

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Consultant in Microbiology**

**Location: Queen Elizabeth University Hospital/Glasgow Royal Infirmary**

**Job Reference: 178830**

**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**

**Grade: Consultant**

**Department: Microbiology**

**Location: Queen Elizabeth University Hospital/ Glasgow Royal Infirmary**

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| **Additional Arrangements for Applicants : Informal enquiries and details of arrangements to visit the department regarding this post will be welcome by:** | | | |
| **Name** | **Job Title** | **Email** | **Telephone** |
| **Dr Abhijit Bal** | **Consultant Microbiologist & Head of Service** | **Abhijit.Bal3@ggc.scot.nhs.uk** | **0141 354 9066** |
| **Dr Michael Murphy** | **Consultant Microbiologist, Clinical Lead, North Sector** | **Michael.murphy4@nhs.scot** | **0141 201 8551** |

Applications are invited for Consultants in Microbiology based in the Queen Elizabeth University Hospital and Glasgow Royal Infirmary to join a team of 18 consultant microbiologists in providing a proactive clinical infection and infection prevention and control service. Traditional distinctions between microbiology and infectious diseases may be too narrow for the broad role of a consultant in infection and the successful applicant will be encouraged and supported to utilise their skills to design and deliver an infection service to best meet the needs of our patients.

The Microbiology department in NHSGGC provides an integrated diagnostic Microbiology and Virology service to the population of Glasgow and Clyde. The Diagnostic Clinical Microbiology/Virology Service for NHSGGC is delivered from laboratories on two sites: Glasgow Royal Infirmary (GRI) and Queen Elizabeth University Hospital (QEUH). In addition, the laboratory in Glasgow Royal Infirmary hosts a range of National Microbiology Reference Services

*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:**

**Microbiology Department**

The Diagnostic Clinical Microbiology/Virology Service for NHS Greater Glasgow and Clyde is delivered from two sites: Glasgow Royal Infirmary (GRI) and Queen Elizabeth University Hospital (QEUH)

The laboratory in the New Lister Building in GRI provides services to Glasgow Royal Infirmary, New Stobhill Hospital, Gartnavel Hospitals (including West of Scotland Cancer Centre), Royal Alexandra Hospital, Inverclyde Royal Hospital and Vale of Leven Hospital.

The laboratory in QEUH provides services to the Queen Elizabeth University Hospital (QEUH) and Royal Hospital for Children (RHC), and New Victoria Hospital ACAD.

The clinical microbiology team comprises 18 consultants with a broad range of expertise with successful candidates having the opportunity to develop specialist areas of interests. In view of the changing nature of training, the microbiology department recognises the need for providing an expanded infection service to a wider range of specialties and provide additional input into areas such as antimicrobial stewardship, outpatient based antibiotic therapy, and consult rounds, covering NHS GGC in its entirety. There is also scope to provide input into multidisciplinary team meetings where a clinical need is recognised. We work closely with Infectious Diseases and the appointee will be encouraged to establish stronger links between the two closely related specialities.

The department has a strong publication history and academic links. There is opportunity to be involved in training with a large junior medical team of higher specialist and combined infection trainees, clinical fellows and FY2s working in the department. The team participate in many multidisciplinary meetings as well as a weekly complex infection cases meeting, audit and journal club. The department participates in MDTs with various disciplines including pancreatic surgery, burns, orthopaedics, cardiology, and paediatrics.

The microbiology laboratories process approximately 800,000 specimens per annum. Equipment includes WASPLab, Virtuo blood culture system, MGIT, Vitek 2 and Vitek MS, all of which are interfaced with the Laboratory Information Management System Telepath. The laboratory senior management structure has a single GG&C Microbiology Technical Service Manager (and GG&C Service Manager (Compliance & Operational), GG&C Integrated Systems Manager (Compliance) and Laboratory Site Manager (Operational) at GRI and QEUH.

The GRI and QEUH laboratories are UKAS ISO 15189 accredited under a single UKAS reference number and single Quality Management system. The policies and procedures including SOP’s have been standardised on both sites.

GRI Microbiology contains a centralised Environmental Laboratory for air and water testing and is UKAS ISO 17025 accredited for Legionella testing in water. Mycology testing for specimens and identification of fungal isolates is also centralised at GRI. QEUH Microbiology has centralised testing for Helicobacter Faecal Antigen testing.

Specialist Virology services for NHS Greater Glasgow & Clyde are provided by the West of Scotland Specialist Virology Centre (WOSSVC), which is co-located with the North Sector laboratory (GRI) within the New Lister Building (NLB) and processes 450,000 specimens per annum. The NLB also hosts a range of National Microbiology Reference services and share a dedicated state-of-the-art molecular suite with the WOSSVC and the North Sector diagnostic microbiology laboratory.

The departments participate in all relevant National External Quality Assessment Schemes.

**Consultant Microbiologists**

**NHS GG&C:**

Dr Abhijit Bal

Dr Michael Murphy

Dr Linda Bagrade

Dr Laura Cottom

Dr Ashutosh Deshpande

Dr Jenna Gillies

Dr Saranaz Jamdar

Dr Chloe Keane

Dr Kamaljit Khalsa

Dr Nitish Khanna

Dr Mairi Macleod

Dr Aleksandra Marek

Dr Christine Peters

Dr Padmaja Polubothu

Dr Pauline Wright

Dr Kalliopi Valyraki

**Trainees**

12 specialty trainees in training in Microbiology and Infectious Diseases ranging from ST3-ST7.

FY2s and Microbiology Clinical Fellows

**Microbiology staff (excl medical)**

|  |  |
| --- | --- |
| Sector | Budgeted WTE |
| GRI Microbiology | 83.19 |
| QEUH Microbiology | 83.17 |
| WOSSCV | 95.28 |
| GG&C Scottish Microbiology Reference Laboratories | 31.84 |

**Infection Prevention and Control Team**

The Infection Prevention & Control team is comprised of 50 Infection Protection and Control staff, including clinical scientists, Healthcare Scientists, SCRIBE & Surveillance Nurses and business support.

The IPCT provides comprehensive infection prevention and control advice across NHSGGC ensuring the risk of infection to patients, visitors and staff is minimised.  This includes:

* Developing and maintaining strategies for the prevention and control of healthcare associated infection in line with national requirements contributing to the quality of patient care across NHSGGC.
* Complying with national infection control standards.
* Providing IPC leadership, advice and support to all staff within NHSGGC
* Implementing national guidance related to the prevention and control of infection, including decontamination and antimicrobial prescribing.
* Surveillance of healthcare associated infection and other notifiable and reportable infections.
* Development of strategic and operational policy/guidance.
* Contributing and participating in NHSGGC Emergency Planning and Business Continuity programmes to minimise the impact of outbreaks and incidents on service provision.
* Facilitating the provision of education on the prevention and control of infection for all staff in line with the IPC Education Strategy.
* In conjunction with Health Protection/Public Health, clinical and non-clinical multi-disciplinary teams and external agencies such as Health Improvement Scotland, develop and maintain strategies for the prevention, surveillance and control of infection.
* Identify, control and investigate outbreaks and incidents with other colleagues and agencies as appropriate.
* Support the work of colleagues in relation to the built environment.
* Support the development of internal communications and contribute to NHS corporate communications with external agencies such as Scottish Government, public and media on all matters relating to infection prevention & control.

Currently there are 5 Consultant Microbiologists with dedicated sessional commitments for Infection Prevention and Control Doctor’s duties, providing advice and support to local hospital IPC teams.

The IPC staff are divided into teams covering South adults, Royal Hospital for Children, Clyde, North and Mental Health and Partnerships sectors. Microbiologists with sessional commitments for IPC are assigned a sector and will work as an integral part of this team with cross cover for periods of leave.

The role of the IPCD within the IPCT involves close liaison regarding surveillance data, investigation and management of clusters and outbreaks and liaison with estates and facilities teams regarding the built environmental aspects of IPC. Microbiologists with a dedicated sessional commitment for IPC meet regularly at team meetings as well as weekly IPCD team meetings to discuss issues in real time and are supported by a lead infection prevention and control doctor.

The post holder will be required to participate in provision of IPC service and encouraged to take part in board and national groups and will be supported to take part in relevant CPD activities.

**Section 3:**

**Details of the Post**

The appointee will form part of the NHSGGC Microbiology Medical service and be responsible with the other Consultant Medical Microbiologists for the provision of a comprehensive, efficient, and cost-effective Clinical Microbiology and Infection Prevention and Control Service.

The appointee will:

* Provide liaison in a timely manner with clinicians, hospital staff, medical microbiologists, general practitioners and public health consultants concerning the management of patients, and the diagnosis and prevention of infections.
* Provide expert advice to clinical colleagues by participating in ward rounds, MDTs, stewardship activities and other forms of clinical liaison as appropriate.
* Support training of medical and other healthcare staff and students within the department
* Contribute to Infection Prevention and Control as per job plan and/or through the routine work of the department as appropriate
* Take an appropriate share of responsibility for departmental commitments.
* Provide an out of hours service with colleagues for Microbiology and Infection Control. The out-of-hours service currently operates separately for South and North Sectors.
  + Both rotas have a 1:9 frequency, with Saturday and Sunday presence in an appropriate laboratory. This currently attracts 1.5 PAs. The Consultant rota provides clinical advice to all South, North and Clyde hospitals as well as the Golden Jubilee National Hospital, including infection control, where necessary and advice and supervision of the BMS and medical trainees on-call.
* Be managerially accountable to General Manager of Laboratory Medicine, professionally accountable to the Head of Service Microbiology and will be expected to participate in the management process.
* Have continuing responsibility for the care of patients in his/her charge, and for the proper functioning of his/her Department.
* Undertake the administrative duties associated with the care of his/her patients and the running of his/her clinical department
* It is expected that the appointee will be involved in the day-to-day supervision of diagnostic methods and examination of specimens; authorisation of reports; interpretation and timeous communication of results.
* All consultants will be expected to contribute to the following:
  + Involvement in policy and SOP preparation.
  + Responsibility for quality assurance performance within the department, including taking part in all relevant national external quality assurance (NEQAS) programmes.
  + Responsibility for achieving and maintaining accreditation with United Kingdom Accreditation Service (UKAS).
  + Business planning, including the assessment and introduction of new methods, and forward planning for staff and equipment requirements.
* It is also expected that the appointee will develop a specialist clinical interest complimentary to that already provided within the department

**Illustrative Job Plan:**

The proposed job plan is as below. This job plan is negotiable and will be altered to match the skills of the successful applicant and will be agreed between the successful applicant and the Head of Service for Microbiology.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  |  | DCC | SPA |
| Monday | 9am-5pm | Clinical consults | 2 |  |
| Tuesday | 9am-5pm | Clinical diagnostic work, report authorisation, clinical liaison, critical care ward round(s), specialist MDT/IPC work | 2 |  |
| Wednesday | 9am-11am | Clinical diagnostic work, report authorisation, clinical liaison, critical care ward round(s), specialist MDT | 0.5 |  |
| Thursday | 9am-1pm  1pm-5pm | Clinical consults  SPA | 1 | 1 |
| Friday | 9am-5pm | Clinical diagnostic work, report authorisation, clinical liaison, critical care ward round(s), specialist MDT | 2 |  |
| OOH activity | 1:9 on call rota | Weekday on call remotely from 5pm-9am providing 1st on call from 3 am  Weekend on-call service on site in laboratory 9am-5pm each day and overnight as above | 1.5 |  |
|  |  |  | 9 | 1 |

**Person Specification:**

|  |  |  |
| --- | --- | --- |
| **Criterion** | **Essential** | **Desirable** |
| Qualifications and Registration | Full GMC registration  MB ChB (or equivalent)  FRCPath (or equivalent)  GMC Specialist Register in Medical Microbiology/Infectious Diseases (or within 6 months of obtaining CCT at time of interview). Applicants with CCT in Medical Microbiology are also welcome to apply (Applicants with CESR should have the certification at the time of interview) | MSc, MD or PhD in relevant areas  Experience in infectious diseases (for applicants with CCT in Medical Microbiology only) |
| Experience | Broad microbiology and infectious diseases experience of managing wide range of infections and managing infection incidents  Understanding of managerial and accreditation issues relating to laboratory medicine. |  |
| Audit and Clinical governance | Understanding of clinical governance responsibilities  Knowledge of and participation in clinical audit |  |
| Teaching Experience | Experience in undergraduate and postgraduate teaching as well contribution to training of other staff groups | Experience as Clinical/Educational Supervisor |
| Research & Publications | Evidence of publications, poster or oral presentations at national/international meetings | Proven record in research with peer reviewed publications |
| Other attributes | Ability to work as a team member  Good communication and interpersonal skills  Ability to work independently  Good organisational skills | Leadership skills  Motivated to develop services for improvement in patient care |

**Section 4:**

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

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

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

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

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

Additional information for dental appointments

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

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

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

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

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

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

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

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

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***EU settlement scheme***

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

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

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

**Data Protection Legislation**

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

**Section 5:**

**Consultant Appointment**

**Terms and Conditions**

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

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



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



**Section 6:**

**Making your Application**

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

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

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

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

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

**Contact Us**

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

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

Email: nhsggc.recruitment@nhs.scot

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

**Section 7:**

**About NHS Greater Glasgow and Clyde**

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

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

## Capital Building Modernisation Programme

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

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

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

The dimensions of the Directorates/Sectors are around:

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

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

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

## Queen Elizabeth University Hospital and Royal Hospital for Children

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

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

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

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

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

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

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

## Education and Research

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

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

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

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

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

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

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

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

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

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

3 Ambulatory care hospitals are located at:

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

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

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

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

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

**Our Culture and Values**

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

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

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

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

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

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

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

**Section 8:**

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

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

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

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



**Glasgow**



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

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

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

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

**Lots to see and do**

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

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

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

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

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

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

**Housing**

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

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**Getting around**

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

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

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

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

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

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

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

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

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

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

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

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