

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 NEUROSURGERY

Department: Neurosciences & Spinal Injuries / Neurosurgery

Location: Queen Elizabeth University Hospital

Type of contract: Fixed-term

Salary Grade: Clinical Fellow

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
Samih Hassan	Consultant Neurosurgeon	samih.hassan@nhs.scot
Mr Nigel Suttner	Consultant Neurosurgeon	Nigel.suttner@ggc.scot.nhs.uk

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

ABOUT THE POST

This post is designed to meet the needs for further training for those with, (but not essential), a recently-acquired FRCS SN (or equivalent) in neurosurgery. The appointments are for one year from as soon as possible and will be based in the Department of Neurosurgery, Institute of Neurological Sciences, Queen Elizabeth University Hospital, Glasgow. The spectrum of adult sub-specialties are practised within the department and there will be flexibility allowed in the choice of which interests the candidate pursues .

The successful candidates will also be expected to contribute to the general neurosurgical workload of the unit, including on-call duties at SpR level, training of juniors, and administrative duties.

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

INTRODUCTION

These are already established post assigned to meet the need for further training for those whom either have ideally acquired FRCS SN (or equivalent) in neurosurgery or looking to sit the FRCS exam in the near future. The

appointments are for one year from as soon as possible and will be based in the Department of Neurosurgery, Institute of Neurosciences (INS), Queen Elizabeth University Hospital (QEUH), Glasgow. The spectrum of adult and paediatric sub-specialties are practised within the department and there will be flexibly allowed in the choice of which interests the candidate pursues.

The appointee will also be expected to contribute to the general neurosurgical workload of the unit, including on-call duties at senior SpR level, training of juniors, and administrative duties.

There is a solid training atmosphere within the department and the unit has a good success rate of trainees passing the FRCS (SN). Most of our trainees go onto consultant positions within the UK or abroad. Training as well as research opportunities are available and encouraged in the department. The appointee will not practise independently, and the responsibility for individual patient management will always rest with the consultant concerned. However a degree of clinical freedom will be given to those appointees with suitable skills.

Specialty teaching is organised locally in the unit with weekly educational meetings and quarterly teaching sessions, including FRCS exam viva practice. Also regional teaching for registrars may be available to the fellow, this is tailored to the neurosurgical syllabus in preparation for the FRCS.

Research opportunities are available in the unit and will be supported. The new Imaging Centre for Excellence (ICE) building with a 7 tesla MRI is co-located adjacent to the INS. Additionally there is excellent ICP research coming from the BrainIT group from the University of Glasgow with team members based in the INS.

The Department of Neurosurgery in Glasgow is the largest in Scotland. It has the range of sub-specialties represented in neurosurgery, including national services for deep brain stimulation, spinal cord injuries, paediatrics and selective dorsal rhizotomy. We receive referrals predominately from the West of Scotland but also from the rest of the country. This post will therefore allow a good training experience and help build a solid foundation for a career as a consultant.

2 THE DEPARTMENT

Queen Elizabeth University Hospital

The QEUH is a 1,677-bed acute hospital located in in the South-West of Glasgow. The hospital is built on the site of the former Southern General Hospital and opened in 2015. The hospital comprises a newly built 1,109 bed adult hospital, a 256-bed children's hospital (Royal Hospital for Children) and two major Emergency Departments, one for adults and one for children, in addition to buildings retained from the former hospital. The retained buildings

include maternity services, the INS and the Langlands Unit for medicine of the elderly and rehabilitation. The facility is operated by NHS Greater Glasgow and Clyde which is the largest health board in the UK.

Services include Accident and Emergency, Major Trauma Centre, 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. 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 QEUH.

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 Institute of Neurological Sciences

The INS is based on the QEUH campus and provides Neurosurgical, Neurological, Clinical Neurophysiology, Neuroradiological and Neuropathology facilities for the West of Scotland and other regions of Scotland.

The INS is equipped with a Magnetic Resonance Imaging Suite, SPECT - Scanner, two Computerised Axial Tomography Scanners, and angiography facilities. The INS has ICU, HDU and outpatient facilities and also houses ENT and Oral & Maxillofacial Services. The new ICE is located within the INS and has a 7 Tesla MRI. This will allow an exciting research potential and will be actively encouraged in the department.

Spinal Injuries Unit

The QEUH National Spinal Injuries Unit for Scotland provides a spinal injuries service to the whole of Scotland. This is housed in a purpose-built facility also co-located in the INS. The department receives referrals from across Scotland and also allows excellent training exposure for spinal trauma and surgical management.

University Links

The QEUH has built a sound academic and research base over the years, and has an excellent teaching reputation with libraries and lecture suites with comprehensive audio/visual facilities on site. There are close links with the University of Glasgow's Faculty of Medicine including Professors within Neurosciences.

3. NATIONAL MANAGED SERVICE NETWORK

The Department of Neurosurgery in Glasgow is one of four Scottish Neurosurgical centres who are now part of a national managed service network (MSN). Formed in 2009, the MSN is an innovative model, the first of its kind in Scotland. Building on the fundamental principles of Managed Clinical Networks and extending these across the whole service, it aims to ensure that neurosurgical services in Scotland are equitable and consistent in terms of access and quality. The MSN is responsible for ensuring a national approach to the development of services, for the development, implementation and assessment of nationally agreed service standards and care pathways, and for the promotion of nationally coordinated research and development. Good quality, consistent data are fundamental to progress in these areas.

The MSN offers enormous opportunity for the pursuit of specialist interest(s) within the Scotland-wide context provided by the Network. In addition to taking a full share of the general neurosurgical workload in Glasgow and developing and strengthening services locally, the post holder will be encouraged to take an active role in working within the MSN to develop specialist services within a national perspective.

The MSN structure is headed by a Network Board and supported by an operational management group which is chaired by the national Clinical Director, Ms Jennifer Brown, Consultant Neurosurgeon, QEUH, Glasgow.

4. WORK OF THE DEPARTMENT

The Department of Neurosurgery is situated within the main block of the INS at the QEUH. The Unit supplies a regional service to a population of almost 3 million, mainly from the West of Scotland (NHS Greater Glasgow and Clyde, NHS Ayrshire & Arran, NHS Lanarkshire, NHS Highland and NHS Western Isles), although some patients are referred from other areas of Scotland or England for sub-specialty care. This includes both adult and paediatric referrals.

Neurosurgery is part of the Regional Services Directorate for NHS Greater Glasgow and Clyde. Dr David Dodds is Associate Medical Director for the Directorate, Ms Susan Groom is Director and Ms Cathy McLean is General Manager for Neurosciences, Oral & Maxillofacial Services and Spinal Injuries. Each Department within Neurosciences, OMFS and Spinal Injuries has a management-appointed Lead Clinician.

The department has close links with the Departments of Neurology, Neuropathology, Neuro-anaesthesia, Neuroradiology, Maxillofacial Surgery, Neuropsychology and Clinical Physics, with Paediatric services at the Royal Hospital for Children and with the Oncology Services at the Beatson Cancer Centre. The department also has visiting specialists from Neuro-ophthalmology and Neuro-otology.

The Neurosurgical Department works on a team system with three clinical adult teams and one paediatric team. Consultants are involved in undergraduate and postgraduate teaching, and are usually offered an honorary position by the University of Glasgow. There is a long history of successful clinical research and all consultants and junior staff are encouraged to participate. There are opportunities through the University Department of Clinical Neurosciences to carry out basic research.

There are 69 adult neurosurgical beds and a suite of three neurosurgical theatres located next to the two maxillofacial theatres. In addition, there is a six-bedded ITU and a four-bedded HDU shared with the other specialties within the Division. The Neurosurgical teams are based around the three adult wards. There are 10 specialist trainees at ST3 or above in addition to this post, as well as 10 further junior trainees at FY2/ST1-2/ Junior Clinical Fellow grades who rotate between the teams. Routine emergency and elective work within the Unit is sub-divided approximately equally between teams but within this framework the development of special interests is established and encouraged.

The post offers excellent opportunities for modern neurosurgical practice. There is close collaboration with Interventional Radiologists, Maxillofacial Surgeons, and Neuro-otologists. The National Spinal Injuries Unit is located in an adjoining building to the INS, and there is a close working relationship between the two units.

3 ENTRY REQUIREMENTS

The Trainee will be appointed by a Committee comprising representatives of the Department of Neurosurgery, QEUH, Regional Services Directorate.

. It is expected that the successful candidate will already be competent to manage most common neurosurgical conditions, both urgent and elective. The appointee will require excellent communication skills in English, good leadership qualities, and the confidence to work in a robust clinical atmosphere.

4 DUTIES OF THE POST

The duties will be those of an experienced senior trainee and include the overall management of patients in the ward, theatre and clinic under the supervision of neurosurgical consultants. The post holder will be expected to help and supervise the more junior trainees. The level of responsibility allowed in patient management and operating will be related to the individual's level of experience, but is expected to be close to that of a recently-appointed consultant.

Every effort will be made to facilitate further training in the sub-specialist area(s) of the candidate's choice. On-call support is available 24/7 from both an adult and a paediatric consultant neurosurgeon.

Administration

The trainee will be expected, when appropriate, to participate in the day to day running of the department by undertaking administrative activities such as organisation of some postgraduate training or meetings, patient reports and letters. The SCF may be required to attend the weekly or fortnightly Neurosurgical Divisional Meetings as the junior staff representative. If so, he/she will be primarily responsible for supervising and co-ordinating the junior staff leave and on-call requirements.

The development of other administrative or management skills will be encouraged as appropriate.

Communication

This will include discussion with neurosurgical consultants regarding clinical problems, communication with General Practitioners, liaison with other specialists, and interaction with other agencies such as the Procurator Fiscal, police etc.

Teaching

The SCF will be expected to take part in departmental teaching for junior staff, undergraduates, nursing staff, etc.

5 HOURS OF WORK AND PAY

The post is subject to the EWTD. The post-holder will be part of an 16-person, 2 resident on call rota design. The standard day duty commences at 08.30 and finished at 17:00; the long day shift commences at 08:30 and finishes at 21:00, and the evening duty commences at 20:30 and finishes at 09:30. There will be a half-hour handover every morning and evening. Annual leaves and study leaves are covered prospectively.

6 EDUCATION

Continuing Education

The Trainee will be expected to participate in educational activities on a local and national basis.

Within the INS, Wednesday mornings are set aside as an academic morning with a programme of meetings, lectures and clinical or clinico-pathological case presentations. There is a monthly meeting to audit deaths which have occurred within the unit and there is a weekly neuro-oncology MDT meeting.

During the Academic year, there are weekly clinical meetings for the whole hospital.

7 LEAVE

There will be an annual leave entitlement based on the point of the scale a person is appointed to, therefore point 1/2 equates to 28 days plus 8 public holiday and point 3 and above equates to 33 days plus 8 days public holiday. However the SCF will not be permitted to take more than three weeks leave in the first six months of the post. The procedure and rules governing annual leave requests will be the same as for hospital consultants. Leaves will also have to be co-ordinated with the shift.

Study leave is discretionary for the SCF, but approval will be given where appropriate and consistent with the needs of the service.

8 VISITS TO THE DEPARTMENT

Applicants are strongly encouraged to visit the department prior to interview to discuss their training requirements and all other aspects of the post.

In the first instance contact:

Mr. Nigel Suttner, Consultant Neurosurgeon, nigel.suttner@ggc.scot.nhs.uk, 0141 201 2108.

Mr Samih Hassan on Samih.Hassan@nhs.scot

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.