MEDICAL and DENTAL CANDIDATE INFORMATION PACK

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

Thank you for your interest in applying to NHS Greater Glasgow and Clyde!

Please read this guidance carefully before you begin your application

Contents

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

Job Title: Post-CCT Fellowship- Surgery

Department: Orthopaedics

Location: Queen Elizabeth University Hospital

Type of contract: Fixed-term

Salary Grade: Clinical Fellow (£45,504 - £71,550)

Working Hours: Fulltime, 10 PAs

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
Mr. Christopher Crome	Consultant Orthopaedic Surgeon	Christopher.crome2@nhs.scot

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

ABOUT THE POST

NHS Greater Glasgow & Clyde is one of the UK's larger providers of NHS Healthcare. We have vacancies for 5 post-CCT fellow in Trauma & Orthopaedics. The posts are available from August 2025 for a period of 6 months.

We serve a population of 1.2 million covering 8 local authority areas, which includes the City of Glasgow, as well as incorporating both urban and rural areas from East Dunbartonshire to Inverclyde.

The Queen Elizabeth University Hospital (QEUH) in Glasgow is one of the largest hospitals in Europe. There are 39 consultants associated with the unit performing a wide range of orthopaedic procedures. This includes, upper and lower limb arthroplasty, revision arthroplasty, elective limb reconstruction, young adult hip surgery (including pelvic osteotomies), brachial plexus surgery, anterior and posterior degenerative spinal surgery, adult spinal reconstruction surgery and a complete range of trauma surgery including pelvic fracture fixation. In addition, we have a close association with the Beatson West of Scotland Cancer Centre providing support in the management of metastatic bone disease and haematological cancers. We have been operational as the Major Trauma Centre for the West of Scotland since 2021. The MTC overs 2.7 million people, and sees >60% of all major trauma in Scotland. We admit 1300-1500 new trauma cases per year via the MTC, in addition to general orthopaedic trauma.
We have vacancies for 5 post-CCT fellowships from August 2025. These fellowships can be for a period of 6 or 12 months. In addition to great clinical experience, we would expect our fellows to take a lead in research and present 2 research projects per 12 months with at least one being published. Fellows will be involved in both elective and trauma, including on-call. The current rota is full shift, occupied by 22 middle-grade staff and banded as 1A (50% Supplement). Each fellow's role will reflect their seniority and they will be expected to show excellent leadership & management skills.
The available subspecialty interests include:
Major Trauma Surgery

Limb reconstruction surgery
Complex Hip Surgery
Hip Preservation/ Young Adult Hip surgery
Complex Knee Surgery/ Revision Knee Arthroplasty
Upper Limb Surgery (with a focus on Shoulder & Elbow)

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

Major Trauma surgery

The Queen Elizabeth University Hospital is the designated Major Trauma Centre for the West of Scotland, providing MTC care for a population of 2.7 million. As such, the QEUH unit is regional centre for tertiary practices, including Limb Reconstruction, Pelvic & Acetabulum, Rib Fracture Fixation, and periarticular fractures. In addition to these tertiary centre practices, the unit has well-established and large volume Foot & Ankle, Upper Limb, and general trauma services.

Applicants are invited to apply for 6 or 12 month fellowships, starting August or February, with preference given to applications for 12 months. The focus of the fellowships can be mapped to the applicant's request.
Pelvic & Acetabular fellows will work primarily with the four Pelvic trauma surgeons: Miss. Sarah Gill, Mr. Michael Kelly, Mr. Luke Campton and Mr Andrew Marsh. The P&A team receive approximately 350 regional referrals and perform over 100 P&A fixations per annum.

The unit offers a Major Trauma fellowship, working alongside Miss. Sarah Gill. This fellowship focuses on trauma reception and resuscitation, and operative management of the polytraumatised patient, with a focus on P&A, Rib Fracture fixation, and Lower Limb (including periarticular) fracture fixation. The unit performs 25-30 rib fracture fixation cases per annum.
Fellows working in this service should develop an understanding of working as part of a Major Trauma Centre MDT, and will be expected to take a lead in the management of multiply injured patients. Research is encouraged with a mixed focus between clinical research and clinical governance and with a particular emphasis on patient safety and improved patient outcomes.
For informal discussions please contact Ms. Sarah Gill, consultant orthopaedic trauma surgeon at sarah.gill4@nhs.scot.

Royal College of Physicians & Surgeons of Glasgow Limb Reconstruction Fellowship

The QEUH is the regional referral centre for limb reconstruction. We care for patients with bone infection, deformity, non-union, malunion, sequelae of congenital deformity, leg length discrepancy and acute trauma. We apply in excess of 100

Ilizarov frames per annum. This service is provided in close cooperation with our colleagues from plastic surgery, microbiology and infectious diseases. Fellows working in this service will also gain a broad exposure to major trauma. The fellowship is associated with the RCPSG and fellows will have an active role within the College including, but not limited to, education and research.
For informal discussions please contact Mr. Bilal Jamal, consultant orthopaedic surgeon at bilal.jamal@nhs.scot

Hip surgery

We provide the full range of hip surgery with a large volume primary hip arthroplasty, complex primary hip arthroplasty, revision hip arthroplasty, hip arthroscopy and young adult hip surgery (see below). In addition to this, we offer unparalleled experience in metastatic tumour hip surgery and emergency hip surgery for prosthetic joint infection and peri-prosthetic fractures. We perform large volumes of revision hip replacements per annum and fixation of multiple peri-prosthetic hip fractures per annum. Research is encouraged and will be actively supported.
For informal discussions please contact Prof. Dominic Meek, consultant orthopaedic surgeon at dominic.meek@nhs.scot

Hip Preservation Surgery

The QEUH provides a high-volume hip preservation service, with 4 consultants providing hip arthroscopy and Periacetabular osteotomy surgeries. We maintain strong links with the paediatric service, ensuring safe transitional care for complex hip patients. Participation in audit and clinical governance is actively encouraged
For informal discussions, please contact Mr. Mark Jenkinson, consultant orthopaedic surgeon at mark.jenkinson2@nhs.scot.

Knee surgery

We provide the full range of knee surgery in our department with a large volume of knee arthroplasty (including complex primary, uni-compartmental and revision knee arthroplasty). We also provide sports knee surgery including soft tissue knee reconstruction, knee arthroscopy and realignment osteotomy. In addition to this, we offer experience in complex periarticular fracture fixation and multi-ligament knee reconstruction. We run regular specialist elective clinics and a large weekly acute knee injury clinic.

Participation in research is encouraged and will be actively supported.

For informal discussions please contact Mr. Brian Rooney, consultant orthopaedic surgeon at brian.rooney2@nhs.scot

Upper Limb Surgery

The QEUH offers a high-volume upper limb service, with 9 consultants providing a complete array of shoulder, elbow, wrist and hand expertise. The QEUH is also the

base for the Scottish National Brachial Plexus Injury service. Participation in audit, research and clinical governance is actively encouraged.
For informal discussions please contact Mr. David Martin, consultant orthopaedic surgeon at David.Martin@nhs.scot

This is a non-training post and is not recognised for training.

To practice medicine in the UK you need to hold both GMC registration and a licence to practice.

Candidates are reminded that clinical experience, including operative exposure, may be affected by the ongoing Corvid-19 global pandemic.

Brief Description of the Acute Services Division of NHS Greater Glasgow and Clyde

The Acute Division of NHS Greater Glasgow and Clyde is the largest group of adult acute hospitals in Scotland. We provide a wide range of services from community-based care through to the full range of general hospital services.

There is a significant amount of complex surgical work carried out, as we are home to a number of the country's tertiary and national services. Glasgow is also home to the world famous Beatson Oncology Centre.

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. Excellent facilities for students and their tutors are provided in the brand new, £15 million, state of the art, Wolfson Medical School, based at Glasgow University adjacent to the Western Infirmary site.

Employing more than 14,300 staff, we serve a core catchment population of 560,000. Our patients not only come from Greater Glasgow and Clyde but also, in some instances, from the whole of the West of Scotland and for our national services, from the whole of Scotland.

We have six hospitals north of the River Clyde, all with teaching responsibilities: Glasgow Royal Infirmary (including Princess Royal Maternity Hospital), Western Infirmary, Stobhill Hospital, Gartnavel General Hospital, Glasgow Dental Hospital and School, and Lightburn Hospital. South of the river are the Queen Elizabeth University Hospital and the Victoria Infirmary. The Royal Alexandra Hospital is in Paisley, the Inverclyde Royal Hospital is in Greenock and the Vale of Leven District General Hospital is situated in Alexandria.

With an annual budget of over one billion pounds this is a particularly exciting time to be joining NHS Greater Glasgow and Clyde. Over the next decade there is planned investment of more than £750 million, this is the largest single investment

programme in the history of NHS Scotland – giving NHS Greater Glasgow and Clyde hospital accommodation for 21st Century health care.

NHS Greater Glasgow and Clyde plans to develop a new pattern of Accident & Emergency Services for Glasgow that will see:

- Specialist Accident & Emergency and Orthopaedic teams sited 24 hours a day at two centres of excellence – Glasgow Royal Infirmary and Queen Elizabeth University Hospital;
- New rapid access for GP emergency referrals; and
- Five Minor Injury Units staffed by nurse practitioners under the guidance of Accident & Emergency Consultants at Glasgow Royal Infirmary, Gartnavel General Hospital, Queen Elizabeth University Hospital and at the Ambulatory Care Hospitals at Stobhill Hospital and the Victoria Infirmary.

As part of the Acute Services Review, it has been decided that orthopaedic inpatients services will be provided on two sites; at Glasgow Royal Infirmary and at the Queen Elizabeth University Hospital.

JOB DESCRIPTION, JOB PLAN &PERSON SPECIFICATION

Person Specification

Theme	Essential	How assessed	Desirable	How assessed
Qualifications	Registered (or eligible to be registered) with the GMC with a licence to practise Basic Medical Degree FRCS (T &O) or Equivalent	Application form	Distinctions, prizes, awards, scholarships, other degrees	Application form
Clinical experience	Completed Basic Surgical Training in posts approved by the surgical Royal Colleges or approved overseas	Application form/ Interview		

	equivalent Competence in pre-operative and post-operative management Previous experience in the management of trauma			
Research	Ability to critically assess published research and incorporate it into clinical practice where appropriate	Application form/Interview	Publications in Peer reviewed journals. Demonstrate an ability to set up & complete research project(s)	Application form
Continuous Professional Development	Evidence of participation in CME/CPD in the last 12 months	Application form/ Interview	Maintenance of a CPD diary or portfolio	Application form / interview
Management and Administration			Awareness of current issues in NHS	Interview
Clinical governance and audit	Committed to and understands the principles of clinical governance Evidence and participation or enthusiasm for audit Understands the principals of audit	Interview		I
	Understands the principles outlined in the GMC document Good Medical Practice	Interview		
	Understands the	Interview		

	requirements of Medical Appraisal and Revalidation			
Personal attributes	Demonstrates behaviour consistent with NHS GGC core values	Application form/interview	Initiative	Interview
	Good time management skills	Interview		
	Ability to work in a team	Interview		
	The applicant must demonstrate skills in listening, reading, writing and speaking the English language that enables effective communication about medical topics with patients and colleagues as set out in the GMC' good medical practice (2013).	Application form/ Interview		

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.