertaking a prospective 1 in 6 rota. Formal ward rounds are undertaken at the weekend, and the consultant will be expected to return to review patients out of hours as clinically required.

**Medical Staff:**

**PGHN Consultants**

Dr Andrew Barclay, Consultant Paediatric Gastroenterologist

Dr Diana Flynn, Consultant Paediatric Gastroenterologist

Dr Rachel Tayler, Consultant Paediatric Gastroenterologist

Dr Rebecca Poole, Consultant Paediatric Gastroenterologist

Dr Neil McConnell, Consultant Paediatric Gastroenterologist

Dr David Wands, Consultant Paediatric Gastrenterologist

This post replacing a retiring colleague

**Nurse Consultant**

Sister Vikki Garrick, Nurse Consultant Paediatric IBD

**GI Nursing Team Lead**:

Sister Michelle Brooks, Clinical Nurse Specialist

**Members of Multi-disciplinary Team**

The multidisciplinary team include; 3.4 WTE specialist Dietetics

**GI Nursing Team Lead**: Sister Michelle Brooks, Clinical Nurse Specialist

2 WTE Nutrition Clinical Nurse Specialist

2.5 WTE IBD Clinical Nurse Specialist

1.5 WTE Liver Clinical Nurse Specialist

0.5 WTE Research Nurse Specialist.

Gastrostomy and Stoma Clinical Nurse Specialist,

Clinical Psychology

Dedicated GI Paediatric Pharmacy

Data Manager

**Non Consultant Career Grades & Trainees**

In general there are one or two designated middle grade trainees and an FY2 post. Glasgow is accredited for 24 months by CSAC for tertiary PGHN training. All trainees also provide cover on the general medical rota.

**Consultant Staff in Allied Departments**

**Paediatric GI Surgery:**

Mr Gregor Walker, Miss Alison Campbell, Mr Atul Sabharwal, Mr Tim Bradnock, Mr James Andrews.

**Paediatric Surgery:**

Miss Nicola Brindley, Mr Stuart O’Toole, Mr Martyn Flett, Ms Boma Lee

**Histopathology**:

Dr Clair Evans, Dr Dawn Penman, Dr Paul French, Dr Amanda Murphy, Dr Stephania Bitetti

**Radiology:**

Dr Andrew Watt, Dr Greg Irwin, Dr Sandra Butler, Dr Ruth Allen, Dr Emily Stenhouse, Dr Suzie Goodwin (interventional radiologist), Dr Tom Savage (specialist GI interest) Dr Katharine Orr (specialist GI interest)

**Other Associated Consultants**

Dr Conor Doherty, Consultant Paediatric Immunologist in Infectious Diseases, Viral Hepatitis clinic

Dr Rosie Hague, Consultant Paediatric Immunologist in Infectious Diseases, Viral Hepatitis clinic

Dr Dan Gaya, Consultant Physician & Gastroenterologist, Glasgow Royal Infirmary, IBD Northside Transition Clinic

Dr Rob Boulton-Jones, Adult Physician & Gastroenterologist, Victoria Hospital, IBD Southside Transition Clinic South,

Dr Judith Morris, Adult Hepatologist, Glasgow Royal Infirmary, Hepatology Transition Clinic

Dr Ewan Forrest, Adult Hepatologist, Glasgow Royal Infirmary, Hepatology Transition Clinic

Dr Jonathan Hind, Consultant Paediatric Hepatologist, shared Care Clinic with King’s College, London

Dr Karthikeyan Palaniswamy, Consultant Paediatric Hepatologist, shared Care Clinic with Leeds Childrens Hospital, Leeds General Infirmary, Great George Street,

**Support Facilities (Offices/Secretary):**

A shared office with individual desk and IT equipment and shared secretarial support will be available. The department has a number of clinical databases to assist with audit or research questions. Internal hospital servers (TrakCare, Clinical Portal and PACS systems) provide an automatic retrieval facility of clinical letters and case notes, biochemical, haematology, radiology and histopathology results.

**Library and Education Facilities:**

The Hospital has its own medical library located on site in the new teaching and learning facility with a full-time librarian. Electronic journal access is facilitated in conjunction with NHS Glasgow e-library project and also through the University of Glasgow, with whom the post holder will be entitled to honorary senior clinical lecturer status.

**Section 3:**

**DUTIES AND RESPONSIBILITIES**

**Clinical**

The post-holder will share responsibility with the current consultants for the provision of PGHN services to West of Scotland. The consultants provide 24 hour cover for the service, including support of all patients locally, a consultation service for other departments and telephone advice for the West of Scotland. This is provided by a ‘on service’ weekly rota (on a one in six basis). During the weeks on service, the consultant will have limited outpatient commitment (a rapid access clinic), though would be expected to see emergency referrals.

The post-holder may undertake outreach clinics in his/her geographical area of responsibility. He/she will be responsible not only for the clinics but also for providing general advice on any children with PGHN problems in that area, together with providing a lead for shared care arrangements.

The successful candidate will be expected to organise their workload and operate appointment systems in a manner that is consistent with good practice as laid out in the Divisions Policy for Management of Waiting Lists and Times. The candidate will be expected to work with Trust management to make optimum use of medical wards, theatre lists, clinics and other resources to contribute towards providing a high quality services for children and meeting Trust targets.

**Managerial**

The management responsibility of the post holder will be to the Clinical Director who is responsible to the Chief Executive and Operating Divisions Board.

**Clinical Audit, Data management and Clinical Governance**

The post holder must be aware of clinical governance and clinical risk management and take an active part in their implementation, including audit.

The Consultant will take an active part in the department audit arrangements.

The consultant will participate in data management activity including coding of outpatient, inpatient and endoscopic activity. This will be formally recognised in job planning.

**On-Call Commitment**

There will be a prospective 1 in 6 on-call commitment for out of hours and weekend cover. The on-call consultant is expected to undertake ward rounds at the weekend and on public holidays.

**Leave**

For 1 WTE: 6 weeks and 10 days per year of statutory public holidays. In addition, in accordance with the consultant contract, there are recognised extra leave days related to the frequency of the on-call provision.

There is no locum policy and consultants in the department participate in cover for annual and study leave. Absence must be planned in advance by discussion with consultant colleagues and the clinical lead.

**Research**

The PGHAN department in Glasgow is currently actively involved in a wide range of research projects, with previous Consultants holding designated research sessions within their job plans. The department would welcome increasing the dedicated research sessions within the Consultant pool. The new south Glasgow site has excellent research facilities in which the Consultant will be expected to initiate and participate actively in research projects and to supervise clinical research by trainees. The Division encourages all Consultants to contribute to research in their specialties, whether in basic or clinical areas or in the evaluation of healthcare. Collaboration with University clinical and pre-clinical departments is particularly encouraged. The Division has a Research and Development Support Unit and the Directorates have appointed associate directors and/or co-ordinators for research and development. The appointee will be encouraged to negotiate sufficient SPA time and/or apply for dedicated research sessions to take part in PGHN research.

**Teaching**

# The appointee will be encouraged to negotiate sufficient SPA time to take part in the active postgraduate education programmes. This involves running education programmes for junior staff, (both for in-service training and postgraduate examinations), local educational programmes which contribute to CPD and involvement in interagency education and training.

The appointee will be encouraged to take part in the teaching and assessment of medical students, particularly during the third, fourth and fifth years of their medical course. There will also be opportunities to teach postgraduates and other professionals including nurses, health visitors and professions allied to medicine.

**Continuous professional development**

Continuous professional development is supported according to the guidance of the Royal College of Paediatrics and Child Health.

**Job Plan Review**

A formal job plan will be agreed between the appointee and the clinical lead with approaval then given by the Clinical Director, on behalf of the respective medical management structures within Greater Glasgow and Clyde NHS Board. The initial job plan will be based on the provisional timetable shown in Appendix A after discussion with the incumbent consultants in terms of the appointee’s interests and those of the department. The Job Plan will be reviewed six months after commencement of post and then annually, following the Appraisal Meeting. The Job Plan will be a prospective agreement that sets out a consultant’s duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant’s professional practice including clinical work, teaching, research, education and managerial responsibilities. It should include personal objectives, including details of their link to wider service objectives, and details of the support required by the consultant to fulfil the job plan and the objectives. On appointment, or thereafter, more SPA time can be negotiated with the successful candidate for specific, clearly identified additional Supporting Professional Activities. These activities must be desired by the Board and agreed by the Clinical Director.

**GENERAL PROVISIONS**

You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions, you are expected to observe the Division’s agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instruction of the Women and Children’s Division of Greater Glasgow Health Board. In particular, where you manage employees of the Trust, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.

All medical and dental staff employed by Women and Children’s Division are expected to comply with all Hospital Health and Safety Policies within the Division.

You will have responsibility for the training and supervision of (junior) medical staff who work for you and you will devote time to this activity on a regular basis. If appropriate, you will be named in the contracts of doctors in training grades, as the person responsible for overseeing their training and as the initial source of advice to such doctors on their careers.

**PROTECTION OF CHILDREN**

**Disclosure of Criminal Background of those with Access to Children and Vulnerable Adults**

The person appointed to this post will have substantial access to children, under the provisions of Joint Circular No: HC (88)9. HOC8/88 WHCF (88)10.

Attention is drawn to the Rehabilitation of Offenders act 1974 (Exceptions) (Amendment) Order 1986, which allow convictions that are spent to be disclosed for this purpose by the police and to be taken into account to decide whether to engage an applicant.

Candidates are assured that the completed form will be treated with strict confidentiality and will not be disclosed to the Advisory Appointments Committee until the successful candidate has been selected. A police check will only be requested in respect of the candidate recommended for appointment

Candidates wishing to visit the hospital or obtain further information may do so and should make their arrangements direct with:

* Dr Andrew Barclay, Consultant Paediatric Gastroenterologist, RHC, Tel 0141 451 6543 email andrew.barclay@ggc.scot.nhs.uk
* Mrs Elaine Rooney, Secretary Tel 0141 451 6543 email elaine.rooney@ggc.scot.nhs.uk

Within the Women and Children’s Directorate the following list of useful contact names and addresses are available:

* Miss Melanie Hutton General Manager Hospital Paediatrics, Royal Hospital for Children, Glasgow, Tel Number 07855100172 Melanie.Hutton@ggc.scot.nhs.uk
* Dr Alan Mathers, Chief of Medicine, RHC, Tel Number 0141 451 6518
* Miss Emer Campbell, Clinical Director Surgery and Gastroenterology, RHC, Glasgow, Tel Number 0141 232 7514 Emer.Campbell@ggc.scot.nhs.uk

**Hot Week (on Service)**

|  |  |  |
| --- | --- | --- |
| **DAY** | **HOSPITAL/ LOCATION** | **TYPE OF WORK** |
| **Monday** **From / To****0830-1800** |  0800-0900 0900-12001230-1400 | Handover AdministrationConsultant-led ward round of PGHN patients/ward reviews Rapid Access Clinic |
| **Tuesday** **From / To****0830-1800**  | 09.0012.30-13.30 13.30  | Consultant-led ward round of PGHN patients/ward reviewsPathology/CPC Nutritional ward round |
| **Wednesday** **From / To****0830-1800** | 0900-10301230-133013.30- 15.3015.30-16.30  | Consultant-led ward round of PGHN patients/ward reviewsPGHN CPD Multidisciplinary grand round/patient reviewTheatre allocations  |
| **Thursday** **From / To****0830-1800**  | 0900-1030 | Consultant-led ward round of PGHN patients/ward reviews |
| **Friday** **From / To****0830-1800** | 0830-09000900-12001300-1800 | AdministrationConsultant-led ward round of PGHN patients/ward reviewsEndoscopy |
| **Saturday/Sunday** **From / To**  | RHC | Ward round/ward reviews (1 in 6 weeks prospectively) |

 **Model Cold week** \*

|  |  |  |
| --- | --- | --- |
| **DAY** | **HOSPITAL/ LOCATION** | **TYPE OF WORK** |
| **Monday** **From / To****0900-1700** | 0900-12.3013.30-17.00 | General ClinicIBD MDT  |
| **Tuesday** **From / To****0800-1600**  | 0800-123012.30-13.30 13.30-17.00 | Admin/ambulatory care Pathology/CPCEndoscopy/admin alternate  |
| **Wednesday** **From / To****0900-1700** | 0900-11.0013:30-15:3015.30- 16.30 | IBD MDT Multidisciplinary grand round/patient reviewAllocations  |
| **Thursday** **From / To**  | No specific activity |  |
| **Friday** **From / To****0800-1700** |  08.30-12.3013.30-17.00 | Endoscopy/General Clinic Admin/ward cover  |
| **Saturday/Sunday** **From / To**  | RHC | Ward Round / ward reviews (1 in 6 weeks prospectively) |

**Anticipated Metrics 9 DCC 1 SPA**

Hot weeks 9

IBD Clinics 24

General clinics 33

MCN activity 12 sessions

Endoscopy 33 sessions (9 hot-week 24 other)

**Out of hours**

1 in 6 with prospective cover

2. **On-call availability supplement**

|  |  |
| --- | --- |
| **Agreed on-call rota:** | **1 in 6 with prospective cover** |

|  |  |
| --- | --- |
| **Agreed category :** | Level 1 |

|  |  |
| --- | --- |
| **On-call supplement:** | **5%** |

|  |  |  |
| --- | --- | --- |
|  | Essential | Desirable |
| Qualifications and Training | MBBS or equivalent MRCPCH or equivalentShould have completed a recognised higher specialised training programme (or equivalent) in paediatrics with Higher Specialist Training in General Paediatrics with a sub specialisation or subtstantial interest in Gastroenterology, Hepatology and Nutrition i.e. must have a CCST/CCT or be within 6 months of attaining it. | Relevant higher degree |
| Clinical Experience | Wide experience in GI paediatrics within a dedicated paediatric unitTo be able to offer full diagnostic endoscopy procedures independently and competentlySpecific specialist interest or experience within gastroenterology, hepatology or nutritionAbility to offer expert clinical opinion on all aspects of PGHN | A specialist interest within PGHN of Inflammatory Bowel DiseaseOther specialist PGHN interest in tertiary setting that will complement existing servicesExperience of shared care clinics and managed clinical networksTherapeutic endoscopic skills |
| Audit/Research | Competence in clinical auditTraining in management and audit at SpR or equivalent level | Able to initiate and carry out medical research projects.Authorship of research papersPublications in peer-reviewed journals.Ability to increase the academic profile of departmentExperience in applications to ethical committees and grant applications |
| Teaching | Experience in training undergraduate medical students and postgraduate doctorsInterest in teaching | Specific training in education and/or appraisal  |
| Management | Leadership skillsKnowledge of clinical governanceEvidence of experience and effectiveness in management | Experience of managementSpecific management training |
| Other qualities | Demonstrable evidence of leadership skillsEvidence of effective team workingEvidence of good communication skills with patients, colleagues, and all team membersEvidence of flexibility, diplomacy and integrity. Willingness to undertake additional professional responsibilities at local, regional or national foraCommitment to continuing professional developmentIT Skills |  |
| Other Requirements  | GMC Registration and a licence to practice Right to residency in UKAbility to meet on-call requirements & regional commitments |  |

**Section 4:**

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

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

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

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

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

Additional information for dental appointments

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

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

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

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

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

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

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

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

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

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

***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 5:**

**Consultant Appointment**

**Terms and Conditions**

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

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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 6:**

**Making your Application**

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

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

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

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

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

**Contact Us**

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

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

 Email: nhsggc.recruitment@nhs.scot

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

**Section 7:**

**About NHS Greater Glasgow and Clyde**

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

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

## Capital Building Modernisation Programme

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

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

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

The dimensions of the Directorates/Sectors are around:

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

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

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

## Queen Elizabeth University Hospital and Royal Hospital for Children

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

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

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

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

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

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

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

## Education and Research

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

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

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

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

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

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

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

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

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

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

3 Ambulatory care hospitals are located at:

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

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

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

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

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

**Our Culture and Values**

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

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

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

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

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

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

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

**Section 8:**

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

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

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

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



**Glasgow**



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

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

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

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

**Lots to see and do**

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

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

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

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

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

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

**Housing**

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

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**Getting around**

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

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

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

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

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

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

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

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

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

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

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

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