

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Consultant Radiologist with an interest in Breast Radiology**

**Location: Greater Glasgow & Clyde**

**Job Reference: 176772**

**Closing Date: 11th February 2024**

**Interview Date: 20th February 2024**



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**Please visit** [**https://apply.jobs.scot.nhs.uk**](#) **for further details on how to apply**

**Search for the job reference number quoted above.**

**Please note all applications should be made via our e Recruitment system (Job Train)Section 1: Summary Information Relating to this Post**

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:**

NHS Greater Glasgow and Clyde is the largest National Health Service provider in Scotland with an annual operating budget of just under £2 billion. In recent years, NHSGGC has invested £15 million in new facilities and equipment, specifically in the areas of CT, MRI, Ultrasound, Digital Mammography, PET CT/SPECT, Angiography and General Digital Imaging.

The Breast Imaging Services in Glasgow, based within the Diagnostics directorate and are split into symptomatic and screening services. The symptomatic service is based across three sectors in The North, South and Clyde areas of GG&C and serves a population of 2 million.

The West of Scotland Breast Screening Centre lies within the Diagnostic Directorate of NHS GG&C. It is the largest Screening unit in Scotland providing 3 yearly breast screening for a target population of approximately 270,000 women within Greater Glasgow and Clyde, Lanarkshire and West Forth Valley Health Boards.

We are looking for an enthusiastic motivated and highly skilled Radiologist with special interest in Breast Radiology to join a team of 16 specialist Breast Radiologists within Greater Glasgow and Clyde. This job is flexible to the needs and skills of the successful applicant. Radiologists who solely practice breast radiology are also encouraged to apply. Breast screening sessions will be based at Nelson Mandela Place, Glasgow. Symptomatic breast clinical sessions will be based in Clyde Sector. General Radiology sessions and on call are also available.

**Greater Glasgow and Clyde Health Board**

A massive re-organisation of NHSGGC has been completed. As such the Diagnostics Directorate took responsibility for all Diagnostic services in February 2006. The re-organisation was essential to align the organisational structure with the Acute Services Review (ASR) recommendations and support the Hospital Modernisation Programme. This is transforming healthcare provision locally, regionally and nationally. More than seven hundred million pounds of investment underpins an ambitious building programme, designed to deliver world class and integrated care, the most recent being the Queen Elizabeth University Hospital (QEUH) and Royal Children’s Hospital which opened in June 2015.

State of the art integrated IT services and PACS currently allow patients’ images and diagnostic results to be available throughout the city and beyond, regardless of which hospital site is providing services.

**Greater Glasgow & Clyde Acute Services Division**

The Acute Division brings together all acute services across the city of Glasgow and Clyde under a single management structure led by the Chief Operating Officer. The Division is made up of a Sector based model covering South West, North East and Clyde. Facilities and Diagnostics continue to work as Board wide Directorates.

**Diagnostics Directorate**

NHS Greater Glasgow and Clyde serves a population of around 2 million located across the West of Scotland. The New Cancer Centre serves a population of around 2.8 million i.e. over half the population of Scotland.

The Diagnostics Directorate has responsibility for all Laboratory services, Clinical Physics, Medical Photography, Bio Engineering and Diagnostic Imaging. Diagnostic Imaging includes Clinical Radiology, Nuclear Medicine and Regional Imaging services (Neuroradiology, Paediatric Radiology, Oncological Imaging/PET CT, Breast Screening and Dental Radiology).

**Diagnostic Imaging**

Adult acute Radiology services are provided by each Sector with Clinical Leads covering each sector (North, South and Clyde).

Clinical Leads for Neuroradiology, PET CT, Paediatric Radiology, Adult Interventional and Breast Screening services are also in post.

Clinical Leads report to the Clinical Director (Dr Ross MacDuff) and General Manager (Mary McKee). Deputy CD (Dr Andrew Watt)

South Sector Lead

(Queen Elizabeth University, Victoria and

Gartnavel General Hospitals) Dr Kirsty Armstrong

North-East Sector Lead

(Glasgow Royal Infirmary and Stobhill ACH) Vacant

Clyde Sector

(Royal Alexandra, Inverclyde Royal Dr Shiva Koteeswaran

and Vale of Leven Hospitals)

Paediatric Radiology Lead

(Royal Hospital for Children) Dr Ruth Allen

Neuroradiology Lead Dr Christopher Pollard

(Institute of Neurological Sciences)

Breast Screening Lead

(West of Scotland Breast Screening Unit) Dr Jacqueline Kelly

PET CT Lead

(Greater Glasgow & Clyde) Dr David Colville

Interventional Radiology Lead Dr Menelaos Philippou

The key strategic aim of the Directorate is improve the quality of care provided to patients on the basis of clinical need by consolidating acute/emergency imaging support on a 24/7, 365 day basis and by complying with emergency, cancer related and scheduled care National waiting times targets. The Directorate is committed to seven day working and where appropriate extended working days,

The NHSGG out of hours imaging model for the adult acute service includes robust vascular/interventional on-call cover city wide and parallel non interventional cover on a site and sector basis.

Out of hours emergency cover is currently provided through a single GG&C wide reporting Hub based at the GRI. This is staffed by 3 rotating registrars and supported by on call Consultant Radiologists, on a sector basis. Weekend cover is provided by Registrars and Consultants on a Sector basis.

**Education & Training**

Close links to the University of Glasgow ensure significant engagement in undergraduate and postgraduate clinical teaching.

The NHSGGC Imaging Directorate is the major clinical sponsor for the West of Scotland Radiology Postgraduate Training Scheme. This has recently been expanded to take account of staffing shortages both now and in the future and 79 Specialist Registrars currently rotate through the GG&C departments.

The Glasgow Caledonian Course in Diagnostic Ultrasound is accredited to Masters Level and trainee Sonographers are educated and mentored locally.

The Scottish Mammographer Training and the Scottish Academy of Breast Imaging (SABI) is based at the west of Scotland Breast Screening Centre in Nelson Mandela Place. It is linked with Queen Margaret University, Edinburgh.

**Research & University Links**

NHS Greater Glasgow & Clyde has excellent working relationships with the University of Glasgow and linked clinical / academic departments. Glasgow has a very strong academic and research base, with an excellent teaching reputation. There are libraries and lecture suites at all the hospital sites.

The successful candidate will be encouraged to develop his/her expertise and to undertake high quality audit and research activity. Strong collaborations exist between the various research groups of the Division. Successful candidates may be offered honorary status with the University.

The diagnostic directorate is currently engaged in developing even stronger links with the university to specifically support imaging based research and provide imaging support to major national and international trials.

**Valuing our Staff**

NHS Greater Glasgow & Clyde is committed to extending training and development opportunities to all staff and is actively developing multi-disciplinary training, extending the role of on-line E-learning, and recognizes the importance of developments in technology for both staff and patients. Role extension is well developed within the Breast Radiology Service with advanced practitioners reading mammograms, undertaking large volume biopsy and localizations. We have Consultant Radiographers doing film reading and sonography and plan to implement this within mammography in the near future.

**The Imaging Departments**

**General Information**

An HSS RIS system covers all Glasgow and Clyde departments with Glasgow being the lead site for the Scottish National PACS implementation, with Scotland wide connectivity in place.

A major PACS refresh was carried out in 2022, with replacement workstations, upgraded software and updated VR system.

All acute adult and paediatric hospitals and the ambulatory care hospitals have provision of modern mulltislice CT and 1.5T MRI systems. In addition, a 3T magnet is available at the regional neurosciences unit on the QEUH campus.

A Regional PET CT Centre, with two modern PET-CT scanners, has been developed adjacent to the New Cancer Centre. Dedicated vascular/interventional facilities are available at Gartnavel, Glasgow Royal Infirmary, QEUH and in Neuroradiology INS.

Total imaging examination numbers are over one million per annum.

The Diagnostics Directorate currently employs around 120 individual Consultant Radiologists across Glasgow supported by 79 Specialist Registrars rotating through the West of Scotland Training Scheme.

**Clyde Sector**

Breast Radiology provision within this Sector has been modernized to support the future imaging requirements for the population of this region which is 400,000. On average 300 breast cancers are diagnosed each year in the Clyde sector.

There is an active Breast Surgery Unit with 3 Full time Consultant Surgeons and 5 Breast Radiologists within this team.

State of the art equipment with breast tomosynthesis and contrast enhanced mammography have been recently installed in IRH and RAH and services are being developed in these areas. Large volume biopsy and excision services and MRI breast are also available all sectors.

We run 4 one stop rapid access breast clinics per week in Clyde sector. There is a 1.5T MRI scanner with dedicated breast coils.

Consultant Radiology provision within this Sector has been re-organised and modernised to support the future imaging requirements for the population of this region which is 400,000.

A single area wide Radiology team of 19 Consultants, provides Radiology services to each of the Sector hospital sites namely: the Royal Alexandra Hospital, Paisley, Inverclyde Royal Hospital, Greenock and the Vale of Leven District General Hospital, Alexandria.

Equipment within Diagnostics has been updated and currently comprises 4 multislice CT scanners, 9 recently replaced ultrasound units, 2 x 1.5 Tesla MRI machines, the RAH scanner was recently replaced. State of the art Siemens Mammography Machines, one at the RAH with breast tomosynthesis, have been installed within the last year. Large Volume Biopsy services are being rolled out to this sector in the coming weeks. Contrast Enhanced mammography capabilities are being installed also and this service will be developed in due course.

**South Sector**

Gartnavel General Hospital and New Victoria ACH offer breast clinics including one stop, follow up and high risk surveillance. As part of the Glasgow Modernisation Programme, some services have already centralised to the Gartnavel site. The specialist Symptomatic Breast services are sited at Gartnavel.

There is an active Breast Unit with 5 full time consultant surgeons and 4 breast consultant radiologists. On average, 600 breast cancers are diagnosed each year in the South Sector.

We run 5 one stop rapid access clinics per week and two low risk clinics. We report imaging for patients on increased risk and family history breast surveillance programmes. We also perform image guided localisations, marker insertions and large volume sampling. We have CESM and, in conjunction with West of Scotland Breast Screening, are currently recruiting to the BRAID trial. We perform breast MRI for diagnostic staging and neoadjuvant chemotherapy monitoring.

We hold a weekly sector breast MDT meeting.

The new Beatson Cancer Centre opened in 2008 at the Gartnavel campus. Details can be found on the website [www.beatson.org.uk](#).

The recently opened Queen Elizabeth University Hospital campus, linked to the Institute of Neurological Sciences, the New Children’s Hospital and the redeveloped Maternity Hospital, is at the core of the NHSGGC Modernisation Programme.

It is the largest acute hospital site in Scotland providing inpatient services for the population of South Glasgow and well as some National and board wide services including vascular, renal and regional services.

There are 5 CT scanners and 3 MR scanners between adult and paediatric as well as a modern nuclear medicine department and this excludes additional provision at the Neurological Institute.

The main clinical campus for Glasgow University and the laboratory services for Glasgow are also located at the QEUH campus with state of the art research and education facilities on site.

The New Victoria Hospital, an ambulatory care facility, opened in June 2009 and provides modern facilities for diagnostic procedures, day surgery and minor injuries unit.

Facilities within the New Victoria Hospital include a 64 slice CT Toshiba scanner, 3 ultrasound rooms with dedicated breast ultrasound, elastography and liver imaging software, a Siemens digital mammography unit with stereotactic capability and a multipurpose fluoroscopy unit. A 1.5T MR scanner (upgradeable to 3T) with whole body imaging, and a breast coil is available. A further wide bore 1.5T Siemens MR scanner with a breast coil and biopsy capability is also available. Further floor space allows for expansion of CT, MR and other services/equipment. Departmental library and seminar rooms are available for MDTs and teaching, in addition to shared Consultant office facilities.

Gartnavel Hospital is currently undergoing upgrading. As part of the Glasgow Modernisation Programme, some services have already centralised to the Gartnavel site. These include the Infectious Diseases Unit, the Ophthalmology service and ENT.

**North Sector**

The North ACH at Stobhill campus hosts our North Sector Breast service.

The breast unit here has 2 full time consultant breast surgeons and 3 consultant breast radiologists. On average, 350 breast cancers are diagnosed each year in the North Sector.

There are currently 4 one stop rapid access breast clinics per week and a low risk clinic. We also perform image guided localisations, marker insertions and large volume sampling. We have CESM and are currently recruiting to the BRAID trial. We perform breast MRI for diagnostic staging and neoadjuvant chemotherapy monitoring.

We hold a weekly sector MDT meeting.

Glasgow Royal Infirmary is a large teaching hospital serving a local population of approximately 400,000, and providing supra-regional and national tertiary referral services, including Plastic Surgery, Upper Gastrointestinal Surgery, the Hepatobiliary and Pancreatic service and the Centre for Rheumatic Disease. It is one of two major acute sites being developed alongside the QEUH.

Outpatient Imaging services are coordinated between the Royal Infirmary and the satellite Ambulatory Care Hospital (ACH) three miles North at Stobhill. This opened in May 2009 and provides modern facilities for diagnostic procedures, day surgery, renal dialysis and minor injuries services.

**West of Scotland Breast Screening Centre**

This is the largest screening centre in Scotland and one of the largest in the UK. We are a dynamic multidisciplinary team working within the purpose built facility in Nelson Mandela Place, in the centre of Glasgow.

It has state of the art equipment all recently replaced, with FFD mammography equipment, new US equipment (GE), 1 prone stereotactic table and one upright table for large volume biopsy. Digital Tomosynthesis is available and utilized for assessment patients. We provide large volume biopsy and excision for our patients but also for symptomatic referrals from around the West of Scotland.

A new Scotland wide computerized management system (SBSS) has recently been installed.

The team consists of approximately 100 staff in total.

Currently 12 Radiologists, 8 breast clinicians, 1 operational superintendent, 3 deputy superintendents, 34 mammographers (including 5 clinical specialists) and 1 additional film reader, 6 assistant practitioners, 3 Health Care Support Workers, 1 Centre Manager, 25 Administration staff and 7 transport officers are in post.

We are the base for the mammography training for Scotland allied to the Queen Margaret University, and run PGcert, Film Reading and biopsy courses every year. We have been very proactive in establishing role extension and skill mix. Many of the Radiographers and specialty doctors within the centre have extended roles with biopsy and/or reading and we train symptomatic radiographers in extended roles also. We are actively developing several Consultant Radiographer roles.

**The Job Itself**

**Consultant Radiologist with an interest in Breast Imaging**

The job is a replacement post and takes account of the clinical demands and expansion of the services. It is advertised as a full time position although candidates who require to work part-time will be considered.

The basic contract will be for a 10 PA consultant contract. However, in acknowledgement of the difficulty of maintaining general and subspecialty skills within 10 sessions there will be the opportunity to increase the total by 2 EPA’s to a maximum of 12 following detailed job planning.

A sub-specialist interest in Breast imaging is required to complement the existing breast radiology team. Candidates who wish to undertake solely sub-specialty imaging in breast are encouraged to apply.

For those interested in general sessions, these are also available and can attract an on call commitment if desired. Candidates will be expected to contribute to the wider working of both general and screening departments including teaching, training and governance.

In line with the acute services review, inpatient services are still being rationalized across the city and as this occurs the job plan may require to adapt and flex to changes to ensure the applicant is working effectively and efficiently with colleagues to ensure high quality services across Greater Glasgow and Clyde. A degree of cross cover for DCCs will be expected but will also be negotiated in line with acceptable maximum limits.

Further aspects of the job are negotiable and to some extent will be tailored to the abilities and interests of the successful applicant. However the duties may include the supervision and reporting of CT and MR examinations, ultrasound, fluoroscopy, plain film reporting and on call duties.

There is an essential requirement to be proficient in emergency and acute trauma radiology for emergency daytime and on call purposes. The successful candidate will participate in the diagnostic out of hour’s system on a sector basis.

All out of hour’s activity will be undertaken on the basis of the terms and conditions set out in the consultant contract (Scotland). The sector operates a compliant Specialist Registrar on-call rota, as laid out under the European Working Time Directive.

The exact timetable will be subject to negotiation and current service needs.

**Clinical Commitments**

Breast Radiology sessions will include a combination of but not exclusively:

* One stop symptomatic breast clinics
* Mammogram reporting
* Breast MRI reporting (desirable)
* Breast MDT
* Screening mammogram reading
* Screening assessment clinics
* Breast Screening MDT
* Clinical Admin
* SPA sessions

General Radiology sessions are also available and can be negotiated including CT, MRI, US, Fluoroscopy, nuclear medicine reporting and plain film reporting.

\*0.5 DCC per week is awarded for flexible reporting cover to take account of ad hoc emergencies, orphan lists, over-runs due to urgent cases, etc. A degree of general flexibility is required in relation to the agreed timetable to meet the exigencies of the service, especially during times of colleagues’ absences.

Once the candidate has been appointed more SPA time can be agreed for activities such as undergraduate and postgraduate medical training which takes place outside direct clinical care, as well as research and/or management.  These SPA activities must be specifically and clearly identified and be agreed with the candidate and desired by the department.

**Additional EPA activity**

This additional activity is separate from the main job plan contract and variable at 3 month notice period from either employee or employer. The work performed within these sessions will be general/cross-sectional imaging and composition may be varied with a reasonable notice period to permit flexible working to meet the service needs of NHS GG & C.

##### *On-Call*

There is the opportunity to take part in general radiology reporting and take part in the on call rota which is shared between consultant colleagues.

There is a separate Interventional rota, but there is an expectation that general CT and ultrasound drainage will be covered by the diagnostic consultants.

**Professional Standards**

Trust Clinical Governance and Clinical Effectiveness Committees have been established and appraisal has been instituted in accordance with Royal College and General Medical Council guidelines

**Qualifications**

At the time of interview candidates must be eligible for GMC registration and must hold (or be within 6 months of) CCT in Clinical Radiology or equivalent.

Arrangements for applicants to visit the hospital or discuss the post

In the first instance please contact:

Dr Jacqueline Kelly Clinical Director Imaging 0141 800 8826

Dr Ross MacDuff, Clinical Director, Diagnostics 0141 232 1079

Ms. Mary McKee, General Manager, Diagnostics 0141 201 3898

Dr Alistair Leonard, Chief of Medicine, Diagnostics 0141 433 5861

Mrs Ann Traquair Smith, Director of Diagnostics 0141 201 8565

**NHS Greater Glasgow & Clyde - Acute Services Division**

EMPLOYEE SPECIFICATION

JOB TITLE: Consultant Radiologist with an interest in Breast Radiology.

GRADE: Consultant

DEPARTMENT/DIRECTORATE: Imaging/ Diagnostics

DIVISION: Acute

LOCATION: Glasgow, Clyde Sector and West of Scotland Breast Screening

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| --- | --- | --- |
| CRITERIA | ESSENTIAL | DESIRABLE |
| Patient focused | YES |  |
| Eligible for full registration with the General Medical Council and license to practice | YES |  |
| Good general medical training | YES |  |
| Hold or be within 6 months of CCT in Clinical Radiology from date of interview | YES |  |
| Imaging skills in CT, ultrasound and MR especially in acute inpatient imaging, | If taking up general sessions |  |
| Subspecialist experience in Breast Imaging including MR | YES |  |
| Imaging guided basic interventional skills, including core biopsy and breast localisation | YES |  |
| Expertise in Emergency and trauma radiology | If taking up general sessions |  |
| Effective in the teaching and training colleagues | YES |  |
| Experience of multidisciplinary team working | YES |  |
| Experience of audit and research | YES |  |
| Demonstrable audit and research leadership skills |  | YES |
| Excellent organisational and communication skills | YES |  |
| Sound IT skills | YES |  |
| Knowledge of general management issues |  | YES |
| Forward thinking with skills to help develop service |  | YES |
| Excellent communication skills | YES |  |
| Demonstrable team working and cooperative behaviours | YES |  |

**Section 3:**

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

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

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

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

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

Additional information for dental appointments

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

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

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

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

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

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

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

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

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

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

***EU settlement scheme***

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

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

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

**Data Protection Legislation**

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

**Section 4:**

**Consultant Appointment**

**Terms and Conditions**

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

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| --- | --- |
| **TYPE OF CONTRACT** | **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 7:**

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

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

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

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



**Glasgow**



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

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

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

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

**Lots to see and do**

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

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

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

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

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

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

**Housing**

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

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**Getting around**

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

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

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

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

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

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

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

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

[**https://www.visitscotland.com/**](#)

[**https://www.scotland.org/**](#)

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

[**https://moverdb.com/moving-to-glasgow/**](#)