

# 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: SENIOR CLINICAL FELLOW in Trauma & Orthopaedics**

**Department: Orthopaedics**

**Location: Royal Alexandra Hospital**

**Type of contract: Fixed-term**

**Salary Grade: Snr. Clinical Fellow (Spec Reg) (£45,504 - £71,550)**

**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
Jackie McKenna	CSM	Jackie.McKenna@ggc.scot.nhs.uk	0141 314 6084

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

## ABOUT THE POST

Clinical fellow, working as part of Consultant team, to support Emergency and Elective work in clinics and theatres.

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

### ORTHOPAEDIC DEPARTMENT- ROYAL ALEXANDRA HOSPITAL (RAH), PAISLEY

The RAH is the Trauma Unit for the West of Scotland Trauma Network (Clyde Sector). It provides Orthopaedic and Trauma Services for a population of approximately 300,000. The orthopaedic wards at Royal Alexandra Hospital are located in the main building in close proximity to the theatres and ITU. Inpatient facilities for both trauma and elective work are based here.

There are two laminar flow theatres for Elective Orthopaedic work. There are two trauma theatres at Royal Alexandra Hospital also located in the main theatre suite and are available for the management of Orthopaedic and soft tissue trauma, one theatre is available seven days a week with the other working Monday to Friday. Day surgery sessions for Orthopaedics are available at Vale of Leven Hospital, Alexandria.

The Orthopaedic Unit at Royal Alexandra Hospital has a connection with West of Scotland Deanery and also holds a Teaching Hospital status.

### CONSULTANT

Mr S Hazarika  
Mr T Nunn

### SPECIAL INTEREST

Foot and Ankle Surgery/Trauma (Clinical Director)  
Soft tissue knee surgery/Trauma

Miss Z Higgs	Foot & Ankle Surgery/Trauma (both RAH/IRH)
Mr H Shanker	Upper Limb Surgery/Trauma
Mr A Ker	Upper Limb Surgery/Trauma (Lead Clinician Trauma)
Mr P Sharma	Knee Surgery/Trauma
Mr S Rajkumar	Hip Revision Surgery/Trauma (both RAH/IRH)
Mr M Howell	Knee Surgery/Trauma
Miss S Spence	Hand & Wrist Surgery/Trauma
Ms J Smith	Paediatric/ Hip Surgery/ Trauma (Lead Clinician Elective)
Mr Rashid Abu-Rajab	Hip and Knee Arthroplasty/Trauma
Ms R McKenna	Hip and Knee Arthroplasty/Trauma

### **JUNIOR MEDICAL STAFF**

2 Speciality Doctors  
 2 ST3 and above  
 9 Senior Clinical Fellows  
 2 Clinical Development Fellows  
 2 Clinical Fellows  
 6 FY2  
 2 FY1

### **ORTHOPAEDIC DEPARTMENT- INVERCLYDE ROYAL HOSPITAL (IRH)**

The IRH is an LAH for Clyde sector. The Unit provides Orthopaedic Elective Services for a population of approximately 125,000. The orthopaedic wards at Inverclyde Royal Hospital are located the main building in close proximity to the theatres and ITU. Inpatient facilities elective work are based here.

There are two laminar flow theatres for Elective Orthopaedic work. Day surgery sessions for Orthopaedics are available at Vale of Leven Hospital, Alexandria.

The Orthopaedic Unit at Inverclyde Royal Hospital has a connection with West of Scotland Deanery and also holds a Teaching Hospital status.

### **CONSULTANT**

### **SPECIAL INTEREST**

Mr A Chappell	Hip Revision Surgery/Trauma
Mr M Broadbent	Hand & Wrist Surgery/Trauma
Mr D Donaldson	Knee Surgery/Trauma
Miss A Winter	Knee Surgery/Trauma
Miss Z Higgs	Foot & Ankle Surgery/Trauma (both RAH/IRH)
Mr S Rajkumar	Hip Revision Surgery/Trauma (both RAH/IRH)
Mr J Nixon	Upper Limb Surgery/Trauma
Mr M Buchan	Knee Surgery

## **JUNIOR MEDICAL STAFF**

2 ST3 and above  
4 Senior Clinical Fellows  
2 Clinical Development Fellows (with RAH)  
2 Clinical Fellows (with RAH)  
6 FY2 (with RAH)  
4 FY1

## **EDUCATION FACILITIES**

The Unit is recognised for Basic Surgical Training and also for Higher Surgical Training in Trauma and Orthopaedics. There are daily Trauma review meetings at 8.00am. There is an x ray review meeting weekly.

At the present time there are regular departmental educational meetings each week. In addition the Area Orthopaedic Training Programme for Orthopaedic Higher Surgical Trainees runs on a Friday afternoon at different Hospitals in the City. The programme for these meetings is available on the West of Scotland orthopaedic Training Programme's website.

## **OTHER FACILITIES (CLUBS, PARKING SHOPS, TRANSPORT, ETC)**

Both the Royal Alexandra and Inverclyde Royal Hospitals are located on bus routes with good transport links. There is a car park within the hospital grounds.

## **CONDITIONS OF APPOINTMENT**

For all new entrants to the Board, a medical examination will be required prior to confirmation of this appointment. Immunisation against Hepatitis "B" is necessary.

## **JOB DESCRIPTION, JOB PLAN & PERSON SPECIFICATION**

### **JOB DESCRIPTION**

The Senior Clinical Fellow will work as part of a Consultant Team undertaking inpatient, outpatient orthopaedic and on-call trauma duties including operative management at a Mid-Grade grade level.

1. Management of Elective & Trauma patients.

2. On-Call 1<sup>st</sup> on receiving for the Clyde Sector Trauma Unit as part of the West of Scotland Trauma Network based with in the Trauma Assessment Unit (TAU) of the RAH. Referrals from Emergency Dept, and General Practice. Non resident on-call overnight.
3. Elective & Trauma Theatre duties as required including independent operating as appropriate.
4. Orthopaedic Clinic & Fracture Clinic duties as required including management, vetting and independent running of same.
5. Daily ward rounds of trauma and elective patients
6. Timely dictation of patient discharge letters/documentation for G.P.'s.
7. Participate in the Unit Educational Programme

Trainees have an excellent opportunity to see the management of the whole range of Elective Orthopaedic and Trauma Surgery.

There are daily Trauma review meetings and weekly formal post-op metalwork reviews in the Trauma Hub on the RAH site with access remotely via MS Teams.

At the present time there are regular departmental educational meetings each week.

There are daily trauma meetings and rounds held at the RAH site where all the admissions from the last 24 hours are discussed. You will be expected to attend the monthly audit meetings with the expectation of presenting one of your audits within your employment. Morbidity & Mortality meetings run monthly following Audit as part of departmental clinical governance. Cases are prepared and presented by the respective team's middle grade.

## PERSON SPECIFICATION

REQUIREMENT	ESSENTIAL	DESIRABLE
<b>Qualifications and Training</b>	Full registration with the GMC and a current Licence to Practise. MRCS or equivalent. Postgraduate training at ST+ level in orthopaedics.	FRCS (Trauma & Orthopaedics) or equivalent.
<b>Experience</b>	Recent experience in Trauma & Orthopaedics at a middle grade level	Able to manage cases independently for basic trauma and orthopaedic care.

		Proven record of involvement in QIP, Audit and research.
<b>Fitness to Practise</b>	Is up to date and fit to practise safely.	
<b>Health</b>	Meets professional health requirements (in line with GMC standards / Good Medical Practice)	
<b>Probity</b>	<p><b>Professional Integrity:</b></p> <ul style="list-style-type: none"> <li>• Takes responsibility for own actions</li> <li>• Demonstrates respect for the rights of all</li> <li>• Demonstrates awareness of ethical principles, safety, confidentiality and consent.</li> </ul>	
<b>Personal Skills</b>	<p><b>Judgement:</b></p> <ul style="list-style-type: none"> <li>• Able to operate effectively under pressure and remain objective in highly emotive or pressurised situations.</li> <li>• Aware of own limitations and when to seek help.</li> </ul> <p><b>Communication:</b></p> <ul style="list-style-type: none"> <li>• Able to communicate effectively and sensitively with others.</li> <li>• Able to discuss clinical issues with patients in a manner they can understand.</li> <li>• Excellent written and oral communication skills.</li> </ul> <p><b>Problem Solving:</b></p> <ul style="list-style-type: none"> <li>• Capacity to think beyond the obvious.</li> <li>• Analytical and enquiring mind.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Able to adopt a range of approaches flexibly.</li> </ul> <p><b>Situation Awareness:</b></p> <ul style="list-style-type: none"> <li>• Able to monitor and anticipate situations that may change rapidly.</li> </ul> <p><b>Decision Making:</b></p> <ul style="list-style-type: none"> <li>• Able to demonstrate sound decision making skills.</li> </ul> <p><b>Organisation &amp; Planning:</b></p> <ul style="list-style-type: none"> <li>• Able to demonstrate excellent time management skills.</li> <li>• Able to prioritise workload, balancing competing urgent demands.</li> </ul> <p><b>Behavioural:</b></p> <ul style="list-style-type: none"> <li>• Able to demonstrate caring disposition.</li> <li>• Able to work harmoniously with all levels of staff, as part of a multidisciplinary team and on an individual basis.</li> </ul>	
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## 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](mailto: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](http://www.scotland.org/live-in-scotland/moving-to-scotland)
- [www.transport-executive.co.uk/best-places-to-live-in-glasgow](http://www.transport-executive.co.uk/best-places-to-live-in-glasgow)
- [www.visitscotland.com](http://www.visitscotland.com)
- [www.mygov.scot/search-house-prices](http://www.mygov.scot/search-house-prices)

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