

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 Emergency Medicine

Department: ED Department - ECMS

Location: Royal Alexandra Hospital

Type of contract: Permanent

Grade and Salary: Consultant

Working Hours: Full Time

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 Raghavendra Nayak	Clinical Director	Raghavendra.Nayak@ggc.scot.nhs.uk	0141 314 6601
Dr Monica Wallace	Clinical Lead	Monica.Wallace@ggc.scot.nhs.uk	0141 314 6775

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

ABOUT THE POST

We are looking to appoint a full-time Consultant in Emergency Medicine, initially on a 9:1 contract and this post represents an exciting opportunity to join our established team of Consultants in Emergency Medicine, providing senior care and leadership in the Emergency Department. It is expected that the successful applicants will have a high clinical profile with the drive and initiative to achieve and sustain the highest standards of emergency medical care. The 26 existing Emergency Medicine Consultants within Clyde Directorate are based at the Royal Alexandra Hospital, Paisley. All Consultants also have clinical commitments to the Emergency Department at Inverclyde Royal Hospital and to the Minor Injury Unit at the Vale of Leven Hospital. The successful applicant will be based at the Royal Alexandra Hospital, supporting the clinical services at the other sites within Clyde.

Applicants must have full GMC Registration, a license to practise, FRC EM (or equivalent) and eligible for inclusion in the GMC Specialist Register. Those trained in the UK should have evidence of higher specialist training leading to CCT or 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.

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

Emergency Medicine in Clyde Sector

Clyde Sector of the Emergency Care and Medical Directorate, NHS GG&C, manages the emergency care and medical services in the area west of Glasgow along the Clyde estuary. The Royal Alexandra Hospital, Paisley, Inverclyde Royal Hospital, Greenock and the Vale of Leven Hospital, Alexandria are the 3 district general hospitals within the area. These hospitals provide the majority of acute services to the local populations, totalling approximately 400,000.

The Royal Alexandra Hospital (RAH), Paisley and Inverclyde Royal Hospital (IRH), Greenock both have Emergency Departments. Outpatient clinics are run at the Minor Injuries Unit (MIU) at the Vale of Leven Hospital (VOL), Alexandria.

Scot STAR Emergency Medical Retrieval Service (EMRS) exists to support the rural / remote medical services in Scotland. Six of the Clyde Emergency Medicine Consultants currently contribute to the running of the EMRS. This post will not have any direct involvement with this service. In addition the department supports the rural General Practice service of Argyll with telephone advice.

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General Information

Royal Alexandra Hospital, Paisley (RAH)

The town of Paisley is situated less than 10 miles to the West of Glasgow and 4 miles from Glasgow Airport (average flight time to London Heathrow 1 hour). The Royal Alexandra Hospital provides an extensive range of acute health services to the Renfrew District and beyond, with a population of 220,000 mainly concentrated in and around Paisley.

The Hospital first opened in 1986 and has a current bed complement of 520. There are also facilities on site for General and Geriatric Psychiatry. In any one year the hospital treats nearly 30,000 inpatients, over 103,000 outpatients and day cases, and there are some 2,400 births in the Maternity Unit.

The Emergency Department (ED) is situated in a purpose built area which includes Fracture/Orthopaedic Clinic facilities and a newly repurposed Trauma Assessment Unit (first such unit in Scotland). The Intensive Care Unit is located on the floor directly above the Emergency Department. During 2019, the Department treated 69,283 new attendances.

The ED Consultant team also manage patients in the Head Injury Ward located in the surgical block at RAH and have 6 allocated beds.

The major specialties are General Medicine, General Surgery and Urology, Anaesthetics, Gynaecology, Obstetrics, Ophthalmology, and Orthopaedic Surgery. The Radiology Department with dedicated Emergency X-ray, Ultrasound, MRI and CT scanner (available 24 hours) – is adjacent to the ED. There is a 24 hour laboratory on-call service for Haematology, Microbiology, Blood Transfusion, and Biochemistry.

The hospital has an active postgraduate education program and has excellent educational facilities including a clinical skills area equipped with a simulator suite. There is a Helipad in the Hospital grounds with direct access to the main Hospital building.

Inverclyde Royal Hospital, Greenock (IRH)

Inverclyde Royal Hospital is a modern district general hospital in Greenock with magnificent views over the River Clyde and beyond. The Hospital serves a population of around 125,000 in Inverclyde, Largs, Bute and the Cowal Peninsula. The major specialties within the hospital include General Medicine, General Surgery and Anaesthetics. Out patients services include Vascular Surgery, Urology, Orthopaedic Surgery, Ophthalmology and clinical haematology. There is also a new geriatric assessment unit.

The Emergency Department is situated on the ground floor in a purpose built facility. The department has a varied case load with approximately 30,000 annual attendances in 2021. The department is well supported by the adjacent Radiology department (MRI on site and 24 hour CT scanning) and on-site laboratory facilities. During 2019, the Department treated 33,557 new ED attendances.

The Hospital has an active post-graduate education centre consisting of a well-stocked library, lecture theatre, four seminar rooms and reception area. The lecture theatre has seating for 80 with comprehensive audio-visual facilities.

Vale of Leven District General Hospital, Alexandria (VOL)

The Vale of Leven Hospital, Alexandria (19 miles from Paisley and Greenock) is located on the southern shores of Loch Lomond marking the boundary between the urban area of the Central Belt and the peace and tranquillity of the hills and lochs that makes the West of Scotland one of the most beautiful areas in the world.

The Vale of Leven Hospital has 81 beds and serves a population in excess of 80,000, providing general and specialist hospital and mental health facilities for the Dunbartonshire district as well as part of the Argyll and Bute District.

A Nurse-led Minor Injuries Unit is in operation from 9am – 9pm 7 days a week. Telemedicine support for the MIU is provided by the ED Consultants during the hours of operation as well as twice weekly soft tissue returns clinics at the Vale of Leven. A Medical Receiving Unit operates at the hospital 24 hours per day. The combined work load is approximately 16,000 patients per year.

The Primary Medical Care provided within the catchment area of all Hospitals is of an extremely high standard.

All major Regional Specialties are available in Glasgow. These include Interventional Cardiology, Plastic Surgery, Burns Unit, Maxillofacial Surgery, Cardiothoracic Surgery, Vascular Surgery, Neurosurgery and Neurology.

Current Medical Staffing

Dr Raghavendra Nayak (Clinical Director) Dr Euan McMillan
Dr Monica Wallace (Clinical Lead RAH) Dr Santosh Bongale
Dr Alasdair Corfield EMRS Dr Victoria McWhinnie
Dr Stephen Hearn EMRS Dr Kirsty Ray

Dr Gordon McNaughton Dr Alex Turner
Dr David Stoddart (Clinical Lead IRH) EMRS Dr Chris MacDonald
Dr Frank Westerduin EMRS Dr Frances Cameron
Dr Iain Young Dr Douglas Maxwell EMRS
Dr Lucy Thomas Dr Zoe Smeed
Dr Neil Mukherjee Dr Catriona Wallace
Dr Alan Exton Dr Darren Thom
Dr Niall McMahon EMRS Dr Eilidh France
Dr Diane O'Carroll Dr Rona Young

Supporting Medical Staff:

Specialty Doctors	1
Emergency Medicine	SpecialtyUp to 8
Trainees	6 - 8
GPST	10
FY2	7
Clinical Development Fellows	

The above staff work between the Emergency Departments based on the individual departmental workloads.

JOB DESCRIPTION, JOB PLAN & PERSON SPECIFICATION

Duties of the Post

Clinical Commitments

An integrated on call rota is in place to provide 24 hour Consultant cover for both units. Overnight cover will be on a 1 in 7 rota with prospective cover. The successful candidate will contribute to the on-call on a pro rata basis.

Clinical duties within normal hours will be divided between the RAH and IRH with the majority based at the RAH. Non-clinical duties will be mainly based at RAH. Clinical sessions will involve a combination of Emergency Department work, ward rounds, clinics, teaching and supervision. Consultant 'Shop floor' cover is provided at the RAH site Monday – Friday 8am to midnight and Saturday/Sunday 9am to midnight. Successful appointments will allow enhanced cover at Inverclyde Royal Hospital in the out of hours period. The successful candidate will be expected to support and participate in this working pattern.

In addition to the duties outlined below, all Consultants are expected to enthusiastically support and develop the delivery of emergency health care and the 4-hour emergency access target, and to expand and enhance the provision of quality training for the Emergency Department staff and other associated disciplines. All Consultants will be encouraged to develop the service in association with the changing practice of Emergency Medicine.

Clinical duties will include:

- Reception, resuscitation, diagnosis and initial treatment of all emergencies.

- Appropriate referral of patients to hospital beds, Regional Specialties, Outpatient Clinics, or back to the Community.
- Organisation and supervision of follow-up clinics in the Department/Fracture Clinics.
- Organisation and supervision of patients admitted to the observation beds.
- Organisation and supervision of minor procedures (including the manipulation of fractures and dislocations) in the Emergency Department.
- Planning for major incidents and the management of such with the Emergency Department, including the organisation and supervision of a mobile medical team.

Audit, Administration and Management duties will include:

- Organisation of, and involvement in, clinical audit projects.
- Involvement in the administration of the Emergency Department.
- Involvement in the management of the Department and of the Directorate as the need and opportunity arises.
- Participation in clinical governance process

Teaching duties will include:

- Clinical teaching of junior medical staff within the Emergency Department.
- Organisation of, and involvement in, formal in-service training of medical staff in the Emergency Department.
- Involvement with Simulation based training
- Resuscitation training for appropriate groups of Hospital staff.
- Participation in training/education events for other Hospital medical staff as appropriate.
- Clinical teaching of medical students and extended training for Ambulance paramedical staff.
- Participation in nurse education programmes.

Communication responsibilities will include:

- Effective communication and liaison with all Medical and Service Departments in the Hospital, the Social Work Department, and Hospital management.
- Effective and timeous communication with General Practitioners, including verbal and written communication on cases seen in the department.
- Effective communication with Specialists in other Hospitals.
- Communication with other agencies including the District Nursing Service and the Emergency Services.

In addition to the duties mentioned above, clinical duties at other hospitals administered by the Board may be necessary.

JOB PLAN

This post attracts a salary for 10 programmed activities (PAs). The job plan is negotiable and will be agreed between the successful applicant and the Clinical Director. The PA commitment will consist of an agreed number of direct clinical PAs and supporting PA time for management/administration/audit/teaching.

A sample 2 week is given below and would be adapted appropriately:

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	
8-4 RAH (2)	9-5 IRH (2)	SPA (1) in am and Non clinical DCC including Weekly Consultant meeting pm(1)	Second On call 4pm - Midnight (3)				9 sessions
9-5 RAH (2)	9-5 RAH (2)	SPA (1)			9-5 (3)	9-5 (3)	11 sessions
							20 sessions over 2 weeks

Administration:

The post holder will undertake the administrative duties associated with the care of his/her patients and the running of the department, clinics and ward patients.

Professional Development:

The successful candidate will be fully supported regarding their personal and professional development and will, where required, be given advice, assistance and encouragement to participate in research.

Quality Improvement

The successful candidate will be expected to contribute to the departmental QI programme.

Person Specification

Consultant in Emergency Medicine

	Requirements	Essential	Desirable
A	Qualifications Basic Postgraduate	Basic Medical Qualification registered with GMC and a license to practice. GMC Specialist Register for Emergency Medicine. Alternatively within six months of the expected date of obtaining CCT/CESR or equivalent. CCT (or equivalent) in Emergency Medicine FRCEM (or equivalent certificate)	ATLS, ALS, APLS Instructor
B	Ability Experience Knowledge Clinical Skills and Technical Skills	Broad experience of Emergency Medicine Knowledge and experience of Emergency Medicine and allied specialties commensurate with completion of specialist training Assessment and examination of undifferentiated	Evidence of innovative service developments.

		patients including resuscitation, investigation, management and interpretation of results.	
C	Motivation	Self-motivating and enthusiastic. Teaching experience and initiative.	Able to motivate others
D	Personality	Effective interpersonal skills. Able to establish good relations with colleagues and able to work within a multidisciplinary team Flexibility to respond to changing service needs	
E	Audit Research	Evidence of active involvement in relevant clinical audit/QI	Research experience. Postgraduate Degree/ Evidence of research publications
F	Management ability	Willingness and ability to participate in hospital management and to accept ethos of management. Capable of self-reflection. Possession of negotiating skills. Experience of management within the NHS. Well organised and ability to combine clinical and management roles effectively	

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.