

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 Chemical Pathologist

Department: Clinical Biochemistry

Location: Queen Elizabeth University Hospital

Type of contract: Permanent

Salary Grade: Consultant (£107,144 - £142,369)

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
Dr Iain Jones	Head of Service for Biochemistry in NHSGGC	iajn.jones2@nhs.scot	0141 354 9035

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

ABOUT THE POST

This job description is for a full-time (or maximum part time) Chemical Pathologist, based within the Queen Elizabeth University Hospital, Glasgow. The post-holder will be expected to have shared responsibility across the directorate for the provision and development of the clinical and laboratory biochemistry service.

Applications are invited for the post of Consultant Chemical Pathologist joining a team of 4 Consultant Chemical Pathologists (3.6 WTE) and 3 Consultant Clinical Scientists covering Biochemistry services South Glasgow including the Queen Elizabeth University Hospital, a major teaching and tertiary referral hospital, and Royal Hospital for Children. The well equipped department provides regional and supra regional specialist toxicology and therapeutic drug monitoring, metabolic unit and clinical immunology.

You will be expected to participate in all aspects of the department including reporting (including xanthochromia and protein electrophoresis service), clinical liaison, research and development, teaching and audit and will participate to the consultant rota for the out-of-hours service. Direct clinical responsibility will be in the Nutrition Services and Lipid clinic at QEUH.

The job plan provides for 10 Programmed Activities (9PA + 1SPA).

Applicants must have full registration with the General Medical Council, a licence to practise and be eligible for inclusion in the GMC Specialist Register. Those trained in the UK should have evidence of Higher Specialist Training leading to CCT or be within six 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

NHS Greater Glasgow and Clyde is the UK's largest provider of NHS health care in Acute, Primary and Community Health, Mental Health, Addiction and Homelessness Services. We serve a population of 1.2 million covering 8 local authority areas which include the City of Glasgow as well as incorporating both urban and rural areas from East Dunbartonshire to Inverclyde.

There are three hub teaching hospitals (Queen Elizabeth University Hospital, Glasgow Royal Infirmary and the Royal Alexandra Hospital), the Royal Hospital for Children, three additional hospital sites and two Ambulatory care and Diagnostic Hospitals (ACHs). The Beatson Cancer Centre serves the West of Scotland population.

The Acute Division brings together all acute services across the city and Clyde under a single management structure led by the Chief Operating Officer. The Division is made up of 6 Directorates of clinical services each managed by a Director and clinical management team along with a Facilities Directorate. These are:

- North Sector
- South Sector
- Clyde Sector
- Diagnostics
- Regional Services
- Women's and Children's Services
- Facilities

2. Greater Glasgow and Clyde Diagnostics Directorate

NHS Greater Glasgow and Clyde serves a population of around 2 million located across the West of Scotland. The Beatson Oncology Cancer Centre serves a population of around 2.8 million i.e. over half the population of Scotland.

The Diagnostics Directorate has responsibility for all Laboratory services, Clinical Physics, Medical Photography and Diagnostic Imaging. Diagnostic Imaging includes Clinical Radiology, Nuclear Medicine and Regional imaging services (Neuroradiology, Paediatric Radiology, Oncological Imaging/PET CT, Breast Screening and Dental Radiology).

The Laboratory Medicine division of the Diagnostics Directorate has responsibility for laboratory services which are co-ordinated on a city wide basis. These include the

Biochemistry and Immunology, Tissue Typing, Haematology, Microbiology, Virology, Pathology and Genetics Laboratories.

The Director of the Diagnostics Directorate is Ms Ann Traquair Smith and the General Manager for Laboratories is Mr Robert Gardiner, supported by the Chief of Medicine in Diagnostics, Prof Alistair Leonard and Clinical Director for Laboratories Dr Fiona Roberts.

3. Biochemistry Service

Biochemistry services are organised on a sector basis with Clinical Leads covering each sector. Clinical Leads report to the Head of Service (Dr Iain Jones) and General Manager (Mr Robert Gardiner).

North Sector Lead	Dr M Panarelli
South Sector Lead	Dr I Godber
Clyde Sector Lead	Dr H Falconer

General Information

The Biochemistry departments across GG&C have a harmonised Laboratory Information Management Systems (LIMS) Telepath. The adoption of a new LIMS, Evolution vLab from Magentus is expected late 2026 or early 2027. The patient management systems (Trakcare) electronic ordering module has been rolled out across GG&C. There is also an electronic ordering system (Sunquest ICE) for Primary Care.

All the departments are on the same analytical platform (Abbott Diagnostics) under a managed service contract. Tender for a new managed service contract is underway, with the announcement of the successful bidder expected in 2025 and implementation in 2027.

All the Biochemistry units are UKAS accredited. They are professionally directed by Consultant Clinical Biochemist/Consultant Clinical Scientists supported by other Clinical Scientists, Biomedical Scientists, Medical Laboratory Assistants and Secretarial/Clerical staff.

All aspects of Metabolic Medicine are undertaken by different individual Consultants within the departments.

We enjoy close links with Glasgow's three universities and make a significant contribution to teaching at both undergraduate and postgraduate level. Research also has a high profile within the organisation. We provide excellent facilities for students and their tutors in the new Wolfson Medical School, based at Glasgow University adjacent to the old Western Infirmary site.

South Sector

The South sector currently includes the Queen Elizabeth University Hospital (linked to the Institute of Neurological Sciences), Royal Hospital for Children (RHC), Maternity Hospital and the New Victoria Ambulatory Care Hospital (ACH).

The Biochemistry department is housed in a dedicated Laboratory Medicine Building on the QEUH campus. It processes roughly 10,000,000 tests per annum with 50-60% derived from Primary Care.

The Queen Elizabeth University Hospital is a large teaching hospital with an acute - operational bed complement of 1109 beds. The Hospital is sited in the south-west of Glasgow and provides a comprehensive range of acute and related clinical services.

Services include Emergency Medicine, Dermatology, ENT, General Medicine (including sub-specialties), General Surgery (including sub-specialties), Medicine for the Elderly (including Assessment, Rehabilitation and Day Services), Gynaecology, Neonatal Paediatrics, Obstetrics, Ophthalmology, Orthopaedic Surgery, Urology, Physically Disabled Rehabilitation and Continuing Care. The Obstetrics, Gynaecology, Urology and Ophthalmology Departments provide the single in-patient location for the whole population of South Glasgow. In-patient Maxillofacial (trauma and elective surgery and specialist provision for head and neck cancer), Dermatology and the Assessment and Rehabilitation service for the Physically Disabled are also provided for the whole city from the Queen Elizabeth University Hospital.

The Institute of Neurological Sciences is based on the Queen Elizabeth campus and provides Neurosurgical, Neurological, Clinical Neurophysiology, Neuroradiological and Neuropathology facilities for the West of Scotland. The Queen Elizabeth National Spinal Unit for Scotland provides a spinal injuries service to the whole of Scotland. This is housed in a purpose-built facility.

There is also a wide range of therapeutic services including Audiology, Clinical Psychology, Dietetics, Occupational Therapy, ECG, Physiotherapy, Radiology (including MRI and CT provision for the general hospital service) and Speech Therapy.

The RHC is a 256 bed hospital with a 22 bed ITU/HDU and Neonatal Unit supporting Cardiology and Surgery. Alone of the UK's big paediatric hospitals most specialties are present including Scottish paediatric cardiac surgery and haemodialysis, oncology with Scottish paediatric BMT, neurosurgery, general surgery and an ECMO service.

The ACH is a purpose built facility with day case surgery, out patients, imaging and a satellite biochemistry and haematology laboratory supported by QEUH.

Both the main laboratory in QEUH and the satellite laboratory at the ACH are within the scope of the South Glasgow Biochemistry UKAS accreditation and are professionally directed by a Consultant Clinical Biochemist/Consultant Clinical Scientist supported by other Clinical Scientists, Biomedical Scientists, Medical Laboratory Assistants and Secretarial/Clerical staff.

4. Valuing our Staff

NHS Greater Glasgow & Clyde is committed to extending training and development opportunities to all staff and is actively developing multi-disciplinary training, extending the role of on-line E-learning, and recognises the importance of developments in technology for both staff and patients.

We Offer:

- Policies to help balance commitments at work and home and flexible family friendly working arrangements
- Excellent training and development opportunities.
- Free and confidential staff counselling services
- A central Glasgow location, with close access to motorway, rail and airport links.
- On-site library services
- Subsidised staff restaurant facilities
- Access to NHS staff benefits/staff discounts
- Active health promotion activities
- Bike User Group
- Good Public Transport links
- Commitment to staff education and life-long learning/development opportunities
- Excellent student support
- Access to NHS Pension scheme

JOB DESCRIPTION, JOB PLAN & PERSON SPECIFICATION

Title:

Consultant Chemical Pathologist

a) The medical consultant establishment in Clyde

- Dr Iain Jones, Consultant Clinical Biochemist, Head of Service NHSGGC Biochemistry
- Dr Shona Twaddle, Consultant Clinical Biochemist

- Dr Rajeev Srivastava, Consultant Clinical Biochemist
- appointee

b) Non-medical staff

- Dr Ian Godber, Consultant Clinical Scientist and Lead Clinician
- Dr Jane McNeilly, Consultant Clinical Scientist
- Dr Allan Dunlop, Consultant Clinical Scientist
- Clare Menzies, Technical Services Manager, South Sector
- 8 Clinical Scientists

c) Job Summary

This is a whole time or maximum part-time Consultant post in South sector. If the successful candidate elects to undertake a maximum part-time contract, he/she will be required to devote substantially the whole of his/her time to the duties of the post. Secretarial support and office space with computer will be provided.

Essentially, the duties of the post holder will be to contribute to the delivery of all aspects of the clinical biochemistry service in the South Sector, main base QEUH. Opportunities for a role within the specialised laboratory sections in the QEUH exist. This will include direct outpatient and in-patient clinical care, provision of consultant medical cover in hours and out of hours, clinical liaison, reporting duties and professional direction and quality management of the service. It is expected that the post-holder will take on teaching and training commitments and service development commitments which will be recognised in the job plan as these commitments develop.

There are close clinical links with the medical directorate across the sectors and currently the department is clinically involved in the bone service at GRI. The department also take a lead role in the provision of Nutrition services and also have responsibility for the QEUH lipid clinic.

There is scope for the post-holder to develop specific clinical interests that they may have. The postholder will support the inpatient TPN service in QEUH. There may be a need to cover Parenteral nutrition in other sectors in NHSGGC during periods of annual leave. TPN is prescribed via an electronic system (Ascribe) and this can be done from any site. There is Specialist Nutrition Nurse support on site at QEUH.

The job plan will be agreed between the appointee and the Head of Service for Biochemistry and is subject to annual review. The proposed job plan consists of 10PAs. See Model Job Plan below (Appendix 1).

The consultant will be expected to participate in audit, continuing medical education (CPD) and participate in appraisal and revalidation. The contractual entitlement to funded study leave will be honoured. There is no allocated time

for formal research in the job description, however, it may be possible to identify time during job planning for individuals.

The three sectors in NHSGGC Biochemistry are increasingly working together. The successful candidate will be expected to participate and cooperate in meetings across NHSGGC. There may be opportunities for increasing work across NHSGGC.

The successful applicant will participate in an on call rota covering all three sectors in NHSGGC on an approximately 1:15 basis, with registrar cover. The candidate will participate in an evening and a weekend reporting rota with other QEUH staff.

Leadership and contributing to management of the laboratory is the responsibility of all consultants in the laboratory. There is an expectation that consultants will spend a period of time in formal management roles in South Glasgow and / or NHSGGC as a whole.

d) Qualifications and Experience

Essential: CCT in Chemical pathology.

Specific criteria required are listed below:

Criterion	Essential	Desirable
Qualifications	MB ChB (or equivalent) FRCPATH (or equivalent)	MRCP (or equivalent)
Registration	Full registration with GMC CCT Chemical Pathology	
Teaching Experience		Experience in undergraduate and postgraduate teaching. Experience of supervision of a project undertaken by another learner.
Particular Requirements and/or Areas of Special Interest	Clinical experience in nutrition and lipidology.	An interest in nutrition, lipidology. Other relevant clinical interests, for example adult metabolic biochemistry or stone biochemistry.
Research & Publications	Published journal articles or poster or platform presentations at regional meetings.	MSc, MD or PhD or equivalent formal experience including published journal articles in high impact journals. Poster or platform presentations at national or international meetings.
Other attributes	Ability to work as a team member	Evidence of having lead a team. Ability to demonstrate self-directed learning / personal development. Evidence of involvement in or leadership in quality improvement in the laboratory environment.

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.