

MEDICAL and DENTAL CANDIDATE INFORMATION PACK

Care & Compassion	Dignity & Respect	Openness, Honesty & Responsibility	Quality & Teamwork
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Thank you for your interest in applying to [NHS Greater Glasgow and Clyde!](#)

Please read this guidance carefully before you begin your application

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**Job Title: Consultant in General Paediatrics with
an interest in Innovation and Digital Health**

Department: Paediatrics

Location: Royal Hospital for Children, Glasgow

Type of contract: Permanent

Grade and Salary: Consultant (£96,963 - £128,841)

Working Hours: Full time, 40 hours

Interview Date: To be confirmed or available on the Advert text

For the **Terms and Conditions of Service**: please refer to the **Supporting information (Medical and Dental)** document

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	Email	Telephone
Dr Lesley Nairn	Clinical Director	Lesley.Nairn@ggc.scot.nhs.uk	0141 314 6910
Dr Owen Forbes	Clinical Lead for General Paediatrics	Owen.forbes@ggc.scot.nhs.uk	0141 314 6910
Dr Neil Patel	Clinical Lead West of Scotland Innovation Hub, Clinical Director Hi.	Neil.Patel@ggc.scot.nhs.uk	

For further information regarding NHS Greater Glasgow and Clyde and its hospitals, please visit our website <https://www.nhsggc.scot/>

THE HOSPITALS AND THE DEPARTMENT/SPECIALTY – FACILITIES, RESOURCES AND ACTIVITY & STAFFING STRUCTURE

The Post will be based at the Royal Hospital for Children, Glasgow which is adjoined to the adult hospital on the Queen Elizabeth University Hospital campus. The children’s hospital features 244 paediatric beds with a further 12 neonatal beds in the maternity unit next door. The vast majority of the paediatric beds are in single rooms with space for overnight accommodation for parents. The hospital also features a Medicinema, Science Centre interactive activity walls funded by the Yorkhill Children’s Charity, indoor and outdoor play areas and a roof garden.

It is the largest children’s hospital in Scotland and provides a wide range of clinical services to the local population of Glasgow in addition to fulfilling regional and national functions. There is a 20-bedded paediatric intensive care unit with high dependency level beds and a PICU patient retrieval service.

All paediatric medical and surgical subspecialties are represented, including general medical paediatrics, child protection, respiratory, endocrinology, diabetes, gastroenterology and nutrition, haemato-oncology and bone marrow transplantation, cardiology and cardiac surgery, neonatology, nephrology and renal transplantation, immunology and infectious disease, dermatology, rheumatology, metabolic medicine, audiology, ophthalmology, ENT surgery, orthopaedics and general paediatric and neonatal surgery. The hospital also provides national services for ECMO, paediatric cardiac surgery and renal transplantation.

The Hospital includes The Duncan Guthrie Institute for Medical Genetics and has excellent Diagnostic Imaging, Pathology, Biochemistry and other Laboratory Medicine Services. There are many links with the major adult medicine and surgery units within the city.

University Links

The hospital participates in the undergraduate teaching programme of the University of Glasgow in Child Health, Child & Adolescent Psychiatry, Medical Genetics, Human Nutrition, Pathological Biochemistry, and Surgical Paediatrics. There is an adjacent Teaching and Learning centre, a stratified medicine research unit and a dedicated child research facility.

Clinical Leadership

Medical services are a key component of integrated services within the Acute Operating Division, Women and Children's Directorate, NHSGG&C.

Dr Alan Mathers is the Chief of Medicine for Women and Children's services.

Dr Lesley Nairn is the Clinical Director for Emergency Medicine and Medical Paediatrics.

Dr Owen Forbes is the Clinical Lead for General Paediatrics

Dr Phil Davies is Clinical Director for Medical Paediatric Specialties.

Dr Colin Peters is Clinical Director for Critical Care and Neonatology.

Dr Mark Davidson is Clinical Director Cardiac Services

Miss Emer Campbell is Clinical Director for Surgical Specialties

Dr Neil Spenceley is Clinical Director for PICU and Anaesthetics

Description of the Services

General Paediatrics

The successful incumbent will contribute to an integrated and dedicated general paediatric department. The successful candidate will work closely with colleagues in general paediatrics and emergency medicine and provide outpatient services to localities throughout GGC, Argyll & Bute subject to job plan negotiations.

Acute medical admissions are initially assessed and managed in the Emergency Department (ED). There is a Clinical Decision Unit (CDU) adjacent to ED which assesses approximately 10,000 medical patients each year with an admission rate of one third for continuing in-patient care.

The majority of medical referrals come from the ED and of these a large proportion are assessed and observed within the CDU. From there patients are either discharged home or admitted to the Acute Receiving Ward (ARU) for ongoing care. The ARU is an acute integrated medical and surgical unit with 40 bed spaces.

Acute medical paediatric receiving is currently undertaken by a team of around 25 consultants. A Consultant of the week system is in operation with 2-4 consultants contributing to day time cover each week (with seasonal variation). In addition consultants provide extended day cover until midnight 7 days/ week (10pm in summer months) to comply with RCPCH 'Facing the Future' Standards.

The service has established links with primary care and has a consultant delivered telephone triage service which is available for GPs to discuss all acute referrals. The Department is keen to continue to embrace new ways of working in order to maximise efficiency and the successful candidate will have allocated time within the job plan for digital health in order to facilitate thi

Innovation

The Royal Hospital for Children, Glasgow (RHC) in partnership with Glasgow Children's Hospital Charity and the West of Scotland Innovation Hub have recently established Hi, our centre for children's health innovation at RHC. www.hiscot.org

Building on a strong tradition of fostering innovative advances in clinical care our ambitious vision is to create a world-class centre of excellence co-developing cutting-edge technologies to:

1. Transform children's health, care and lives locally, nationally and globally.
2. Create new healthy and sustainable models of care for patients and the workforce
3. Drive successful commercial partnerships in the life science sector

At Hi, our design-led approach starts with understanding the most important problems that affect patients, families and colleagues, and then working with industry and academic partners to co-design and implement solutions with clinical and commercial impact.

We are seeking an individual with the experience, skills, energy, and ambition to help deliver this important vision at RHC, both within general paediatrics and wider clinical paediatric settings.

The successful candidate will help develop the strategic aims of Hi and provide hands-on leadership to build stakeholder engagement, identify innovation priorities, build partnerships with industry and academia, support project delivery, and establish RHC and Hi's global reputation.

This exciting challenge requires a confident team-builder with a track-record of leading transformation, building collaboration between public, private and third sector partners, and a passion for improving Children's health and care.

You will work closely with the Clinical Innovation Director in the Women's and Children's Directorate at NHS GGC, as well as the West of Scotland Innovation Hub, Glasgow Children's Hospital Charity, as well as other NHS, Academic and Industry Partners.

Departmental Staffing Structure

General Paediatric Service

Dr Ruth Bland	Dr Lynn MacLeod
Dr Eilidh Cameron-Nicol	Dr Clare Milne
Dr Alana Christie	Dr Iona Morgan
Dr Laura Combe (Locum)	Dr Lesley Nairn (Clinical Director)
Dr Owen Forbes (Clinical Lead)	Dr Nike Osifodunrin
Dr Ronan Gordon-Mcmillan	Dr Hilary Pearce
Dr Paul Higgins	Dr Jonathan Pinsker (Locum)
Dr Fiona Hillis	Dr Louisa Pollock
Dr Mohammed Iqbal	Dr Nadia Qayyum
Dr Jaclyn Keightley	Dr Allyson Ramsay
Dr Brian Kelly	Dr Amita Sharma
Dr Katherine Longbottom	Dr Craig Swinburne
Dr Ishbel Macgregor	Dr Morag Wilson
Dr Allison McKie	Dr Sara Winter
Dr Laura McLaren	

JOB DESCRIPTION, JOB PLAN & PERSON SPECIFICATION

Main Duties

Clinical and Other Duties

Participate in the unscheduled care service for the Royal Hospital for Children including acute receiving

Contribute to consultant delivered care in Greater Glasgow and Clyde.

Conduct general paediatric outpatient clinics in hospital and in community settings as per job plan.

Digital Health & Innovation

Act as lead within the department for digital health, ensure the department is evolving with new digital systems that are being introduced across GCC. Work with the children's health innovation team (Hi) as described above.

Generic Responsibilities

Liaise with other agencies within the hospital and community setting in the promotion of seamless children's services.

Contribute to the planning and development of services in NHS Greater Glasgow and Clyde, including information collation, evaluation of services, service and policy development.

To work with the Clinical Director and Lead clinicians in the further development of integrated care pathways across NHS Greater Glasgow and Clyde.

Undertake management responsibilities within the services.

Research, Teaching & Training

Contribute to undergraduate and postgraduate training and supervision and mentorship of junior doctors and other health professionals as appropriate.

Participate in audit and research activities, including supervision of trainee paediatricians and medical students undertaking such activities.

General Provisions

You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions, you are expected to observe the organisation's agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instruction NHS Greater Glasgow & Clyde, in particular, where you manage employees of the organisation, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.

Out of Hours Commitment

The out of hours on call rota for General paediatrics is currently approximately 1:25. 3.5 PAs are allocated for contribution to the acute general paediatric on call service – this includes resident

daytime and evening (4pm – midnight) service sessions and a PA contribution for on call working overnight.

There is a hot week system for General Paediatric on call covered by three or four consultants. In addition one or two consultants (seasonal variation) provide resident cover until 10pm or midnight. This system is under review and additional out of hours sessions may be necessary depending on the needs of the service.

Medical Negligence

In terms of NHS Circular 1989 (PCS) 32, dealing with Medical Negligence, the Division does not require you to subscribe to a Medical Defence Organisation. The Division will indemnify you under the Crown Indemnity Scheme for all work carried out for the Division

It may however be in your interest to subscribe to a defence body in order to ensure that you are covered for any work, which does not fall within the scope of the indemnity scheme.

Private Earnings

There are special provisions relating to extra programmed activities which apply to a consultant who wishes to undertake private practice. These provisions are set out in paragraphs 4.4.7 – 4.4.12 of NHS circular PCS(DD) 2004/2.

Outline Job Plan (Indicative)

The post will consist of 10 sessions. NHS Greater Glasgow & Clyde initially allocates all full time consultants 10 PAs made up of 9 PAs in Direct Clinical Care (DCC) and one core Supporting Professional Activities (SPA) PA for CPD, audit, clinical governance, appraisal, revalidation, job planning, in-theatre teaching, internal routine communication and management meetings. The precise allocation of SPA time and associate objectives will be agreed with the successful applicant and will be reviewed at annual job planning. Once the candidate has been appointed more SPA time may be agreed for additional activities which takes place outside direct clinical care. These activities must be specifically and clearly identified and be agreed with the candidate and desired by the department.

As with established Consultants in Greater Glasgow & Clyde, job plan negotiation will take place once appointed, under the Terms and Conditions of the new Consultant Contract. This job plan is negotiable and will be agreed between the successful applicant and the Clinical Director.

This job plan is indicative of the 10 session post as the service operates a hot week system and sessions will be grouped into weeks of activity with an annualised job plan. Electronic job planning has been introduced.

More SPA time may be negotiated through the job planning process depending on the requirements of the individual consultant to provide educational supervision of doctors in training and other identified SPA activity.

The job plan duties and responsibilities are intended to represent current priorities and are not meant to be a conclusive list. The post holder may from time to time be asked to undertake other reasonable duties. Any changes will be made in discussion with the post holder in the light of service needs.

Indicative weekly timetable for General Paediatric 'Hot' weeks

(approximately 10 weeks /year)

3.5 PAs are allocated for contribution to the acute general paediatric on call service – this includes resident daytime and evening (4pm – midnight) sessions as consultant and a PA contribution for working on call overnight (non-resident).

There is a hot week system for General Paediatric on call covered by 2-4 consultants and in addition 1-2 Consultants cover resident evening hours (seasonal variation). This system is under continuous review and additional out of hours sessions may be necessary depending on the needs of the service.

	Hot Week 1 (Approx 2 per year)	Hot Week 2 (Approx 2 per year)	Hot week 3 (Approx 2 per year)	Late Shift Week 1 (approx 1.25 per yr)	Late Shift Week 2 (approx 1.25 per yr)	Late Shift Week 3 (approx 0.25 per yr)	Late Shift Week 4 (Approx 0.25 per yr)
Friday	9am – 6pm	9am – 5pm	9am – 5pm	4pm – MN		4pm – 10pm	
Saturday	9am – 5pm (1pm in summer)	9am – 5pm	9am – 1pm	OFF	4pm - MN	4pm – 10pm	
Sunday	9am – 5pm	9am – 5pm (1pm in summer)	9am – 1pm	4pm – MN	OFF	4pm – 10pm	
Monday	9am – 5pm	9am – 5pm	9am – 6pm	OFF	4pm – MN		4pm – 10pm
Tuesday	9am – 5pm	9am – 6pm	9am – 5pm	4pm – MN	OFF		4pm – 10pm
Wednesday	9am – 6pm	9am – 5pm	9am – 5pm	OFF	4pm – MN		4pm – 10pm
Thursday	9am – 5pm	9am – 5pm	9am – 6pm	4pm – MN	OFF		4pm – 10pm

Additional activities included within General Paediatrics on call work

Telephone Triage Afternoon (1pm – 6pm) – 7 per year

Additional Ward Round Support During Winter (9am – 1pm) – 2 per year

Outline Example of scheduled week out with paediatric ‘hot’ activity (32 weeks per year)

	AM	PM
MONDAY	OFF	OFF
TUESDAY	Innovation / Digital Health	Innovation / Digital Health
WEDNESDAY	GP Triage Session	ED Session
THURSDAY	GP Triage Session	SPA
FRIDAY	Clinic Related Admin (CRA) / Vetting	OPC – General Paediatrics

Factor	Essential	Desirable
Qualifications and Training	Fully registered with the General Medical Council and licensed to practise. MRCPCH or equivalent qualification. Those trained within the UK should have evidence of higher specialist training leading to CCT in General Paediatrics or eligibility for specialist registration (CESR) or be within six months of confirmed entry from the date of interview. Non-UK applicants must demonstrate equivalent qualifications and training.	Completion / Participation in Digital Health and Care Leadership Programme
Clinical Experience	Completion of recognised Training Programme in General Paediatrics Broad skill in general paediatrics	
Clinical Skills	Advanced paediatric life support. (APLS Provider or equivalent) Level 3 Child Protection competencies	
Audit, Teaching, Academic Research	Evidence of active interest in Innovation including completion of innovation projects linked to General Paediatrics Evidence of teaching experience. Evidence of completion of projects within Digital Health	Evidence of publications in peer reviewed journals. Evidence of presentations to national meetings.
Disposition	Evidence of excellent organisational and communication skills. Leadership qualities. Ability to work and prioritise under pressure	

Team Working	Ability to work in a team with colleagues in own and other disciplines. Ability to organise time efficiently and effectively Reliability Excellent communication skills Demonstrable skills working with young people and their families.	Ability to motivate colleagues Evidence of previous managerial training and experience
Other	Evidence of Hepatitis B immune status Enhanced Disclosure PVG Current driving licence	

MAKING YOUR APPLICATION

Please note

- Take note of the **Closing date** and the **Job reference number** of the vacancy. Please quote the reference number on any correspondence.
- 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** via our eRecruitment system (JobTrain)

If this is the first time you are applying via JobTrain, you will be asked to create an account. You can do this via an email address or social media account. NHS Scotland does not accept CV's in addition to/instead of a completed application form.

If you already have an existing account, you will have the option to copy a previous application. Please ensure that you go through the application to ensure that the details are up-to-date and complete.

- Please make sure that the **email address** submitted is correct as this will be our primary method of contact during each stage of the recruitment process.
- You will **time-out** after 30 minutes of inactivity. Please regularly save your application.
- You need to provide **at least two (2) referees, one of which must be your current employer/line manager**. 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

- At the Shortlisting stage, all application forms are **anonymised** and only the Education, Employment and Assessment/Supporting Statement Information sections are accessible to those involved in the recruitment process
- **Interviews** are conducted either in-person or via MS Teams video call. If the interview date is not noted on the advert, you will be contacted with the details as soon as they are available to allow you to book. You will receive an email with the link to join if your interview will be a video call.

Job Interview Guarantee Scheme

NHSGGC recognises 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 all the minimum criteria expressed in the job description will be guaranteed an interview. All information will be treated as confidential. We only ask for relevant information with regards to your disability to ensure that we can assist you if you are called for interview.

- **If you delete your application, you will not be able to re-apply.**
- **Professional Regulatory Bodies Membership (GMC/GDC)** details must be provided on the application form
- Before submitting your application please make sure you read **the Declaration section**. This section will highlight any parts of the form which haven't been completed and it also covers the following important information:
 - Criminal Convictions Declaration - NHS Scotland is exempt from the 1974 Rehabilitation of Offenders Act (Exclusions & Exceptions) (Scotland) Order 2003.
 - Accuracy of Information - False or misleading information can cause disqualification of the application and dismissal from employment if appointed to the post.
 - General Data Protection Regulation (GDPR) and Data Protection Act 2018 - Your data will be stored by Jobtrain and will be used only by NHSGGC authorised staff for the purpose of processing your job application, making recruitment decisions and for statistical and audit purposes. It will be retained, archived, and deleted in line with the NHS Scotland retention policy and will not be passed to any third party organisations without your permission
- **Please remember to review your application prior to submission as once you submit, you will not be able to edit any details or make changes.**

GENERAL HELP AND SUPPORT

JOBTRAIN

General Help and Support with Login, Password reset or Technical issues
<http://jobseekersupport.jobtrain.co.uk/support/home> or
contact (+44)0161-850-2004 (Monday-Friday 09:00-17:30 UK local time)

NHS GGC RECRUITMENT

+44 (0)141 278 2700 and select Option 1 for Recruitment and then
Option 5 for Medical Recruitment
nhsggcrecruitment@nhs.scot

LIVING AND WORKING IN THE GREATER GLASGOW AND CLYDE

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

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

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