

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Consultant in Radiology with an Interest in Chest or Musculo-Skeletal Imaging**

**Location: Clyde Sector**

**Job Reference: 178822**

**Closing Date: 27th February 2024**

**Interview Date: 8th March 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:**

The Hospital Modernisation Programme - The Services of Tomorrow

A massive re-organisation of NHSGGC has recently 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 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 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, North East and Clyde. Facilities and Diagnostics continue to work to a pan GG&C structure

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 organised on a sector basis with Clinical Leads covering each sector (North East, South and Clyde). Clinical Leads for Neuroradiology, PET CT, Paediatric Radiology, Nuclear Medicine, Adult Interventional and Breast Screening services are also in post. Clinical Leads report to the Clinical Director (Dr Ross MacDuff) and General Manager (Mrs. Mary McKee). There are two Deputy CD posts ( Dr Andrew Watt and a vacancy).

North Sector Lead Vacant

(Glasgow Royal Infirmary, Stobhill ACH,

Glasgow Dental Hospital)

South Sector Lead

(Gartnavel General,

QEUH and Victoria ACH) Dr. Kirsty Armstrong

Clyde Sector Lead

(Royal Alexandra, Inverclyde Dr. Shiva Koteeswaran

Royal Hospital and Vale of Leven

Hospital)

Neuroradiology Lead Dr. Chris Pollard

(Institute of Neurological Sciences)

Paediatric Radiology Lead

(Royal Hospital for Children) Dr. Ruth Allen

Breast Screening Lead

(Breast Screening Unit) Dr. Jacqueline Kelly

Interventional Lead Dr. Menelaos Philippou

PET/Nuclear Medicine Lead Dr David Colville

The key strategic aim of the Directorate is to 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 extending the working day.

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 sectoral basis.

Out of hours/weekend imaging cover is currently supported by the vast majority of NHSGGC Consultant Radiologists, mainly on a site by site basis. The South sector maintains an extended evenings and weekend working cover within contractual hours.

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 which is one of the largest in the UK.

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

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 recognises the importance of developments in technology for both staff and patients.

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.

Voice recognition technology has also been introduced at all Glasgow and Clyde hospital sites along with upgrades to the RIS/PACS systems. The Trak-Care PAS operates across GG&C and electronic requesting with “Order” Comms is in operation across all sites. GP electronic requesting is planned for future development.

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 for Glasgow approach over one million per annum (excluding Obstetric US and Cardiology).

The Diagnostics Directorate currently employs around 121 individual Consultant Radiologists across Glasgow.

North East Sector

Glasgow Royal Infirmary is a large teaching hospital linked to the University of Glasgow. The University Departments of Medicine, Surgery, Medical Cardiology, Obstetrics and Gynaecology and Rheumatology are contained within the Infirmary. The Royal Infirmary provides medical services to the East and Central areas of Glasgow 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 within the city. (The other is at the Queen Elizabeth University Hospital – see below.)

The Glasgow Royal Infirmary boasts the world’s first Radiology Department, under the pioneering Radiologist Dr John MacIntyre. In 1914, it was named the King George V Electrical Department. The Radiology Department is now housed within the Queen Elizabeth Building and contains three CT scanners. There are two 1.5T MRI scanners. Four ultrasound machines are shared by radiologists and an active sonography service. A purpose built Interventional and Endovascular suite is housed within the sterile theatre environment and is available for more complex intervention. The department services the acute admissions and inpatient population of the North East sector.

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 state of the art facilities for diagnostic procedures, day surgery, renal dialysis and ‘walking wounded’ minor injuries services.

Departmental library and seminar rooms are available for MDT’s and teaching in addition to shared consultant office facilities. There is a large Department of Medical Illustration with advanced digital facilities and its own television studio. It is part of the Diagnostics Directorate.

South Sector

The opening of the new Queen Elizabeth University Hospital, linked to the Institute of Neurological Sciences, the new Royal Children’s Hospital and the redeveloped Maternity Hospital is at the core of the NHSGGC Modernisation Programme.

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

The QEUH adult department has four CT scanners and two MRI scanners, in addition to US, fluoroscopy, plain film radiography and Nuclear Medicine facilities. The adjacent Royal Children’s Hospital has its own CT and MR scanners. The site also includes two back-to-back interventional laboratories, a paediatric interventional suite, and two hybrid operating theatres with full imaging capabilities. There is further imaging provision at the Neurosciences Institute.

The main clinical campus for Glasgow University and the laboratory services for Glasgow have also relocated to the South campus and substantial investment in research and education facilities is underway.

The New Victoria Hospital, an ambulatory care facility, opened in June 2009 and provides modern facilities for diagnostic procedures, day surgery and ‘walking wounded’ casualty services. Facilities within the New Victoria Hospital include CT, ultrasound rooms with dedicated breast ultrasound and elastography and liver imaging software, a Siemens digital stereotactic and digital breast mammography unit and a multipurpose fluoroscopy unit and two 1.5T Philips MR scanners

The Gartnavel site provides outpatient and non-acute inpatient care, including the Infectious Diseases Unit, the Ophthalmology service and ENT. Specialist inpatient breast services are expected to be sited at Gartnavel in the long term. The radiology department includes CT, MR, US, fluoroscopy and an interventional laboratory.

The new Beatson Cancer Centre opened in 2008 at the Gartnavel campus, and includes further imaging facilities including PETCT. Details can be found on the website [www.beatson.org.uk](#).

Clyde Sector

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

A single area wide amalgamated and enlarged radiology team 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.

The Royal Alexandra Hospital has a cross-sectional imaging suite equipped with 2 Toshiba Multislice CT scanners installed in 2018 and 2014 and a new Siemens Aera 1.5 Tesla MRI unit installed in 2019 along with appropriate workstations, office accommodation and a conference/seminar room. It also has a separate mammography suite with full field digital mammography. The department has 4 high specification colour Doppler ultrasound machines and has recently installed a Siemens digital screening room. All the general radiography rooms have been upgraded to CR and DR.

Inverclyde Royal Hospital, Greenock has undergone a major refurbishment and modernisation of the department. It has a new Toshiba Aquilion Prime ST160 CT scanner, an interventional fluoroscopy unit and a Siemens Avanto 1.5 Tesla MRI. A programme to replace all plain radiographic facilities with CR is complete. There are 3 colour Doppler Ultrasound machines. The mammography suite is equipped with a modern CR mammographic unit with stereotactic facilities.

Both the RAH and IRH sites are acute hospitals with acute medical and surgical receiving and the full range of District General and associated facilities.

The third hospital site, based at the Vale of Leven Hospital, although smaller, provides acute medical receiving and out-patient services, this department is equipped with a Toshiba Multislice CT scanner, 2 colour Doppler ultrasound machines and general rooms equipped with CR.

Within the Clyde sector, the PACS system commenced early in 2008 as part of the Scottish PACS procurement roll out. A PACS upgrade of hardware and software is underway across the sectors with Clyde having completed this and the North finalized in November and the South due to complete in January 2022.

Radiographer skill mix is well established with sonographers both performing and reporting ultrasound examinations and radiographers performing and reporting barium studies. Radiographers also contribute to A&E and GP plain film reporting.

The department at RAH provides both under-graduate and post-graduate training and is attached to the West of Scotland Radiology Registrar training scheme with Registrars rotating through departments. IRH is also accredited for radiology training.

The Job Itself

**Consultant general radiologist with an interest in Chest imaging or Musculoskeletal imaging.**

**This will be based at Royal Alexandra Hospital.**

This post is advertised as a full-time position although candidates who wish to work part-time will be considered.

The candidate will be expected to contribute strongly to the general work of the department, in particular the acute service. They will be proficient in all forms of general diagnostic imaging. An interest in chest imaging or musculoskeletal imaging is welcomed.

Participation in relevant MDTs will be encouraged.

The successful applicant will be expected to provide 2 sessions a week of general radiology work at Inverclyde Royal Hospital, Greenock.

In line with the acute services review inpatient services are being rationalised across the city and, as this occurs, the job plan will adapt to ensure the applicant is working effectively and efficiently with colleagues to ensure high quality services across Greater Glasgow and Clyde.

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 will include the supervision and reporting of CT and MR examinations, ultrasound, plain film reporting and on-call duties.

There is an essential requirement to be proficient in emergency and trauma radiology for emergency daytime and on call purposes. The successful candidate will participate in the diagnostic out of hours system on a sector basis. The maximum number of weekends expected to be contractually covered by any individual consultant will be no more than 8 per annum.

All out of hours 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.

Royal Alexandra Hospital and Inverclyde Royal Hospital are teaching hospitals and participation in teaching, training and audit are an expected part of the job. Involvement in service development, quality improvement, appraisal and revalidation will also be expected. The amount of time needed for these activities will be subject to negotiation following appointment.

**Clinical Commitments**

The basic contract will be for a 10 PA consultant contract. EPA(s) will be the subject of detailed job planning discussions.

PAs in Direct Clinical Care (DCC) and one core SPA for CPD, audit, clinical governance, appraisal, revalidation job planning, internal routine communication and management meetings. As a major teaching and research contributor, Imaging would normally expect to allocate additional SPA time for activities to do with undergraduate education, educational supervision of trainee medical staff, research and other activities. Precise allocation of SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

The candidate will be expected to contribute strongly to the general work of the department, in particular the acute service. He/she will be proficient in all forms of general diagnostic imaging.

Appropriate technical support and equipment, office accommodation and clerical support is provided at each site for the Consultants.

The exact timetable will be subject to negotiation and current service needs and may include additional MR/US depending on subspecialty interest and may include a commitment to MDT provision

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.

SPA allocation will be the subject of post appointment discussion, for activities such as undergraduate and postgraduate medical training which takes place outside direct clinical care, as well as research and/or management.  These activities will 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 by 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**

Sector wide on call is shared between consultant colleagues, with daytime commitment at weekends in Royal Alexandra Hospital on a 1 in 23 rota. Additional weekend daytime on site cover (9am to 1pm) at Inverclyde Royal hospital will also be provided on a 1 in 23 basis.

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

From February 2015 a 2 tier on call system was established across GG&C with on call being provided by registrars from a central imaging reporting hub currently based at the QEUH. This will be supported by Sector Consultants on site from 5-8pm Monday to Friday, participating on a rotational time-in lieu/payment basis. This is in addition to the normal Consultant on-call service.

**Teaching, Audit and Research**

There are traditional very close links between NHSGG&C and the University of Glasgow Medical School comprising the Medical, Dental and Nursing Schools and the Graduate School. Participation in undergraduate, postgraduate teaching and clinical audit may be agreed with the appointee permitting more SPA time for specific clearly identified additional supporting activities. These activities have to be agreeable to the candidate and desired by the Board.

**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 Shiva Koteeswaran, Clinical Lead, Imaging 0141 314 6633

Dr Ross MacDuff, Clinical Director, Imaging 0141 201 3895

Mrs Mary McKee, General Manager, Imaging 0141 201 3898

Ms Ann Traquair Smith, Director, Diagnostics 0141 201 3894

Dr Alistair Leanord, Chief of Medicine, Diagnostics 0141 201 3894

NHS Greater Glasgow & Clyde - Acute Services Division

**EMPLOYEE SPECIFICATION**

JOB TITLE: Consultant Radiologist with an interest in **Chest imaging**

OR

Consultant Radiologist with interest in MSK imaging

|  |  |  |
| --- | --- | --- |
| CRITERIA | ESSENTIAL | DESIRABLE |
| **Patient focused** | **YES** |  |
| **Eligible for full registration with the General Medical Council and licence 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, MSK/ chest** | **YES** |  |
| **Subspecialist experience of chest imaging or musculoskeletal imaging** | **YES** |  |
| **Imaging guided thoracic / musculoskeletal interventional skills, (drainage, biopsy, etc.)** | **YES** |  |
| **Sound expertise in Emergency and trauma radiology** | **YES** |  |
| **Effective in the teaching and training of junior colleagues** | **YES** |  |
| **Experience of multidisciplinary team working** | **YES** |  |
| **Experience of audit and research** |  | **YES** |
| **Excellent organisational and communication skills** |  | **YES** |
| **Sound IT skills** | **YES** |  |
| **Knowledge of general management issues** |  | **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.*

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

**Data Protection Legislation**

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

**Section 4:**

**Consultant Appointment**

**Terms and Conditions**

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

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



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



**Section 5:**

**Making your Application**

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

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

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

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

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

**Contact Us**

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

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

Email: nhsggc.recruitment@nhs.scot

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

**Section 6:**

**About NHS Greater Glasgow and Clyde**

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

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

## Capital Building Modernisation Programme

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

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

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

The dimensions of the Directorates/Sectors are around:

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

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

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

## Queen Elizabeth University Hospital and Royal Hospital for Children

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

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

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

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

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

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

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

## Education and Research

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

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

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

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

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

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

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

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

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

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

3 Ambulatory care hospitals are located at:

* [New Stobhill Hospital](#)
* [New Victoria Hospital](#)
* [West Glasgow Ambulatory Care Hospital](#)

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

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

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

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

**Our Culture and Values**

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

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

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

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

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

For more information about NHS Greater Glasgow and Clyde please visit: [**www.nhsggc.org.uk**](#)**.**

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

**Section 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/**](#)