

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: CLINICAL FELLOW IN MEDICAL MICROBIOLOGY

Department: Microbiology

**Location: Queen Elizabeth University Hospital/ GLASGOW ROYAL
INFIRMARY**

Type of contract: Fixed-term

Salary Grade: Clinical Fellow

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
Abhijit Bal	Consultant Microbiologist & Head of Service	abhijit.bal3@nhs.scot	07447050994

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

ABOUT THE POST

Applications are welcomed from suitably qualified candidates for the above post based at the Queen Elizabeth University Hospital and Glasgow Royal Infirmary. These posts are suitable for enthusiastic individuals who would like to gain more experience in the diagnosis and management of infection. The post would be ideal for those considering a career as an Infection Specialist, as well as offering experience which will be applicable to primary care and a variety of medical and surgical specialties in the future. This 12 month post is available from August 2025.

The successful candidate will join a supportive team of Microbiologists and Biomedical Scientists working in two of the largest diagnostic Microbiology Laboratories in Scotland. GGC Microbiology offers diagnostic, clinical advisory and infection control services across NHS Greater Glasgow and Clyde.

Both QEUH and GRI Microbiology laboratories contain state of the art facilities, with emphasis on developing rapid diagnostic techniques to optimise patient management and facilitate early discharge.

Applicants must have full registration with the General Medical Council.

The post does not have educational approval and will not be recognised for training. However, successful candidates may attend regional and national infection training sessions and there will be opportunity for both laboratory and clinical research projects. Candidates will be assigned an Educational Supervisor and annual appraisal will need to be completed. Previous candidates have successfully been appointed to training programmes in the infection specialties as well as medical and surgical training posts after completion of the Clinical Fellow roles.

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

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

Acute Services Division

NHS Greater Glasgow and Clyde is the Largest NHS Employer in the UK and in partnership with 8 local authorities, is responsible for the health needs of a population of 1.2 million, almost a quarter of the entire Scottish population. The Acute Services Division is split into nine Directorates across 18 sites with a workforce of 27,500 and an annual budget of £1.2 billion. The geographical area covered is diverse; it covers the major city of Glasgow, large and small towns, villages and some rural areas. We have significant challenges ahead as we deliver the objectives set out in Better Health Better Care and we seek to ensure that we have the right people for the right posts.

The Acute Services Division is the largest group of adult acute hospitals in Scotland. This allows individuals a wide range of opportunities for professional development whether in community-based care or general and specialty hospital services.

The investment in Acute hospital services in Glasgow in the last ten years has been considerable with two new Ambulatory Care Hospitals opened in 2009. Redevelopment of acute hospital estates has taken place to facilitate the centralisation of key specialties and integration of hospital sites in recent years. The Beatson West of Scotland Cancer Care Centre is a good example of the high standard of hospital development since transferring from the Western Infirmary to Gartnavel General in 2008.

Microbiology

The Diagnostic Clinical Microbiology/Virology Service for NHS Greater Glasgow and Clyde is delivered from two sites: Glasgow Royal Infirmary (GRI) and Queen Elizabeth University Hospital (QEUH).

The laboratories provide a full and comprehensive Microbiology / Virology service to the population of Greater Glasgow & Clyde, hospital based users e.g. medical, nursing, estates, pharmacy and other department staff, users in Primary Care and General Practice; customers in the private sector, and to colleagues in university and other teaching establishments.

- A comprehensive service is provided to diagnose infection in patients employing many highly complex and highly specialised methods.

Microscopic films, bacterial cultures and test results are analysed and reported and staff and clinicians use those results to treat infectious disease in patients.

- The diagnostic work includes examination of cerebrospinal fluid, tissue, prosthetic devices, heart valves and other unique non-reproducible samples together with peritoneal dialysis fluid, urine, faeces, sputum, tracheal and bronchial aspirates, blood/serum, pus and other diverse secretions for a range of bacteria responsible for causing infections such as Healthcare Associated Infection (e.g. MRSA, C difficile), infections caused by Salmonella or E coli 0157, Enteric Fever, Septicaemia, Tuberculosis, Endocarditis and other less life threatening conditions, and in patients who may be neutropenic and immune-compromised.
- A substantial number of specimens contain highly pathogenic and dangerous microbes whether bacterial, viral, fungal or parasitic, which the department is not always aware of on receipt at the laboratory. They include Hazard Group 3 pathogens such as mycobacteria, viruses that cause HIV/AIDS and Hepatitis, etc. requiring specially controlled safety environments. The post holder is required to take this into account.
- Many of the tests employed use expensive and highly complex analysers such as WASPLab, BacT/Alert, MGIT, Vitek 2 and Vitek MS, all of which are interfaced with the Laboratory Information Management System Telepath.
- The GRI and QEUH laboratories are UKAS ISO 15189 accredited under a single UKAS reference number and single Quality Management system. The policies and procedures including SOP's has been standardised on both sites.
- GRI Microbiology contains a centralised Environmental Laboratory for air and water testing and is UKAS ISO 17025 accredited for Legionella testing in water. Mycology testing for specimens and identification of fungal isolates is also centralised at GRI. QEUH Microbiology has centralised testing for MSSA screening and Helicobacter Faecal Antigen testing.

Description of the department

The Consultants in post and their base hospital are listed in the table below.

Consultant	Principal Sites
Dr Abhijit Bal	Queen Elizabeth University Hospital
Dr Michael Murphy	Glasgow Royal Infirmary
Dr Linda Bagrade	Glasgow Royal Infirmary
Dr Laura Cottom	Glasgow Royal Infirmary
Dr Ashutosh Deshpande	Queen Elizabeth University Hospital

Dr Leonard Farrugia	Glasgow Royal Infirmary
Dr Jenna Gillies	Glasgow Royal Infirmary
Dr Saranaz Jamdar	Queen Elizabeth University Hospital
Dr Chloe Keane	Queen Elizabeth University Hospital
Dr Kamaljit Khalsa	Queen Elizabeth University Hospital
Dr Nitish Khanna	Queen Elizabeth University Hospital
Dr Aleks Marek	Glasgow Royal Infirmary
Dr Mairi Macleod	Glasgow Royal Infirmary
Dr Christine Peters	Queen Elizabeth University Hospital
Dr Padmaja Polubothu	Glasgow Royal Infirmary
Dr James Shepherd	Glasgow Royal Infirmary
Dr Kalliopi Valyraki	Queen Elizabeth University Hospital
Dr Pauline Wright	Glasgow Royal Infirmary

General description of the post

Alongside consultants and specialty trainees you will provide clinical infection, antimicrobial stewardship and infection control advice to medical and surgical teams as well as GPs. QEUH and GRI laboratories together provide an infection service to more than 4000 inpatient beds generating 70-100 referrals per day. There are daily microbiology ward rounds in critical care, high dependency, neurosurgical ITU, neonatal ICU and paediatric haemato-oncology. In addition, the microbiology department is hoping to extend its clinical liaison service. The post will be split 6 months on each site so you will have the opportunity to gain insight into different specialist units.

Approximately 20 new positive blood cultures are communicated to clinical teams on a daily basis on each site. Advice is given on clinical management and infection control. You will participate in daily handover meetings, report validation and answer technical staff queries.

This post will involve regular communication with a variety of clinical teams, reference laboratories, public health department and infection control team.

In the era of increasing antibiotic resistance this post will provide invaluable knowledge and experience in antibiotic prescribing and infection management to continue in this field or any other medical or surgical specialty.

Teaching

The successful candidate may participate in the provision of undergraduate and postgraduate teaching. Regular participation in the departmental audit and clinical governance sessions will be expected.

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.