



**ADDITIONAL INFORMATION
ABOUT
NHS GREATER GLASGOW AND CLYDE**

Delivering better health

www.nhsggc.org.uk



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KEY HIGHLIGHTS NHS GREATER GLASGOW AND CLYDE

The National Health Service (Scotland) Act 1972, established Greater Glasgow Health Board (“the Board”) on 1 April 1974, with responsibility for providing health care services for the residents of Greater Glasgow. On 1 April 2006, the area covered by the Board was enlarged to include the Clyde area of the former Argyll and Clyde Health Board. NHS Greater Glasgow and Clyde serves a population of approximately 1.2m. We also provide a wide range of regional Services to the West of Scotland and National services.

The Board 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.

Specific roles of the Board include:	The work of the Board includes:
<ul style="list-style-type: none"> • Improving and protecting the health of the local people; • Providing an improved health service for local people; • Focusing on health outcomes and people’s experience of their local NHS system; • Promoting integrated health and community planning by working closely with other local organisations; • Providing a single focus of accountability for the performance of the local NHS system. 	<ul style="list-style-type: none"> • Strategy development - to develop a single Local Delivery Plan for the area; • Implementation of the Local Delivery Plan; • Resource allocation to address local priorities; and • Performance management of the local NHS system.

The Board is the largest employer in Scotland with a total of 41,188 staff (headcount). The Board has a revenue budget of £3.9bn and an Annual Capital Spend 21/22: £72.8m

Our structure comprises an Acute Division and a shared interest with local authority partners in six Health and Social Care Partnerships (HSCP). The latter are overseen by Integration Joint Boards. HSCPs are joint organisations formed with local authority partners. They are responsible for managing jointly-provided services.

The Acute Division and HSCPs have responsibility for delivery of the Board’s business objectives. The Board provides services through 6,000 beds across:

- 9 acute inpatient sites;
- The Beatson West of Scotland Cancer Centre;
- 61 health centres and clinics;
- 10 Mental Health Inpatient sites; and
- 6 Mental health long stay rehab sites.

Education and Research

There are 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 professional:

- 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 focused on achieving a healthier life for all.

Our Acute care is provided across NHS Glasgow and Clyde on a range of main sites visit here to find out more: - <http://www.nhsggc.org.uk/locations/hospitals>

- Beatson West of Scotland Cancer Care
- 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 Level Hospital



Queen Elizabeth University Hospital, Glasgow

3 Ambulatory Care Hospitals (ACH) are located at:

- New Stobhill ACH Hospital (North Glasgow)
- New Victoria ACH Hospital (South Glasgow)
- West Glasgow ACH Hospital (West Glasgow)



Each year we deliver around 170,000 emergency medical and 62,000 emergency surgical episodes and 165,000 day cases. Babies Delivered: 13,600 for 19/20



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. Prescriptions Dispensed: 23.7m (24m 19/20)

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.

Health and Social Care Partnerships

Health and Social Care Partnerships (HSCPs) are innovative partnerships, responsible for delivering all local health and social care services to Local Authorities in an integrated way. The HSCP is a full partnership between Local Authorities and NHS Greater Glasgow and Clyde.

The HSCP brings together services for children, families, adults and older people and is committed to improving the health of people living and to making a difference to health inequalities.

Health and Social Care Partnerships, (HSCPs) are the organisations formed as part of the integration of services provided by Health Boards and Councils in Scotland. Each partnership is jointly run by the NHS and local authority.

HSCPs manage community health services and create closer partnerships between health, social care and hospital-based services. To find out more about Health and Social Care Partnerships (HSCPs) visit the appropriate website below:

East Renfrewshire Council
www.eastrenfrewshire.gov.uk/

Renfrewshire Council
www.renfrewshire.gov.uk/

East Dunbartonshire Council
www.eastdunbarton.gov.uk

West Dunbartonshire Council
www.west-dunbarton.gov.uk/

Glasgow City Council
www.glasgow.gov.uk/

Inverclyde Council
www.inverclyde.gov.uk/



NHS Greater Glasgow and Clyde

More About Pay and Conditions

When you work with NHS Greater Glasgow and Clyde, you will have access to an attractive benefits package with training and support to expand your skills and progress your career.

For roles which demand it, we also offer pay enhancements on top of your basic salary for out-of-hours, shift and overtime working.

Our generous holiday entitlement is 27 days per year, rising to 29 days after five years' service and 33 days after 10 years' service, plus eight public holidays. If you join us from within the NHS, your accrued leave entitlement can be transferred to your new role within NHS Greater Glasgow and Clyde (NHSGGC)

We also offer comprehensive maternity, paternity and adoption leave schemes with benefits in excess of the statutory schemes.

We recognise that many employees have caring responsibilities outside of work and that from time to time, emergency leave may be required.

We offer a number of schemes to help staff combine work and home life. Colleagues within NHSGGC are currently taking advantage of a large range of flexible working opportunities, including part-time working, job sharing, compressed hours, unpaid employment breaks and flexible working.

Additional Information About the Benefits

Pay

NHSGGC is a [Living Wage](#) employer and, as such, the lowest available salary of £23,240 translates into an hourly rate of £11.89 per hour, which is considerably above the [Scottish Living Wage](#) rate of £10.90 per hour.

- Agenda for Change is the NHS pay system for all staff directly employed by NHSGGC (with the exception of some very Senior Managers, Doctors, and Dentists). The current Agenda for Change salary scales can be viewed at the NHS Scotland [Management Steering Group](#) website.
- The salary scales for medical and dental professionals (including Consultants, Junior Doctors, the Scottish Public Dental Service, Specialty Doctors and Associate Specialists) can be viewed at the NHS Scotland [Management Steering Group](#) website.
- The salary scales for very senior managers (including executive directors and seniormanagement) can be viewed on the [NHS Scotland Publications](#) library.



Pensions

The [NHS Scotland Pension Scheme](#) provides NHSGGC staff with a high-quality pension scheme that offers defined benefits at retirement and protection for your dependents based on your career average earnings.

The [amount you pay](#) towards your pension scheme depends on your 'pensionable pay' (which is your salary, wages, fees and any other regular payments but not any bonuses, expenses or overtime payments).

NHSGGC contributes 20.9% of your pensionable pay into the scheme on your behalf.

Key features of the NHS Scotland Pension Scheme include:

- Benefits accrued on a Career Average Revalued Earnings (CARE) basis.
- Normal pension age the same as your State Pension Age.
- Pension accrual rate of 1/54th of pensionable earnings each year.
- Benefits for active members revalued each year using the Consumer Prices Index (CPI) plus 1.5%.
- Benefits for preserved members increased using the CPI each year.
- Valuable death benefits for your dependents.
- Option to take part of your pension and continue working.
- Enhanced pension for working longer than normal pension age.
- Option to purchase additional pension.
- Option to buy out the actuarial reduction if retiring from age 65 and before state pension age.
- Option to take up to 25% of pension pot as a tax-free lump sum.

Staff are welcome to opt-out of the NHS Scotland Pension Scheme at any time. Staff are also welcome to contribute to an alternative pension provider if this is preferable.



Annual Leave

Employees of NHSGGC are entitled to a generous amount of annual leave, surpassing the statutory entitlements.

Agenda for Change

The annual leave entitlement for employees on the Agenda for Change pay system ranges depending on the length of service within the National Health Service.

- On appointment, employees will be entitled to 27 days annual leave and an additional 8 days Public Holiday.
- After 5 years NHS service, employees will be entitled to 29 days annual leave and an additional 8 days Public Holiday.
- After 10 years NHS service, employees will be entitled to 33 days annual leave and an additional 8 days Public Holiday.

Medical and Dental

Medical and Dental employees are entitled to annual leave ranging from 5.6 weeks to 6.6 weeks, plus an additional 8 days Public Holiday.

Travel

The NHSGGC Travel Plan Office provides initiatives that makes it cheaper, easier and more environmentally sustainable for staff to travel to and from their place of work and between sites. These benefits include:

- [Public Transport – annual ticket loan schemes](#)
- [Public Transport – flexible ticket options](#)
- [Staff car parking permits](#)
- [Staff car share permit](#)
- [Staff shuttle bus](#)
- [Cycle to Work scheme](#)
- [Cycle hire staff discount](#)
- [Walking maps](#)

NHS Credit Union

Like all credit unions, the [NHS Credit Union](#) is a financial co-operative, owned and controlled by its members.

The Union helps care for the financial health of members across Scotland and the North of England and their membership is growing at record rates. Almost 20,000 NHS workers are currently enjoying the benefits of being an NHS Credit Union member.

Their mission is to promote financial well-being and a savings culture in the NHS industry alongside reducing financial stress in staff and providing ethical financial assistance to those who need it.

For access to savings products and loans, paid directly from your salary the NHS Credit Union is easy to join. It can help you to budget your money or to save for holidays, unexpected spends or even your professional registration fees.

Discounted gym membership

NHSGGC have teamed up with neighbouring local authority leisure providers to offer staff the chance to sign up to discounted [leisure memberships](#).

The scheme works by NHSGGC paying the annual membership fee, entitling staff to a 12 months membership. Staff sign a salary mandate form and the payments are deducted on a monthly basis from salary for a period of 12 months.

Terms and conditions

As an employee of NHSGGC, your contract of employment will be supported by a suite of terms and conditions to ensure your career is supported at each step.

Agenda for Change

Agenda for Change is the NHS pay system and for all staff directly employed by NHSGGC (with the exception of some very Senior Managers, Doctors, and Dentists). The current Agenda for Change terms and conditions can be viewed at the NHS Scotland [Management Steering Group](#) website.

Medical and Dental

The terms and conditions for medical and dental professionals (including Consultants, Junior Doctors, the Scottish Public Dental Service, Specialty Doctors and Associate Specialists) can be viewed at the NHS Scotland [Management Steering Group](#) website.

Whether you employed under the Agenda for Change terms and conditions, or one of the medical and dental set of terms and conditions, you may be entitled to a range of enhanced statutory benefits including:

- Occupational sick leave and pay
- Occupational maternity leave and pay
- Occupational paternity leave and pay
- Occupational adoption leave and pay
- Occupational shared parental leave and pay
- Occupational parental leave and pay
- Occupational injury allowance
- Bereavement and compassionate leave
- Leave for domestic reasons and civil/public duties
- Reimbursement of travel costs
- Subsistence allowance
- Employment break scheme (sabbatical)

Death in service

If you die while still working for NHSGGC and paying into the [NHS Scotland Pension Scheme](#), your surviving dependents can claim valuable benefits. This may include

- Lump sum payment
- Short-term survivor pensions
- Long-term survivor pensions

The exact entitlement will depend on your individual [pension scheme](#).

Additional Benefits

Employee assistance

All NHSGGC employees can self-refer to the [Occupational Health Service](#) to access a wide range of confidential support services including counselling and psychological therapies.

The NHSGGC [Staff Support and Wellbeing Hub](#) can provide you with support in a range of areas:

- Money issues
- Weight management
- Mental health and wellbeing

- Peer support
- Emotional wellbeing
- Stop smoking
- Stress management
- Mindfulness
- Women's health

Staff Flu Vaccination Programme

All NHSGGC healthcare workers are eligible for an annual flu vaccination. Social care workers and independent contractors (GP, dental and optometry practices, community pharmacists and their staff) who regularly deliver direct personal care and/or treatment are eligible for flu vaccination. This includes housing support workers and personal assistants.

The vaccinations are arranged via the NHSGGC [Occupational Health Service](#).

Volunteering

As well as fulfilling a rewarding career within NHSGGC, there are opportunities for you to help Grow our Great Community by supporting a range of additional programmes of work.

The [NHS Scotland Global Citizenship](#) programme aims to increase NHS Scotland's global health contribution by making it easier for all NHS staff to participate in global citizenship, both here in Scotland and overseas.

The NHSGGC Health Ambassadors programme encourages people working or studying in healthcare to volunteer one hour of their time per year to speak in schools and colleges about their roles or participate in careers events and activities.

Flexible working

As an employer committed to the principles of work-life balance, we recognise that flexible working arrangements gives employees some discretion in their working pattern.

Our supportive policies allow you to submit a flexible working request, whether this is for flexible working time or flexible working locations.

High street discounts

Some stores offer membership to certain groups of workers, including NHS staff, giving access to discounted goods.

[The Company Shop](#) offers discounts to NHS staff, and also reduces waste by redistributing surplus food and household products from some of the biggest UK retailers.

[NHS Staff Benefits](#) offers discounts and special offers on many products and services from holidays and eating out, to gym membership.

The [Blue Light Card](#) is the discount service for the emergency services, NHS, social care sector and armed forces, providing our members with thousands of amazing discounts online and on the high street.

Cycle to work scheme

NHSGGC is proud to offer a [Cycle to Work Scheme](#) in partnership with [Cyclescheme](#).

The scheme is a salary sacrifice scheme, this means that instead of making a 'direct' saving on the purchase, you make the saving on your tax and National Insurance contributions as the monthly deductions come off your gross wage (pre-tax & NI.)

- Save money on the cost of a brand-new bike and equipment, average saving is around 32%*
- Get Fit by cycling to work.
- Lose weight.
- Reduce your individual carbon footprint.
- Save money on your regular fuel bill.
- No stress having to find a parking space.
- Good scenic cycle routes away from the congested main roads.
- Easy to use online scheme
- Have a new bike and/or equipment within 14 days.

Staff Bursary Scheme

The NHSGGC [Staff Bursary Scheme](#) is available to all employed staff who currently work within NHSGGC – from any service area, discipline or grade. It's just one of a range of resources to support the development of our staff and your ongoing learning.

Continuing Professional Development

All employees within NHSGGC (regardless of grade, role or discipline) will benefit from an annual [personal development plan and review](#) to support your career aspirations. The annual review provides an opportunity to build on the regular conversations that you have with your manager throughout the year.

All [medical staff](#) employed by NHSGGC will undertake an annual appraisal. Annual appraisal is a contractual obligation for all Consultants and SAS doctors employed by NHS Boards in Scotland. It is also a statutory responsibility for all Consultants, SAS doctors and Career Grade doctors, who wish to retain a Licence to Practise, to regularly undertake appraisals in accordance with The General Medical Council (Licence to Practise and Revalidation) Regulations Order of Council 2012.

Professional qualifications

The [Qualifications Team](#) support the development of qualifications and vocational training frameworks across NHSGGC.

Our current provision is offered through the delivery and support of a range of [Scottish Vocational Qualifications](#), including:

- Social services and health care
- Healthcare support (clinical)
- Healthcare support (non-clinical)
- Business administration
- Learning and development
- Team leading
- Management

Library Network

The NHSGGC [Library Network](#) provides library and information services to all staff working within NHSGGC and its partner organisations.

With nine staffed [libraries](#) across NHSGGC, we offer access to an extensive collection of healthcare and associated resources, in print, online and on time.

NHSGGC staff are also entitled to an [OpenAthens](#) account. This gives you access, through to databases of journal articles, the full text of journals and eBooks. In addition, having an OpenAthens. Twitter: [@nhsggclibrary](#)

NHS Greater Glasgow and Clyde Additional Useful Documents

Meet the Board https://www.nhsggc.scot/about-us/nhs-board/meet-the-board/
NHS Greater Glasgow and Clyde - Moving Forward Together www.movingforwardtogetherggc.org
NHS Greater Glasgow and Clyde Health Care Quality Strategy www.nhsggc.org.uk/190219-the-pursuit-of-healthcare-excellence-paper_low-res.pdf
NHS Greater Glasgow and Clyde Workforce Strategy www.nhsggc.org.uk/board/paper/2021-04-27-item-13-paper-21-16-workforce-strategy-2021-2025.pdf
NHS Greater Glasgow and Clyde – Performance Report February 2023 https://www.nhsggc.scot/downloads/nhsggc-board-paper-23-09-finance-report-28-february-2023/?wpdmdl=68394&refresh=640ae469c65b91678435433
NHS Greater Glasgow and Clyde Public Health Strategy https://www.nhsggc.org.uk/your-health/public-health
NHS Greater Glasgow and Clyde – Digital on Demand Strategy 2023-28 https://www.nhsggc.scot/staff-recruitment/staff-resources/ehealth/digital-strategy/

Our Workforce Strategy 2021-2025 Growing our Great Community

NHS Greater Glasgow and Clyde is an organisation which is renowned for modern high-quality patient care and progressive medicine.

It is therefore vital that we continue to attract and nurture the most talented and public service focused people, both locally and from around the world and achieve our ambition of 'Growing our Great Community'.



Our Workforce Strategy sets out how we will achieve this and develop NHSGGC under our corporate objective of **'Better Workplace'**. Our current and future employees are our greatest strength and this Strategy describes the foundations, framework, support and opportunities which underpin our 4 workforce pillars:



Whilst we are proud of our achievements so far, our future plans look to address the significant health and social care challenges that continue to affect our patients and our local communities. Beyond that we look to recognise the challenges as seen through the experiences of other key stakeholders, including our employees; local and national government; and other private, charitable and third sector partners.

We need to support our employees at every point in their career journey, starting at attraction and recruitment; to nurturing those at the beginning and developing throughout their careers; and to finding flexible ways to enable staff to continue working to fit in with their lives and both physical and emotional demands, through a person centred approach.

NHS Greater Glasgow and Clyde also has a significant relationship with independent contractors and third sector organisations, and it is critical that our Workforce Strategy recognises partnership working and that there is a shared aspiration towards achieving ambitions and values collectively, and that where relevant access to support and services are clearly set out and there is ongoing engagement.

Whilst the COVID-19 period has undoubtedly been very challenging for NHS Greater Glasgow and Clyde it has also enabled us to deliver substantial projects and make changes quickly. We have responded rapidly to government guidelines and regulations, adapted to changing public behaviours and continue to support employee mental and physical wellbeing.

Equality, Diversity and Inclusion

NHS Greater Glasgow and Clyde is committed to Equality, Diversity and Inclusion. Everyone has a part to play in supporting our culture, acknowledging equality, diversity and inclusion by building a Fairer Workplace for all.

Our diverse workforce brings a richness of perspectives. It is critical that everyone working for us is treated fairly and consistently, with dignity and respect, in an environment where diversity is valued – better equipping us to appropriately support.

Our organisation can only be truly inclusive if every single one of us commits and contributes.

- To continue to drive this forward at an organisational level, there are five established key stakeholder groups currently actively contributing to the delivery of Equality and Diversity activity – the [Workforce Equality Group](#), [One NHS Family](#) and three staff forums – the [Staff Disability Forum](#), the [BME Network](#) and the [LGBTQ+ Forum](#).
- To drive this forward individually, every employee is encouraged to embrace our organisational [values](#) of **Care and Compassion; Dignity & Respect, Openness and Transparency and Quality & Teamwork**. By doing this, we continue Growing our Great Community, where everybody feels supported, valued and included.



Living and Working in the Greater Glasgow and Clyde Area



We understand that choosing the right place to live is just as important as choosing the right job. Many people who have moved from abroad to Scotland have been attracted by the opportunity to enhance their quality of life.

We are aware you will ask yourself many questions and do a lot of research before making your final decision to move to Scotland.

Scotland's people are well known for being warm, welcome and friendly. Scotland is a home to over five million people, and it is estimated that for every person living in Scotland, another five people living across the world have Scottish ancestry. With such wide connections spreading to every corner of the globe, it is no wonder that overseas visitors are made to feel like they are returning home!

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 breath taking 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.



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.



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 (pre pandemic levels) from Glasgow international airport alone, ready to fly 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 and work.

Useful websites:

- www.scotland.org/live-in-scotland/moving-to-scotland
- www.transport-executive.co.uk/best-places-to-live-in-glasgow
- www.visitscotland.com
- www.mygov.scot/search-house-prices



Loch Lomond Shores near Glasgow