

MEDICAL and DENTAL CANDIDATE INFORMATION PACK

Care & Compassion	Dignity & Respect	Openness, Honesty & Responsibility	Quality & Teamwork
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Thank you for your interest in applying to [NHS Greater Glasgow and Clyde](#)!

Please read this guidance carefully before you begin your application

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Job Title: Consultant Immunologist

Department: Laboratory Medicine

Location: Queen Elizabeth University Hospital

Type of contract: Permanent

Salary Grade: Consultant

Working Hours: Fulltime

Interview Date: To be confirmed or available on the Advert text

For the **Terms and Conditions of Service:** please refer to the **Supporting information (Medical and Dental)** document

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish to visit the department/hospital(s) concerned. Details of Arrangements for Applicants to Visit the Department/Hospital(s) or to discuss the post(s). In the first instance, please contact:

Name	Job title	Email	Telephone
Dr Moira Thomas	Consultant Immunologist	moira.thomas@nhs.scot	0141 451 6091

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

ABOUT THE POST

Applications are invited for the replacement post of Consultant Immunologist in the Department of Immunology based at Queen Elizabeth University Hospital in Glasgow.

This is an exciting opportunity to join the Immunology Department and contribute to the provision of clinical & laboratory services for adults with primary immunodeficiencies, allergic & other immunological disorders in the West of Scotland. The clinical services are focused on adults with immune deficiency and allergy and include clinics, day ward sessions, home therapy programme and joint transition clinics held with the Paediatric Immunologists. The Immunology laboratory service provides a comprehensive service for immune deficiency, allergy, autoimmunity, immunochemistry & neuroimmunology.

We are looking for an enthusiastic applicant with both MRCP and FRCPath (Immunology) or equivalent, with full GMC registration, a licence to practice and eligible for inclusion in the GMC Specialist Register. Applicants within 6 months of completion of CCT and/or FRCPath (Immunology) at time of interview are encouraged to apply. Those trained in the UK should have evidence of higher specialist training in Allergy & Immunology leading to CCT or eligibility for specialist registration (CESR) or be within 6 months of entry from the date of interview. Non-UK applicants must demonstrate equivalent training.

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

Queen Elizabeth University Hospital, NHS Greater Glasgow & Clyde

NHS Greater Glasgow and Clyde is the UK's largest provider of NHS health care in Acute, Primary and Community Health, Mental Health, Addiction and Homelessness Services. We serve a population of 1.2 million covering 8 local authority areas which include the City of Glasgow as well as incorporating both urban and rural areas from East Dunbartonshire to Inverclyde. Regional services hosted by NHS Greater Glasgow & Clyde serve the wider West of Scotland population of around 2 million.

The Queen Elizabeth University Hospital (QEUH) is a purpose built hospital that opened its doors in May 2015. The hospital has 1109 beds and provides medical care to a population of around 700,000 people in west and south Glasgow. The hospital provides the full range of medical and surgical services and many tertiary specialties including neurology, ENT and renal medicine.

The presence of all the major specialities and the opportunities that this provides makes the QEUH an exciting and stimulating environment in which to work. As examples, Respiratory Medicine hosts cystic fibrosis and pulmonary hypertension tertiary care teams, Gastroenterology has inflammatory bowel disease and hepatology subspecialty teams, the Infectious Diseases unit is a regional service for tropical diseases and has a major HIV service, Rheumatology has a Professorial Unit with major interests in inflammatory arthritides and connective tissue disease, and the diabetes and endocrine unit provide all aspects of subspecialty care in diabetes, as well as providing regional diagnostics, genetics, cancer and neurosurgical endocrine services. The QEUH also has one of largest critical care areas in the UK, with CCU, ITU and medical HDU areas.

In addition to the Queen Elizabeth University Hospital, there are two other hub teaching hospitals (Glasgow Royal Infirmary and the Royal Alexandra Hospital), the Royal Hospital for Children, three additional hospital sites and two Ambulatory care and Diagnostic Hospitals (ACHs). The Beatson Cancer Centre serves the West of Scotland population (approximately 2.8 million). Gartnavel General Hospital hold the outpatient and day case clinical immunology facility.

NHS Greater Glasgow & Clyde Acute Services Division

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

- Emergency Care and Medical Services

- Surgery and Anaesthetics
- Rehabilitation and Assessment
- Diagnostics
- Regional Services
- Women's and Children's Services
- Oral Health
- Clyde
- Facilities

The Clinical Immunology service sits within the Emergency Care & Medical Services Directorate. The Clinical Service Manager is Ms Sharon Parrott. Chief of Medicine is Mr Wesley Stuart and the Clinical Director is Dr Neil McGuchan.

The Immunology & Neuroimmunology Laboratory service sits within the Diagnostics Directorate which has responsibility for all Laboratory services, Clinical Physics, Medical Photography and Diagnostic Imaging. The Laboratory Medicine division of the Diagnostics Directorate has responsibility for laboratory services which are co-ordinated on a city wide basis. These include the Biochemistry and Immunology, Histocompatibility & Immunogenetics, Haematology, Microbiology, Virology, Pathology and Genetics Laboratories. The Director of the Diagnostics Directorate is Mr Rob Gardiner, the Clinical Services Manager for Laboratories is Mrs Laura-Jane Scott and the Clinical Director for Laboratories is Dr Fiona Roberts.

Immunology Service - General Information

The Immunology Department provides both clinical and laboratory services for the West of Scotland and beyond. The Immunology & Neuroimmunology Laboratory is based in a new purpose-built building at the Queen Elizabeth University Hospital and the service is managed within the Diagnostics Directorate. The Clinical Immunology service is focused on Primary Immunodeficiency and delivered through outpatient clinics, day ward facilities and a home therapy programme based at Gartnavel General Hospital. Allergy services are delivered through the Severe Allergy & Anaphylaxis Service directed by Dr Malcolm Shepherd based at the Gartnavel General Hospital. The adult clinical services are managed through the Emergency Care & Medical Services Directorate. There are close links with the Paediatric Primary Immunodeficiency and Allergy services are provide at the Royal Hospital for Children which is also located on QEUH campus.

Clinical Immunology Services

The clinical services include clinical consultation on investigation and management of immunological diseases, inpatient consultation and referral, outpatient clinics primarily for suspected or proven immunodeficiency in adults from the West of Scotland (population of around 2.9 million). The service is based at Gartnavel General Hospital with dedicated outpatient clinics and day ward sessions and

includes hospital and home based immunoglobulin replacement therapy programmes. There are no dedicated immunology inpatient beds; instead patients are admitted under the care of the appropriate specialty and admitting consultant with input as required from the immunology team. There are currently ~380 adults with primary immunodeficiency of whom ~150 are receiving immunoglobulin replacement therapy (~130 on home therapy) and ~40 adults with C1 inhibitor deficiency. There are close links with related specialties e.g. Infectious Diseases, Respiratory Medicine, Haematology and Rheumatology. There are also close links with the Paediatric Immunology Service based at the Royal Hospital for Children with joint monthly Paediatric Immunodeficiency clinics and transition arrangements. In addition there are close links with the other Immunology centres in Scotland e.g. through the Scottish Clinical Immunology Group, Scottish Paediatric & Adolescent Infection & Immunology Network, Scottish Paediatric Allergy Group.

Severe Allergy & Anaphylaxis Service.

The Anaphylaxis Service provides allergy services for adults from the West of Scotland (population of around 2.9 million), is based at the Gartnavel General Hospital, Glasgow and is directed by Dr Malcolm Shepherd. This service is primarily outpatient based and focussed on anaphylaxis, food, venom and latex allergy. Specialist drug/anaesthetic allergy clinics are also run and there is also a limited immunotherapy service. The service is supported by other Medical staff, Nurse Specialist and a Specialist Dietician. It is planned that the new appointee will contribute to the Allergy & Anaphylaxis service by undertaking allergy clinics (general and/or special interest).

Immunology & Neuroimmunology Laboratory

The combined Immunology & Neuroimmunology laboratory service provides a full range of laboratory tests for the investigation, diagnosis and monitoring of allergic, autoimmune and immunodeficiency diseases.

The laboratory is well equipped, with a Phadia 2500, Phadia 250, Sebia capillary electrophoresis, 2x Sebia Hydrasys, DS2 ELISA system, Binding Site Optilite, 2x QuantaLyser 3000 automated IIF slide processors, Euroimmun Sprinter automated IIF slide processor, immunofluorescence microscopy dark room, Euroimmun Blotmaster and 2x BD FACS Lyric flow cytometers (one with integrated BD FACS Duet sample processor). Laboratory specimen management, including results reporting, is served by the Telepath Pathology Management system.

The Immunology & Neuroimmunology laboratory participates in all relevant UK NEQAS schemes and is ISO 15189 UKAS accredited.

The Job Itself

Job summary

This is a whole time or maximum part-time Consultant post in the Immunology Service, Glasgow Laboratory Medicine. If the successful candidate elects to undertake a maximum part-time contract, he/she will be required to devote substantially the whole of his/her time to the duties of the post. The current 'base' is within the Immunology & Neuroimmunology Laboratory at Queen Elizabeth University Hospital and outpatients is based in Garntavel General Hospital. The current consultant is retiring and a new consultant is starting Q3 2025 so this would be a second consultant post to add to the existing service.

Essentially, the duties of the post holder will be to contribute to the delivery of all aspects of the Immunology & Anaphylaxis services. This will include direct outpatient and day ward clinical care, provision of consultant medical cover, clinical liaison, and some laboratory duties. It is expected that the post-holder will contribute to the rota of consultant medical and senior clinical scientists covering the limited out of hours (weekend mornings only) laboratory service which supports the cardiac transplant service. It is also expected that the post-holder will take on teaching and training commitments and service development commitments which will be recognised in the job plan as these commitments develop.

A model job plan is shown in Appendix 1. The job plan will be agreed between the appointee and is subject to annual review. The consultant will be expected to participate in audit, continuing medical education (CPD) and participate in appraisal and revalidation. Appraisal and revalidation is undertaken in accordance with the General Medical Council regulations and organisational policy; the Scottish Online Appraisal Resource is used to support the appraisal process. The contractual entitlement to funded study leave will be honoured. There is no allocated time for formal research in the job description, however, it may be possible to identify time during job planning for individuals.

The post holder will be managerially accountable to the General Manager via the management structure (illustrated in Appendix 2), and will be expected to participate in the management process.

Qualifications and Experience

Applicants should have full GMC registration, a licence to practice and be eligible for inclusion in the GMC Specialist Register. Those trained in the UK should have evidence of higher specialist training in Immunology leading to CCT or eligibility for specialist registration (CESR) or be within 6 months of entry from the date of interview. Non-UK applicants must demonstrate equivalent training. Further details of essential and desirable qualifications and experience are provided in Appendix 3.

Terms and Conditions of Service

The post is covered by the Terms and Conditions of Service for Hospital Medical and Dental Staff (Scotland), and by the General Whitley Council Conditions of Service, which apply to consultant staff. Further details are provided in Appendix 4.

Valuing our Staff

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

We Offer:

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

Conditions of Appointment

For all new entrants to the NHS Greater Glasgow a medical screening examination will be required prior to confirmation of the appointment.

Date When the Post is Vacant

Current vacancy

Appendix 1: Model Job Plan

This job plan is indicative only and may be modified after discussion with the successful candidate.

Name: Specialty: Immunology
Principal Place of Work: QEUH

This job plan is negotiable and will be agreed between the successful applicant and the Clinical Director. NHS Greater Glasgow & Clyde initially allocates all full time consultants 10 PAs made up of 9 PAs in Direct Clinical Care (DCC) and one core Supporting Professional Activities (SPA) for CPD, audit, clinical governance, appraisal, revalidation, job planning, internal routine communication and management meetings. The precise allocation of SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

Once the candidate has been appointed more SPA time may be agreed for activities such as undergraduate and postgraduate medical training which takes place outside direct clinical care, as well as research and/or management. These activities must be specifically and clearly identified and be agreed with the candidate and desired by the board.

JOB DESCRIPTION, JOB PLAN & PERSON SPECIFICATION

Qualifications and Experience required

Criterion	Essential	Desirable
Qualifications	MB ChB or equivalent MRCP or equivalent FRCPATH (Immunology) or equivalent (or within 6 months at time of interview)	
Registration	Full registration with GMC and a licence to practise. CCT Immunology (or within 6 months at time of interview)	

Teaching Experience		Experience in undergraduate and postgraduate teaching
Particular Requirements and/or Areas of Special Interest	Expertise in management of primary immune deficiency, allergy and laboratory immunology.	
Audit & Research	Experience of audit	Experience of research
Other attributes	Ability to work as a team member Excellent communication skills	

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.