

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: Speciality Doctor in Plastic Surgery / Dermatology

Department: Plastic Surgery & Burns/Dermatology

Location: Glasgow Royal Infirmary

Type of contract: Permanent

Salary Grade: Specialty Doctor (2022) £58,198 - £90,688

Working Hours: Fulltime, 10PAs

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
Mr Adam Gilmour	Clinical Director	adam.gilmour2@ggc.scot.nhs.uk	0141 201 6390
Jackie Walker	General Manager	jackie.walker@ggc.scot.nhs.uk	0141 201 3848

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

ABOUT THE POST

This substantive 10 session-post with a specialist interest in Elective Skin Cancer surgery will be based in the Canniesburn Plastic Surgery Unit at Glasgow Royal Infirmary. There will be combined working with our Dermatology Colleagues at Glasgow Royal Infirmary and Stobhill Hospital. The post involves core hours only Monday-Friday 0800-1700 with no on-call commitment

The Canniesburn Plastic Surgery Unit currently has 23 Consultants and 1 SAS grade. The Service provides the entire spectrum of plastic and reconstructive subspecialty services excluding craniofacial surgery and has a large workload of general plastic surgery. This Unit is internationally recognised and runs a variety of teaching courses every year.

Applicants should have full registration and a Licence to Practice with the General Medical Council (GMC) and have completed at least four year's full-time postgraduate training (or its equivalent gained on a less than full-time or flexible basis) at least two of which will be in a speciality training programme or speciality registrar locum appointment for training (LAT); or shall have equivalent training, experience or competencies, either in the UK or overseas.

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

The NHS Greater Glasgow and Clyde was established on 1 April 2006. It is the largest acute Division in Scotland. It consists of multiple sites, including Gartnavel General Hospital, Glasgow Dental Hospital, & School, Glasgow Royal Infirmary, Stobhill Hospital, Royal Hospital for Sick Children, Royal Alexandra Hospital, Inverclyde Hospital and the Queen Elizabeth University Hospital.

The Division provides a comprehensive range of services from community based care (midwives, dental services and various outreach services) through the full range of general hospital services through to regional and national specialist services. In addition, the Division has close links with the Universities in Glasgow and makes a significant contribution to teaching.

Patients come not only from the Greater Glasgow and Clyde areas but also for the whole of the west of Scotland (for regional services) and from the whole of Scotland (for national services).

Both Glasgow Royal Infirmary and the Royal Hospital for Children treat acute plastic surgical cases. The National major burns unit for adults is situated in Glasgow Royal Infirmary and for children at the Royal Hospital for Children. The Queen Elizabeth University Hospital is the base for the West of Scotland Major Trauma Centre and is adjacent to the Children's Hospital.

The work of the Directorate/Department/Specialty

The entire service moved from Canniesburn Hospital to a purpose built unit on the Glasgow Royal Infirmary site in April 2003 and incorporates the Burns and Trauma Unit. The total bed complement is 49 in-patient beds including 13 in the burns unit and 10 in plastic surgery HDU. In addition, there are 10 day surgery beds.

The work of the department includes the full range of Plastic Surgery with certain specific areas of interest including Hand Surgery, Breast Surgery, Cleft Lip and Palate Surgery, Laser Surgery, Male and Female Genital Reconstruction, Skin Cancer, Microsurgery and Burns.

Some patients are referred from general practitioners, but a considerable proportion of the work is referred from most other specialties within the hospital services, both locally and from other health boards.

There is a full range of X-ray and other diagnostic and laboratory facilities provided by departments in Glasgow Royal Infirmary, including Anaesthetics, Haematology, Pathology, Microbiology and Specialist Radiology.

The Job itself

Title

Speciality Doctor in Plastic Surgery / Dermatology (Subspecialty: Skin Cancer)

Background

A substantive post for a Speciality Doctor with a special interest in skin cancer surgery and has become available due to increased demand for minor Outpatient Local Anaesthetic (OPLA) Skin Cancer surgery and need for combined working with Dermatology. The post is full time at 10 sessions (9 DCC and 1 SPA)

The applicant will therefore be expected to demonstrate training and experience in skin cancer surgery, particularly OPLA biopsy, excisional and reconstructive surgery in the form of Local Flaps and Skin Grafts.

The successful candidate would primarily be based at Glasgow Royal Infirmary, where the Canniesburn Plastic Surgery Unit is located, undertaking skin cancer clinics and theatre lists between Plastic Surgery and Dermatology. The successful candidate would also have a peripheral commitment to Stobhill Hospital.

Desirable candidates would display a willingness to train junior surgeons and Dermatology trainees.

Relationships

Name of Health Board

NHS Greater Glasgow & Clyde

Names of Consultant Members of the Department

Mr N Arkoulis
Mr J Biddlestone
Mr R Bramhall
Mr B Chew
Ms Kerry Davies (Locum)
Mr N. Fairbairn
Mr A Gilmour – Clinical Director
Professor A Hart
Mr J Kirkpatrick
Professor S Lo
Dr S Marino (Locum)
Mr D McGill
Mr S Morley
Mr A Murphy

Mr T Reekie
Mr C Russell
Mr J Scott
Ms K. Sharma
Ms M Strick
Ms S Tay
Mr J Telfer
Mr R Thompson
Ms CJ Tollan

Mr D Lowe (SAS grade L)

Number of Junior Members of Staff in the Department

Specialist Registrars/ST equivalent:	12
Senior Clinical Fellows:	2
Core Trainees / CT equivalent:	5
FY2:	3
Junior Clinical Fellows:	2

Duties of the Post

Teaching

Canniesburn Plastic Surgery Unit has a long history of providing National and International Training Courses.

There is an annual cadaveric Flap Reconstruction Course run in conjunction with the Anatomy Department of the University of Glasgow, which lasts for 1 week, and involvement is typically 1-2 days per consultant.

There is also a bi-annual Pre-fellowship Course for senior Plastic Surgery Trainees prior to the Fellowship Examination in Plastic Surgery and again involvement is typically 1-2 days per consultant.

The department currently provides Special Study Modules for Medical Students from Glasgow University Medical School and teaching sessions and lectures are undertaken on an ad hoc basis. In addition, the Unit's international reputation attracts visitors from throughout the world.

Research

The Plastic Surgery Department has developed strong links to the University of Glasgow through Professor Hart and to The Glasgow School of Art through Professor

Lo. Professor Hart is leading a team working on translational research particularly into nerve repair and regeneration whilst Professor Lo has specialist interests in functional surgery and innovation. There are also links with Glasgow University Anatomy Department, the Bioengineering Unit and Computer Sciences in Strathclyde University and Microsurgical labs at Glasgow University Veterinary School. Research Fellows are employed as funding allows. There would be the possibility of supervising a Research Fellow for a further degree, where funding allows.

JOB DESCRIPTION, JOB PLAN & PERSON SPECIFICATION

Outline Job Plan (Indicative)

This post will consist of 10 sessions made up of 9 PAs in Direct Clinical Care (DCC) and 1 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.

Weeks 1	AM	PM	
Monday	Plastics theatre list	Plastics theatre list	2.0
Tuesday	Plastics Outpatient Clinic	OPLA list	2.0
Wednesday	GRI Dermatology Clinic	Dermatology OPLA list	2.0
Thursday	Core SPA	Admin Session	2.0
Friday	Derm OPLA List (Stobhill)	Plastics OPLA list (Stobhill)	2.0

PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Training	<ul style="list-style-type: none"> • Appropriate experience and qualification in the speciality • Full GMC Registration and a Licence to Practise • At least 2 years experience in Plastic Surgery 	<ul style="list-style-type: none"> • Evidence of additional training in LASER or Skin Cancer Surgery
Experience	<ul style="list-style-type: none"> • Ability to independently undertake a skin lesion OPLA list • Ability to perform skin local flaps and skin grafts 	<ul style="list-style-type: none"> • Experience in LASER • Experience in Dermatology outpatient clinics
Academic Achievements	<ul style="list-style-type: none"> • Commitment to research publications and presentations 	<ul style="list-style-type: none"> • Extensive publications and presentations or a higher research degree
Teaching and Audit	<ul style="list-style-type: none"> • Committed to teaching, training and audit. 	<ul style="list-style-type: none"> • Participation in audit projects
Motivation	<ul style="list-style-type: none"> • Committed to patient focused care, learning and continuous professional development 	<ul style="list-style-type: none"> • Desire to develop services for patients • Desire to encourage research within the department
Personal Attributes	<ul style="list-style-type: none"> • Able to work in a team with colleagues in own and other disciplines • Good interpersonal skills • Able to organise time efficiently and effectively • Able to motivate colleagues • Commitment to Continuing Medical Education and the requirements of Clinical Governance 	<ul style="list-style-type: none"> • Previous managerial training and experience

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.