

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Locum Consultant Anaesthetist**

**Location: Glasgow Royal Infirmary**



**Contents**

|  |  |
| --- | --- |
| **Section** |  |
| Section 1 | Summary Information relating to this post |
| Section 2 | Job Description  The Department/Specialty – Facilities, Resources and Activity, Duties of the post |
| Section 3 | Job Plan and Person Specification |
| Section 4 | General Information |
| Section 5 | Terms and Conditions |
| Section 6 | Making your Application |
| Section 7 | About NHS Greater Glasgow and Clyde |
| Section 8 | Living and Working in the Greater Glasgow and Clyde area |

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

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

**Please note all applications should be made via our e Recruitment system (Job Train)**



**Section 1: Summary Information Relating to this Post**

**Grade: Locum Consultant**

**Department: Anaesthesia**

**Location: Glasgow Royal Infirmary**

Applications are invited for Consultant Anaesthetists to join our dynamic team at Glasgow Royal Infirmary, NHS Greater Glasgow and Clyde.

The posts will have clinical activity across Glasgow Royal Infirmary and New Stobhill Hospital, our standalone day surgery unit. Clinical work will include elective sessions in Gynaecology, General Surgery, Plastic Surgery, Orthopaedic Surgery, Urology and Obstetric anaesthesia.  The Anaesthesia department has a team of more than 60 consultants.

You must have a full GMC Registration, a licence to practise and be eligible for inclusion on the GMC Specialist Register. Those trained in the UK should have evidence of higher specialist training leading to CCT or eligibility for specialist registration (CESR) or be within 6 months of confirmed entry from the date of interview.  Non-UK applicants must demonstrate equivalent training.

|  |  |  |  |
| --- | --- | --- | --- |
| **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 Kerry Litchfield | Clinical Director | Kerry.Litchfield@ggc.scot.nhs.uk | **0141-2013870** |
| Dr Andrew Harvey | Lead Clinician | Andrew.harvey@ggc.scot.nh.uk | **0141-2013870** |
| Dr Myra McAdam | Lead Clinician | Myra.mcadam@ggc.scot.nhs.uk | **0141-2013870** |

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

**Section 2**

**The Department/Specialty – Facilities, Resources and Activity, Duties of the Post**

**Glasgow Royal Infirmary**

Our department provides anaesthetic services across a range of surgical specialties. These include colorectal, bariatric, upper GI, orthopaedic and trauma surgery, robotic surgery, obstetrics, gynaecology, gyn-oncology, plastic surgery and burns and urology. There is 24-hour availability of emergency theatres with consultant led emergency lists for general, plastics, obstetric and orthopaedic trauma surgery. Our perioperative team provide support for our pre-op assessment sessions and staff our high-risk clinics. We have an acute pain team with dedicated nursing staff and consultant sessions.

The main theatre suites are well equipped and there are excellent recovery facilities situated adjacent to each theatre complex. Within each theatre our cohesive teams are committed to providing high-quality person-centred care to every patient.

Ambulatory care facilities are provided in our purpose-built acute care hospital at Stobhill (NSH). Day case procedures are carried out by a variety of specialties and there are 23-hour beds available for short stay patients.

The department holds regular CPD meetings covering a wide range of relevant topics, with additional morbidity and mortality, and other shared learning meetings. We have a robust governance structure and have representatives to liaise with our surgical specialties. Our Quality Improvement group meets regularly and is the driver for many successful initiatives including projects in sustainability.

Glasgow Royal Infirmary has strong academic links with the University of Glasgow and several consultants have been awarded NRS fellowships and lead research profiles. We have academic leaders in Regional Anaesthesia, Obstetric Anaesthesia, Critical Care and 'Big Data' along with clinical leaders in Perioperative Medicine within Scotland. We recruit to external studies relevant to our practice and interests and we also support the associate PI scheme which has been very successful.

**The Princess Royal Maternity Hospital**

A purpose-built modern facility PRM delivers approximately 5000 women annually.  We provide a comprehensive 24-hour 7 day per week, anaesthesia, and pain relief service with a team of specialist consultants and trainees. Dedicated elective lists run 5 days per week. We are a tertiary referral centre for patients with placenta acreta spectrum. We engage with national initiatives and projects, such as EROSS. The obstetric anaesthetic department runs a high-risk clinic for antenatal patients and provides a post-natal follow up service. We provide support for the 2 bedded obstetric HDU providing enhanced maternal care.

**The Canniesburn Unit at the Royal Infirmary**

This is the home to the West of Scotland Regional Plastic Surgery Service and the National Burns Unit. This facility opened in 2000, with 96 beds, 6 operating theatres, dedicated recovery area, specialist observation ward, the burns unit, and a minor procedure room.  We provide anaesthesia, sedation and pain relief services for a varied elective and emergency workload including major free tissue transfer procedures and the regional breast reconstruction service.

**Chronic Pain Service**

There has been great expansion of the Chronic Pain Service in Glasgow over recent years. It is currently provided from three sites in Greater Glasgow and Clyde – in the North Sector this is the New Stobhill Hospital. Consultant sessions consist of out-patient clinics, day surgery theatre sessions and a major input to multidisciplinary working. The multidisciplinary pain team includes Physiotherapists, Clinical Psychologists and Clinical Nurse Specialists with associated administrative support.

**Glasgow Royal Infirmary and NSH Consultant Establishment**

There are currently more than 60 consultants, with two University appointees. Many posts have sessional commitment both to Glasgow Royal Infirmary and New Stobhill Hospital. All consultants contribute to out of hours working, with some on specialty rotas.

**Trainee Posts**

The Glasgow Royal Infirmary site currently has a complement of more than 50 trainees across the range of ST and CT grades. The trainees are supported by clinical and educational supervisors, and 3 college tutors. There are many educational opportunities and the dept consistently rates highly on GMC training surveys. We have 3 chief residents with responsibilities including rota support, education, QI and clinical governance.

**The post**

The successful applicant will be expected to work flexibly to maintain their range of anaesthetic skills. This will include work within general theatres in orthopaedics, gynaecology, general surgery, obstetrics, urology and plastics and burns.

Job plan negotiation will take place once appointed, under the Terms and Conditions of the New Consultant Contract. This post is a 10 PA post.

Consultant cover for out of hours anaesthetic emergency work is provided by a general on call rota, a dedicated maternity rota and a twilight rota – (currently resident on call from 18:00 – 00:30). There is a dedicated intensive care rota to support the 20 bedded mixed level 2 and 3 ICU. These posts will initially be appointed to the twilight rota with variable 1:8-1:10 on call commitment. All out of hour's work will be resident in nature for these posts. Movement to the currently non-resident general or obstetric rota will occur as the service requires it.

**Section 3:**

**Job Description: Job Plan & Person Specification**

**Job 1 Indicative only**

|  |  |  |
| --- | --- | --- |
| Day | am | pm |
| Tuesday | Flex | Flex |
| Wednesday | Urology | Urology |
| Thursday | SPA | SPA |
| Friday | Plastics | Plastics |

**Job 2 Indicative only**

|  |  |  |
| --- | --- | --- |
| Day | am | pm |
| Monday | Flexible | Flexible |
| Tuesday | SPA | SPA |
| Wednesday | Ortho | Ortho |
| Thursday | Urology | Urology |

**Posts include Twilight on call in the first instance as described above, unless otherwise negotiated.**

**Each job will be based on a 10 PA contract.**

This job plan is negotiable and will be agreed between the successful applicant and the Clinical Director.  NHS Greater Glasgow & Clyde initially allocates all full-time consultants 10 PAs made up of 8 PAs in Direct Clinical Care (DCC) and 1 core Supporting Professional Activities (SPA) for CPD, audit, clinical governance, appraisal, revalidation, internal routine communication, and management meetings. An additional SPA will be agreed at the time of appointment. The precise allocation of SPA time and associate objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

The successful candidates may be asked to provide anaesthesia at other hospitals within the Greater Glasgow & Clyde area if required.

**Training and Teaching**

GRI anaesthetic department provides excellent teaching and training across the board from medical students to advanced trainees. There are 3 college tutors affiliated with the Royal College of Anaesthetists and we support trainees in anaesthetics, intensive care medicine, acute medicine, and emergency medicine.

**Quality Improvement**

Audit within the Anaesthesia & Surgery is now structured on a Directorate basis.  This strategy identifies the priorities for clinical audit, and these have been considered in terms of national priorities, the objectives contained in NHS Greater Glasgow & Clyde’s Health Plan and the Service’s own priorities.

**Administrative Duties**

Consultants are expected to participate in the running of the Anaesthesia Service on a day-to-day basis. They are supported by the lead clinicians and the clinical director. In addition, the successful applicant may be required to represent the Service on committees throughout the hospital and on specialist committees encompassing the city and the West of Scotland. Any requirement for this type of representation will be supported with a job planning review.

**Person Specification**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **FACTORS** |  | **CRITERIA** | **MEANS OF ASSESSMENT** | | | |
|  |  |  | **Application** | **Reference** | **Interview** |
| **Education**  **and**  **Professional Qualifications** | **Essential** | MB Ch B or equivalent.  FRCA or equivalent.  CCT in Anaesthesia within 6 months.  Full registration with GMC and name on specialist register on date of taking up appointment. |  |  |  |
|  | **Desirable** |  |  |  |  |
| **Experience/Training**  **(including research experience** | **Essential** | Involvement in audit  Excellent range of all-round anaesthetic skills  Evidence of interest and proficiency in Obstetric anaesthesia  Evidence of skills in ultrasound guided regional anaesthesia |  |  |  |
| **if appropriate)** | **Desirable** | Publications relevant to anaesthesia, pain or critical care medicine |  |  |  |
| **Specific aptitude**  **and abilities** | **Essential** | Leadership qualities  Team working skills  Flexible, ability to cover colleagues' absence |  |  |  |
|  | **Desirable** | Evidence of ability to initiate projects |  |  |  |
| **Interpersonal skills** | **Essential** | Effective communicator  Able to work in a team and cooperate with all medical and paramedical staff. Effective time management skills |  |  |  |
|  | **Desirable** | Experience of people management |  |  |  |
| **Special factors** | **Essential** | Good attendance record  Familiarity with information technology and general computer skills |  |  |  |
|  | **Desirable** | Current driving license |  |  |  |

**TERMS AND CONDITIONS OF SERVICE**

**The conditions of service are those laid down and amended from time to time by the Hospital and Medical & Dental Whitley Council.**

|  |  |
| --- | --- |
| **TYPE OF CONTRACT** | Locum (12 months) |
| **GRADE AND SALARY** | Consultant  £ 96.963  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 DUTY** | Full Time 40.00 |
| **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. |
| **TOBACCO 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 NHS GGC, 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. ALL applicants regardless of nationality must complete and return the Confirmation of Eligibility to Work in the UK Statement with their completed application form. 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** | 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. NHS Greater Glasgow and Clyde guarantees to interview all applicants with disabilities who meet the minimum criteria for the post. 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. |
| **GENERAL** | 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 three 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 4:**

**General Information**

**Closing Date: xx/xx/2024**

**Interview Date:** The interview date will be confirmed

**Informal Enquiries and visits:** Canvassing in connection with appointments is not permitted but this does not debar candidates who wish to visit the department/hospital(s) concerned. Details of Arrangements for Applicants to Visit the Department/Hospital(s) or to discuss the post(s). In the first instance, please contact:

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Job Title** |  | **Telephone** |
| Dr Kerry Litchfield | Clinical Director | **Kerry.litchfield@ggc.scot.nhs.uk** | **0141-2013870** |
| Dr Andrew Harvey | Lead Clinician | Andrew.harvey@ggc.scot.nh.uk | **0141-2013870** |
| Dr Myra McAdam | Lead Clinician | Myra.mcadam@ggc.scot.nhs.uk | **0141-2013870** |

**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 eligibility for specialist registration Certificate of Eligibility for Specialist Registration (CESR) 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/**](#)

**UK Visas and Immigration: Tier 2 Sponsorship**: Applications from job seekers who require Tier 2 sponsorship to work in the UK are welcome and will be considered alongside all other applications. However, non-EEA candidates may not be appointed to a post if a suitably qualified, experienced and skilled EU/EEA candidate is available to take up the post as NHS GGC as the employing body is unlikely, in these circumstances, to satisfy the Resident Labour Market Test. The UK Visas and Immigration department requires employers to complete this test to show that no suitably qualified EEA or EU worker can fill the post. For further information please visit the [**UK Visas and Immigration website**](#)[**https://www.gov.uk/tier-2-general**](#)**.**

Please note NHS Greater Glasgow and Clyde does not provide maintenance in relation to Visa applications.

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**](#)

|  |  |
| --- | --- |
| **TYPE OF CONTRACT** | Permanent |
| **GRADE AND SALARY** | Consultant  The whole-time salary will be a starting salary of: -  £82,699 to £109,849 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. |

 **Contd../**

|  |  |
| --- | --- |
| **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**

**How to apply**

To apply for these posts please include your CV and names and addresses of 3 Referees, along with the following documents; (click on the hyperlinks to open)

[Medical and Dental Application and Equal Opportunities Monitoring Form](#)

[Declaration Form Regarding Fitness to Practice](#)

[Immigration Questionnaire](#)

Alternatively please visit [www.nhsggc.org.uk/medicaljobs](#) and click on the “How to Apply” tab to access application for and CV submission information.

**NOMINATION OF REFEREES**

It is Board policy that no person can act as a member of an Advisory Appointments Committee and be a referee for a candidate for that post. You should therefore check with your proposed referees whether there is likely to be any difficulty in this respect for we may otherwise have to invite you to submit another name or names

**Return of Applications**

Please return your application by email to [nhsggcrecruitment@nhs.net](#) or to the recruitment address below;

Medical and Dental Recruitment Team

NHS Greater Glasgow and Clyde

Recruitment Services, 1st Floor

Modular Building, Gartnavel Royal Hospital

1055 Great Western Road

GLASGOW

G12 0XH

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.

Please note if you are registering as a new candidate you will be able to upload your Curriculum Vitae (CV). This is used to help pre-populate some of the online application form **only**. 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: nhsggcrecruitment@nhs.net**

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/]("  "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-centered. Our ambition is to be a quality-driven organization that cares about people -patients, their relatives and carers and our staff and is focused 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 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.

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.



**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://www.talentscotland.com/)**

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

**FURTHER INFORMATION**

For further information on NHS Greater Glasgow and Clyde, please visit our website on [www.nhsggc.org.uk](#)

**View all our vacancies** **at**: [www.nhsggc.org.uk/medicaljobs](#)

**Register for Job Alerts** **at**: [www.medicaljobs.scot.nhs.uk](#)

Applicants wishing further information about the post are invited to contact Dr K Litchfield or Dr Mairi Mackinnon on 0141 211 4620 with whom visiting arrangements can also be made.