

# 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: Clinical Fellow – Older People and Stroke**

**Department: OPSS**

**Location: Royal Alexandra Hospital**

**Type of contract: Fixed-term**

**Salary Grade: Clinical Fellow (£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
Dr Julie McManus	Clinical Director, Older People / Stroke	Julie.Mcmanus3@nhs.scot
Dr Brian McGurn	Lead Clinician, Older People	Brian.McGurn2@nhs.scot
Dr Felicity Boyce	Lead Clinician, Stroke	Felicity.Boyce2@nhs.scot

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

## ABOUT THE POST

We are delighted to advertise Clinical Fellow posts based in the Older Peoples Wards and Stroke Unit, Royal Alexandra Hospital (RAH).

These posts are available for candidates with experience working within the NHS in an Older People or Stroke setting.

These posts are available at FY2 completion level from 6th August 2025.

### Older Peoples Wards

We have several dedicated wards, staffed by specialist nursing, medical and allied health professional (AHP) teams providing an excellent patient and carer experience.

We are looking for the successful candidate to support our admission pathways, working closely with the on call Consultants and wider multi professional team within the Older Peoples Service. The successful candidate will be involved in the review and discharge planning of those patients within Older Peoples Wards.

### The Stroke Service

This post is open to those candidates who wish to join our dynamic, multidisciplinary Stroke team, providing all aspects of stroke care. Our stroke inpatient service comprises 42 inpatient beds, for adults of all ages. There are 12 Hyper-acute admission beds, alongside a 30 bedded assessment and stroke rehabilitation ward. The newly developed Hyper-acute stroke unit provides a weekday, daytime, thrombolysis service. This provides an exciting opportunity for the successful

candidate to work in conjunction with the hyper acute medical and nursing team, to assess and treat eligible patients, within the thrombolysis window. In addition, stroke liaison and assessment of early direct admissions are core components of this post. This would involve working closely with the Specialist Stroke Nurses, Consultant colleagues and the wider MDT.

Stroke care bundle compliance is a key objective for the stroke team and the successful candidate will be involved in initiatives to develop our pathways to ensure our patients receive an appropriate care bundle, in accordance with the Scottish Stroke Standards.

There are currently 4 Stroke consultants, 3 Hyper-acute nurses and 3 Stroke Nurse Specialists providing input to the stroke service. The stroke unit also benefits from good working links with other services, such as diagnostics and community teams.

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

### The Hospitals and Department/Specialty – Facilities, Resources and Activity

#### Royal Alexandra Hospital, Paisley. (RAH)

The Royal Alexandra Hospital (RAH) is situated in Paisley and provides an extensive range of acute health services to Renfrew District (pop 205,000). The town of Paisley is situated less than 10 miles to the West of Glasgow.

The Hospital first opened in 1986 and has a current bed complement of 968. The hospital provides a wide range of District General Hospital specialties with excellent support facilities. The hospital has a first class modern radiology department and services. All departments participate in undergraduate teaching and there is an active postgraduate educational programme. The hospital enjoys an enviable reputation for undergraduate teaching and is highly popular with training grades. There is also a good medical library service.

The major specialties are General Medicine, General Surgery and Urology, Anaesthetics, Gynaecology, Obstetrics, Paediatrics, ENT, 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, 450-bed 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 and vascular surgery, urology, orthopaedic surgery, general medicine, rheumatology 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 and was completely refurbished in 2014. The department has a varied case load with 35,000 annual attendances in 2014 and approximately 1500 ED return patients. The department is well supported by the adjacent Radiology department (MRI on site and 24 hour CT scanning) and on-site laboratory facilities.

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. The library has a bank of computers with easy access to the internet for literature searches etc.

### Vale of Leven District General Hospital, Alexandria. (VOL)

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 333 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.

### Work of the Department

The Older People and Stroke Service (OPSS) in the Royal Alexandra Hospital (RAH) delivers all its in-patient services on the hospital site. There are however close links

with the Vale of Leven Service (VoL), particularly with an integrated stroke care pathway, and Inverclyde Royal Hospital.

### Stroke wards RAH

Ward 5        30 bedded assessment and rehabilitation (includes 6 DME inpatients).  
Ward 6        HASU -12 bedded newly developed admission unit

Our aim is to continue to increase direct admission rates, to optimise early specialist assessment and adherence to nationally reported bundle figures. There are approximately 1000 admissions to the stroke units per year.

Thrombolysis for patients from the RAH catchment is in HASU during working hours. The out of hour's service is delivered by the South Glasgow Stroke Service and patients are repatriated thereafter.

Daily Rapid access TIA clinics are undertaken, with access to set imaging slots

There is a neurology liaison service three times weekly in Royal Alexandra Hospital. The Stroke service is represented on the Greater Glasgow & Clyde Stroke Managed Clinical Network.

### Movement Disorders

The RAH service is provided by 3 consultants, supported by a one Parkinson's Disease Nurse Specialist. There are outpatient clinics each week and inpatients are cared for in ward 3 wherever possible/appropriate. The team provides liaison support to other specialities within the hospital and provides domiciliary visits, where possible, to our local nursing homes.

### Outpatient Clinics

Specialist clinics are available, for Stroke, Movement Disorders and Falls. There is an out-patient IV ZOL service.

### Community Geriatric Medicine

Community Geriatric Medicine was established in 2006 under the auspices of the Joint Planning Group. One geriatrician currently supports the Joint Planning Group. There are clinical links between geriatricians and the Gerontology Nurse Specialists, Parkinson's Nurse Specialist, Rehab and Enablement Team and Interface Pharmacy. Further developments are proposed around this area.

## Bed Numbers

Ward 3	30 beds	Assessment/ Rehabilitation /Movement Disorder
Ward 4	18 beds	Older Adult Assessment Unit
ASU (Ward 5)	30 beds	Stroke
HASU (Ward 6)	12 beds	Hyper-acute stroke admission unit
Ward 7	30 beds	GORU
Ward 36	24 beds	NHS Complex care

## Interface with General Medicine

A daily visit to the Medical Admissions unit is undertaken to review patients identified at the post-receiving round by General Physicians using agreed criteria. Direct transfers from there to OPSS beds takes place dependent upon bed availability. Regular liaison visits to medical wards are undertaken to ensure appropriate patients are transferred to OPSS beds later in the course of admission.

Patients are admitted to RAH from the VoL service according to agreed criteria - generally the more medically unstable patients and all stroke patients (except those needing thrombolysis who go to the Queen Elizabeth University Hospital, Glasgow). The group of medical patients who remain in the VoL are cared for under the supervision of a 'Physician of the week' rotating from RAH. OPSS Consultants triage patients on a daily basis for transfer to their wards.

Trauma admissions are admitted to RAH and when appropriate older patients transferred directly back to Ward 15 in VoL for further geriatric-orthopaedic rehabilitation under the care of the Geriatrician.

Currently some OPSS patients admitted to RAH are not fit to return to VoL and are transferred to OPSS at RAH. Appropriate patients may be transferred directly from medical wards to VoL OPSS beds.

## The Acute Medical Unit

The Medical Unit at the Royal Alexandra Hospital has 209 beds. This includes an 18 bedded Coronary Care / Chest Pain Unit, a 30 bedded medical receiving ward and Medical Assessment Unit and evolving ambulatory care pathway. The medical unit provides an acute service in general medicine with clinics in general medicine, diabetes and endocrinology, gastroenterology, cardiology, asthma, respiratory medicine and haematology.

## Medical Assessment and Acute Receiving

GP referred medical patients are triaged from the Emergency Department to the Medical Assessment Unit at Royal Alexandra Hospital Monday to Sunday 10am to 10pm. All patients are reviewed by a senior doctor of whom 50% are discharged home. Patients requiring admission can be admitted to the relevant specialty bed direct from MAU. A re-design of front door assessment is currently underway on the RAH site in order to provide early specialist review and support ambulatory pathways of care.

Acute medical admissions are admitted to the Acute Medical Unit (ward 2) at the RAH, which is staffed by one of the consultants on a rotating 'Physician of the Week' basis Monday morning to Friday lunchtime and an Acute Care Physician. Patients are then triaged to the appropriate specialty wards if not for early discharge. Separate rotas are in place to cover weekend acute and continuing care.

Acute receiving at Inverclyde Royal is based upon a seven day, 24 hour rolling pattern with consultant presence supported by junior and middle grade staff and advanced nurse practitioners. The medical receiving unit accepts direct GP and ED referrals and is supported by junior and middle grade medical staff and more recently dedicated advanced nurse practitioners. The Inverclyde Hospital Site has consistently met the 4 hour waiting time standard over the last year.

### Coronary Care Unit

Patients with acute myocardial infarction, acute coronary syndromes, arrhythmias or congestive cardiac failure at the RAH are admitted to the 12 bedded coronary care unit, staffed during the day by one of the consultant cardiologists on a rotational basis, supported by junior medical staff from the cardiology ward. IRH has an 11 bedded unit staffed during the day by consultant cardiology staff supported by middle grade trainees.

### Medical High Dependency Unit (HDU)

The RAH has three medical HDU beds at present within the combined 12 bedded HDU, with scope to increase to four or more medical HDU beds if required. IRH has a combined HDU of 4 beds.

### Junior Doctors out-of-hours

A Hospital @ Night service started at the RAH and IRH in August 2006. This is part of ongoing work addressing the impact of modernising Medical Careers and implementing plans to support the delivery of high quality sustainable services.

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

## **Main Duties**

The post-holder will be expected to work with local managers and professional colleagues in the efficient running of the service. Subject to the provisions of the terms and conditions of Service, the post-holder is expected to observe NHS Greater Glasgow and Clyde's agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Health Board.

The post-holder will be expected to ensure that there are adequate arrangements for hospital staff involved in the care of patients to be able to make contact with the post-holder when necessary.

The post-holder is required to comply with GG&C Health and Safety & Policies.

## **Supporting Professional Activities**

As part of supporting professional activity, full involvement in the Clinical Governance programme of the Directorate

Participation in Clinical Meetings and an audit programme

The appointee will be expected to participate in annual appraisal

## **ii) Relationships**

### **Older People and Stroke Directorate**

Director	Melanie McColgan
Chief of Medicine	Dr Lucy McCracken
General Manager	Victoria Cox
Clinical Director	Dr J McManus
Lead Clinicians (Clyde)	Dr B McGurn, Dr J. Murtagh, Dr F Boyce

### **Names of Consultant members of the Department:**

**Consultant:**

**Special Interest:**

Dr L McCracken	Sector Chief of Medicine/OAAU lead / Medicine for the Elderly
Dr Julie McManus	Clinical Director/Stroke / Medicine for the Elderly
Dr F Boyce	Stroke / Medicine for the Elderly
Dr S Farid	Stroke / Medicine for the Elderly
Dr A Macrae	Falls and Orthogeriatric medicine
Dr J Murtagh	Movement Disorder/Medicine for the Elderly
Dr O Lucie	Movement Disorder/Medicine for the Elderly
Dr C Ostrowski	Movement Disorder/Medicine for the Elderly
Dr B McGurn	Frailty/Medicine for the Elderly
Dr J Martin	Frailty/Stroke/Medicine for the Elderly
Dr T Ryan	Falls and Orthogeriatric medicine
Dr M Sritharan	Movement Disorder/Medicine for the Elderly
Dr L McIntosh	Frailty/Medicine for the Elderly

### **Support Grades**

FY1	3
FY2	5
GPST	3
IMT2	1
ST7	1

## **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.