

MEDICAL and DENTAL CANDIDATE INFORMATION PACK

Care & Compassion	Dignity & Respect	Openness, Honesty & Responsibility	Quality &Teamwork
----------------------	----------------------	--	----------------------

Thank you for your interest in applying to [NHS Greater Glasgow and Clyde!](#)

Please read this guidance carefully before you begin your application

Contents

- About the post
- The Hospitals and the Department/Specialty – Facilities, Resources and Activity, & Staffing Structure
- Job Description, Job Plan, and Person Specification
- Making your Application
- Living and Working in the Greater Glasgow and Clyde area

Job Title: Locum Consultant in Emergency Medicine

Department: Emergency Department

Location: Glasgow Royal Infirmary

Type of contract: Fixed-term

Salary Grade: Locum Consultant

Working Hours: Fulltime, 10PA

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 Triona Considine	Clinical Director Emergency Medicine	Caitriona.considine@ggc.scot.nhs.uk	0141 201 6655
Anna Gonzalez	ECMS Secretary	Anna.Gonzalez@ggc.scot.nhs.uk	0141 201 6655

For further information regarding NHS Greater Glasgow and Clyde and its hospitals, please visit our website <https://www.nhs.gov.uk/ggc/>

ABOUT THE POST

THE EMERGENCY DEPARTMENT

Glasgow Royal Infirmary Emergency Department is one of the busiest departments in Scotland. The ED comprises a 6 bed Resuscitation Room, 29 bed Majors hub, and a co-located Minor Injuries area. We manage a diverse and varied caseload from major trauma associated with a large city, acute medical and surgical presentations, through to minor injuries. We have been the principal receiving hospital in 3 recent major incidents and have well-rehearsed procedures for dealing with multiple casualties.

The ED is co-located with the Acute Assessment Unit (AAU) for GP medical referrals, and an Ambulatory Care service. GP referrals to surgical specialties are directed to specialty receiving areas rather than ED, with the exception of those needing immediate resuscitation.

Medical staff enjoy a close working relationship with our nursing colleagues. At all times there is a senior nurse who is floor controller with another responsible for departmental flow. There are 2 triage nurses, 10-12 floor nurses and a signposting ENP. In our minor injuries area we have 2 enhanced nurse practitioners managing minor injury cases alongside an extended role physiotherapist. Our Health Care Support Workers are trained in cannulation and venepuncture and obtaining ECGs.

Departmental Staffing Structure

Consultants in Emergency Medicine:

24 Consultants

Middle Grade Staff:

10 ST3-6 posts

4 Specialty Doctors

Junior Staff:

2 Clinical Teaching Fellows

25 doctors of FY2, GPST, ACCS grades and Clinical Development Fellows

EQUIPMENT AND SUPPORTING SERVICES

In addition to 3 Emergency Department x-ray rooms, our medical staff have immediate access to CT scanning (there is a dedicated CT scanner within the department and 24/7 radiology reporting) and office hours access to MRI. There are several modern portable ultrasound machines with echo capability. In addition to near patient blood gas analysis and respiratory viral Point of Care testing, full emergency laboratory facilities are rapidly accessible via a vacuum pod system for samples with a 30-45 minute turnaround for most results.

RECENT ACHIEVEMENTS

The department consistently delivers a high standard of clinical teaching and in reflection of this we have earned multiple *Teaching Excellence Awards*. The department has also won the Royal College of Physicians of Edinburgh *William Cullen Prize* for education 2 years running in 2018 and 2019. In 2018 the department was runner up in the *Royal College of Emergency Medicine Training Department of the Year*. Our role in the development of the hospital's Virtual Fracture clinic earned a *Chairman's Award* in 2014 and an *NHSGGC Staff Award for Excellence* for the ED team. In 2021 Glasgow Royal Infirmary won the *Scottish "Golden Hip" Award* for the highest overall performance against the Scottish Standards of Care for Hip Fracture Patients.

THE ACUTE OPERATING DIVISION

At GRI medical emergencies are admitted through ED or AAU to an Acute Medicine Unit (AMU). Acute admissions to medicine range from 55 to 80 per day. The AMU comprises 5 geographically defined ward areas covered by specific specialty teams. Where bed availability permits patients with specific conditions will be triaged to the appropriate specialty team e.g. patient with frailty to DME area. 5 consultant physicians take part in acute receiving each day in the AMU with morning and evening ward rounds. In addition there is a gastroenterology consult service. Those needing admission for a primary cardiological problem go from ED or AAU to the acute cardiology beds in the cardiology receiving ward. The cardiologists also provide a daily consult service to patients needing review but in the AMU.

Patients requiring a short stay will be discharged from AMU beds. Those requiring longer stays are transferred 'downstream' to medical wards. These 'downstream' medical wards are split into specialty units. 4 specialty units have primary responsibility to general (internal) medicine, namely, Respiratory Medicine, Rheumatology, Gastroenterology and Diabetes and Endocrinology. Consultants from Older People Services (OPS) contribute to receiving duties, but also have a number of inpatient wards in Glasgow Royal Infirmary with additional beds at Lightburn Hospital and Stobhill Hospital. There are 38 acute stroke beds in GRI at present; GRI has provided stroke thrombolysis with 5 hyperacute stroke beds since September 2015.

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

GLASGOW ROYAL INFIRMARY

Glasgow Royal Infirmary, in the east of the city, is a very large teaching hospital providing regional, supra-regional and national acute clinical services. Since 2015, further work has ensured that the Royal Infirmary is fully equipped to serve as the main inpatient hospital for the north and east of the NHSGGC area.

The Acute Services Division is the largest group of adult acute hospitals in Scotland. It enjoys close links with Glasgow's three universities and makes a significant contribution to teaching at both undergraduate and postgraduate level. Research also has a high profile within the organisation. Education facilities are provided at Glasgow Royal Infirmary and the new ambulatory care hospital at Stobhill Hospital. The service in North Glasgow presently employs more than 14,300 staff serving a core catchment population of 560,000.

Glasgow Royal Infirmary (GRI) & Stobhill Ambulatory Care Hospital (SACH)

Glasgow Royal Infirmary is one of the major teaching complexes of the University of Glasgow. It provides the Emergency Medicine service for the North Eastern districts of Glasgow and has in-patient beds in general medicine and related specialities, medicine for the elderly, general surgery, orthopaedics, plastic surgery and obstetrics and gynaecology. There are also beds in intensive care, medical and surgical high dependency, hyper-acute stroke and coronary care. Following the closure of Stobhill Hospital March 2011 all acute medical beds, with the exception of some long-stay care of the elderly beds, are on the GRI site. The Stobhill Ambulatory Care Hospital is a modern purpose built ACH providing a full range of out-patient and ambulatory care services including an ENP led Minor Injuries Unit (MIU). Radiology, Cardiology and Respiratory diagnostic services are provided both at GRI and SACH.

Staff at GRI and SACH are proud of the close inter-departmental links and co-operation. They are at the forefront of a progressive agenda in relation to clinical standards, managed clinical networks and patient focused service re-design. There are close clinical links with colleagues in the Community Health Care Partnership and other hospitals in NHS Greater Glasgow and Clyde, Glasgow, Strathclyde and Glasgow Caledonian Universities. There is a dedicated hospital wide academic programme supported by a strong service educational commitment. GRI and SACH are provided with dedicated education centres and IT support. Both have excellent reputations in supporting and nurturing its clinical staff and also have an excellent reputation for under and post graduate training.

JOB DESCRIPTION, JOB PLAN & PERSON SPECIFICATION

i) Main Duties

Clinical and Other Duties

Key priorities for the successful applicant will be delivery of high quality assessment and management of undifferentiated emergency patients attending Glasgow Royal Infirmary whilst assisting colleagues to maintain safe flow within the department. Our staff have direct admitting rights to acute medicine, cardiology, surgery, orthopaedic and gynaecology wards and strive to manage patients to admission with a single ED assessment rather than relying on specialty consults. We are continually refining our pathways in collaboration with specialty colleagues to maximise safe flows, including the use of a Continuous Flow Management bed allocation stream.

The Consultants currently operate a rota to ensure a senior presence in the department up to midnight seven days a week, including resident overnight cover Monday-Thursday. The successful applicant will participate in the consultant rota. As the duty consultant you will oversee the initial management of all patients presenting to the department including those managed by trainees and nurse practitioners and will support middle grade and clinical fellow staff in their role. Four consultants normally supervise Majors and Resus during the day with two in the evening. A further consultant is responsible in rotation for ward care (where there are twice daily ward rounds to manage the in-patient head injuries who are cared for by the emergency medicine team).

An integrated minor injury service is co-located and there is also a nurse led Minor Injury Unit within a brand-new purpose built Ambulatory Care Hospital (ACH) at Stobhill Hospital. Emergency Nurse Practitioners assess and treat patients with minor limb injuries, wounds, requiring dressings/sutures, minor burns, foreign bodies or minor injury to ears and nose. Day to day clinical support and advice to the MIU from the GRI Senior ED staff is provided.

The successful appointee will undergo annual appraisal with an allocated appraiser, in line with GMC requirements for revalidation. A clinical and educational mentor will be designated and non-clinical activities based around the successful applicant's particular skill-set and service requirements will be agreed and appropriate time allocated within the job plan.

Teaching & Training

All clinicians participate in the ongoing educational programme within the ED. Education is organised around weekly themes. 'Flipped classroom' teaching is delivered via daily 'pearls', weekly 'nudge' emails and weekly themed quizzes. Knowledge is consolidated via several fixed teaching sessions, including a weekly afternoon teaching session for juniors and a weekly lunchtime teaching session for senior grades (trauma review meeting, M&M, presentations, invited speakers). In addition, we hold skills & drills and simulation sessions weekly. During the COVID-19 pandemic teaching sessions shifted to Teams with considerable success.

Continuing Professional Development

This post will guarantee exposure to the full range of presentations likely to attend an Emergency Department with many opportunities to lead resuscitation cases as well as undertake invasive procedures including arterial and central venous cannulation, rapid sequence intubation, tube thoracostomy and occasionally emergency department thoracotomy.

There are monthly Trauma, radiology and M&M meetings with surgical, ICU and anaesthetic colleagues.

ii) Out of Hours Commitment

On call is only required Friday to Sunday or Thursday to Monday (alternate weeks) in light of the weekday resident nightshifts. This equates to approximately 1 in 26 weekdays and 2-3 weekends per year.

iii) 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 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.

Non Clinical Work

The Consultant will undertake the administrative duties associated with the care of his/her patients and smooth running of the department. In addition, the non-clinical workload of the department is divided between all consultants under the direction of the Clinical Director. This includes liaison with specialty colleagues, education, participation in committees and working groups convened by the North sector, Health Board and other bodies as required - within the provision of the time available within the individual consultant's job plan.

PERSON SPECIFICATION		
CATEGORY	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • FRCEM or equivalent • Full registration with GMC and a licence to practise • Inclusion on the GMC specialist register in Emergency Medicine or within 6 months of CCT at time of interview. 	<ul style="list-style-type: none"> • APLS/ALS/ATLS instructor
Training	<ul style="list-style-type: none"> • Demonstrates competence in the management of full range of Emergency Medicine presentations. 	
Clinical Specialty Skills	<ul style="list-style-type: none"> • Evidence of working in a multi-disciplinary team • Ability to organise and prioritise complex demands • Evidence of teaching and training skills for junior doctors • Effective communication skills • Ability to adapt and respond to changing circumstances 	<ul style="list-style-type: none"> • Management training • IT skills
EXPERIENCE <ul style="list-style-type: none"> • Clinical • Audit 	<ul style="list-style-type: none"> • Broad experience of Emergency Medicine • Evidence of active involvement in relevant clinical audit/QI • Experience of Major Incident management 	<ul style="list-style-type: none"> • Evidence of participation in relevant research • Evidence of research publications • Evidence of innovative service developments.
Personal Skills	<ul style="list-style-type: none"> • Caring disposition • Ability to communicate and liaise effectively with patients and their relatives • Ability to provide clinical leadership to the multidisciplinary team • Ability to communicate effectively with clinical colleagues, colleagues in other disciplines and support staff • An awareness of personal limitations 	

	<ul style="list-style-type: none">• Ability to work under pressure and cope with setbacks	
--	---	--

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 asks 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.