

Delivering care through collaboration

NHS Golden Jubilee

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www.nhsgoldenjubilee.co.uk



Chair: Susan Douglas-Scott CBE

Chief Executive: Gordon James

Recruitment line: 0800 0283 666

Dear Candidate,

POST: Clinical Fellows in Lower Limb Arthroplasty

HOURS: 40 hours per week

BAND: Clinical Fellow

SALARY: £45,504 - £71,550 per annum

CLOSING DATE: 9th June 2025

NHS Golden Jubilee welcomes your enquiry in connection with the above post. Please find enclosed an information pack.

Should you wish to submit an application for the above post, please ensure you do so in advance of the closing date. Late applications will not be forwarded for shortlisting.

When providing referees on the application form, please be aware that we require a minimum of two references to cover at least **three years** of previous employment/training history. If there is insufficient space on the application form to list all of your referees, please provide on an additional page. Where possible, please provide us with e-mail addresses for contact. Additionally, you should note that as part of the pre-employment checks a PVG or Disclosure Scotland check will be completed. **It is an offence for barred individuals to apply for regulated work.**

Should you contact the recruitment team to discuss any queries regarding your application it is advisable that you retain the job reference number as you will be asked to quote this when you call.

In the meantime, I wish you success with your application and should you require any further information please do not hesitate to contact the recruitment team on the contact telephone number shown above.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'G Swinyard', written over a light blue horizontal line.

Gabriella Swinyard
Senior Recruitment Advisor

NHS Golden Jubilee

General Information for Candidates

- This information package has been compiled to provide prospective candidates with details of the post and background information about NHS Golden Jubilee.
- The contents of this package are as follows:
 - Job Description/Person Specification
- The Equal Opportunities Monitoring form which you will be requested to complete via our electronic application system is required for monitoring purposes only and will not be made available to the interview panel during any part of the recruitment process.
- NHS Golden Jubilee operates a No Smoking Policy on all Premises and Grounds and in shared vehicles.
- All offers of employment will be subject to the receipt of two years' satisfactory References, Occupational Health screening and Disclosure Scotland clearance. Please note that it is an offence for barred individuals to apply for regulated work.
- Please submit your completed application through the Jobtrain Recruitment System.
- The shortlisting process will take place shortly after the closing date.
- As a Disability Confident Leader we recognise the contribution that 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 the minimum criteria expressed in the person specification will be guaranteed an interview.
- We are committed to ensuring our recruitment process is inclusive and accessible to all. If you have a disability or long-term health condition (for example: dyslexia, anxiety, autism, a mobility condition or sensory impairment) and need us to make any adjustments, changes or do anything differently during the recruitment process, please let us know by contacting our recruitment team at the earliest opportunity.

Email us at recruitment@gjnh.scot.nhs.uk

How we can help you

Below are some examples of how we can support potential new employees through the recruitment and interview process:

- Where a post closes earlier than the originally published deadline, granting an extension for application submission up to the normal application deadline.
- Holding interviews specific to individual circumstances, e.g. arranging alternative formats and locations for interview where appropriate – such as via a video call.
- We can offer a named contact person for reasonable adjustments and a dedicated email contact.

If you would like to discuss accessibility adaptations for the recruitment application process and interview we are happy to discuss what support you require.

Please note: requests should be made at the earliest opportunity to ensure tailored support can be provided.

- The organisation has introduced a set of shared values. These values will be measured during our Values Based Competency Interview. Our values are:
 - Valuing dignity and respect
 - A “can do” attitude
 - Leading commitment to quality
 - Understanding our responsibilities
 - Effectively working together

Person Specification

Listed below are the key requirements needed to perform this job, candidates will be assessed against these criteria throughout the selection process. NB – Any criteria in the “Essential” box must apply to all candidates. You must stipulate at which stage of the selection criteria will be assessed, i.e. Application Form (AF) or Selection Process (SP)

Candidates who do not demonstrate in their application that they meet all of the Essential Criteria highlighted as being assessed at AF stage will not be shortlisted so please ensure your application clearly indicates that you meet all of the relevant criteria.

	Essential Criteria		Desirable Criteria	
	Criteria	AF / SP	Criteria	AF / SP
Qualifications	<ul style="list-style-type: none"> • MBCHB or equivalent • MRCS or equivalent 	AF AF	<ul style="list-style-type: none"> • FRCS or equivalent in Orthopaedics 	AF
Experience	<ul style="list-style-type: none"> • Orthopaedic training interest in lower limb arthroplasty/ Foot and Ankle. 	AF	<ul style="list-style-type: none"> • Completed orthopaedic specialty training 	AF
Skills and Knowledge	<ul style="list-style-type: none"> • Excellent knowledge of written and spoken English • (IELTS/OET valid score where applicable) 	AF AF		
Personal Attributes	<ul style="list-style-type: none"> • Evidence of completed research projects • Excellent communication skills 	AF AF		
Other Requirements				

Job Description

1. JOB IDENTIFICATION

Job Title: CLINICAL FELLOW (Lower Limb Arthroplasty)

Department(s): Orthopaedics

No of Job Holders: 8 (3rd February 2026 start, 5th August 2026 start)

2. JOB PURPOSE

These posts will form part of the orthopaedic team responsible for the in-patient and outpatient care of patients in the Orthopaedic Department. These posts are available for a period of six months in the first instance with a further six month's extension potentially available.

3. ORGANISATIONAL POSITION

The post holders will be responsible clinically to the Clinical Director for Orthopaedics.

4. SCOPE AND RANGE

The Golden Jubilee University National Hospital is situated in extensive grounds on the banks of the River Clyde, in Clydebank, with excellent national communication links. By car, Glasgow International Airport is only 15 minutes away with Glasgow City Centre less than half an hour's drive. Glasgow City Centre has internationally renowned shopping with many excellent restaurants and cafes. Scotland's historic capital, Edinburgh is only 90 minutes away and Loch Lomond, one of the world's true scenic destinations and the gateway to the Highlands and Islands of Scotland is only a short drive away. The hospital is linked in the same site to the Beardmore four-star hotel, which offers special rates for patients and relatives.

The orthopaedic department consist of 24 orthopaedic consultants including 1 NHS Locum Appointment (21 lower limb arthroplasty, 2 foot & ankle, 1 hand & wrist). Seven laminar flow theatres are available for major joint surgery from Monday to Friday, with 2 laminar flow theatres available routinely on a Saturday. There is an additional non-laminar flow theatre for foot & ankle, hand & wrist and soft tissue knee surgery.

The department has access to 71 dedicated elective orthopaedic beds. Each patient occupies a single room. Rehabilitation and radiological services are easily accessible. There is a separate day-case facility.

Currently, the department undertakes approximately 4000 hip and knee replacements (primary and revision) and over 600 foot and ankle procedures (including a high volume of total ankle replacements and minimally invasive foot surgery) and 700 other elective orthopaedic procedures (ACL reconstructions, arthroscopies and hand surgeries) per year. A significant number of primary total knee and hip operations are carried out with computer navigation including robotics. A novel enhanced recovery program (the Caledonian technique) has led to a significant reduction in hospital stay and 40% of patients are currently mobilised on the day of surgery. The department is actively involved in research projects and evaluation of new products and has unique challenges because of the referral patterns and its geographic situation, as many of the patients are from out with the region. This is a very exciting time to join the Golden Jubilee as we expand as part of the national Elective Centre's programme for 'in demand' specialties, and arthroplasty is one of the services that has benefited from a new build project at the Golden Jubilee, with construction of the expansion in its closing stages.

5. MAIN DUTIES/RESPONSIBILITIES

The Typical weekly timetable for the Clinical fellows is outlined below, days of the week :

Per week	2 x all day theatre lists
	1 x all day pre op clinic
	0.5 day administration
	0.5 day review clinic
	1 x flexible clinical day – theatre or clinic
Saturdays	Saturday theatres ad hoc – paid in addition to basic salary
There may be the opportunity to participate in a 1 in ~10 weekend on call rota, which attracts an appropriate banding supplement.	

The main responsibilities of the post are mainly, but not exclusively:

Clinical

The successful candidate will take part in two to three all day theatre sessions per week. The orthopaedic Consultants perform four major joint replacements per list or equivalent and there will be ample opportunity for an enthusiastic candidate to actively participate in the operation. Operative involvement will depend on the candidate's personal experience. The successful candidate will also participate in two to three clinics (new patients and follow-up) per week.

Training

Depending on the previous experience of the successful candidate(s), there will be opportunities for training in all aspects in lower limb arthroplasty and also exposure to soft tissue knee surgery, foot surgery and some hand surgery.

Research

The department has an active research program and links with both Strathclyde and Glasgow Universities with a dedicated research coordinator.

The post holder will be encouraged and supported to develop an individual research project consistent with the existing interests of the department. The post holder will also be expected to participate in ongoing audit and research activities within the Orthopaedic department.

Teaching

Undergraduates attend throughout their training and the post holder may be involved in supervision of students and bed-side teaching.

Administration

The administrative duties include the supervision and counselling of junior staff and planning the organisation of in-patient and out-patient services (discharge letters, outpatient clinic dications).

Education

There is a CME day held once per month in the Orthopaedic Unit.

There is a well-stocked library within the Golden Jubilee University National Hospital.

Hospital. Internet access and access to e-learning materials is available to the postholder in accordance with local policies.

6. SYSTEMS AND EQUIPMENT

Familiarity with hospital IT systems.

Ability to make presentations at departmental meetings – Microsoft PowerPoint.

7. DECISIONS AND JUDGEMENTS

Independent decision making to the level of experience is encouraged. Fellows will be supervised and supported by the Consultant staff at all times.

7. COMMUNICATIONS AND RELATIONSHIPS

The post-holder will be expected to maintain a high level of communication with all grades of medical and allied staff. The Orthopaedic Department is proud of the multidisciplinary team approach and fellows will be expected to integrate and carry the philosophy of the department.

9. PHYSICAL DEMANDS OF THE JOB

Theatre days start at 0800 and finish around 1700 with additional pre-and postoperative ward rounds. Clinics run from 0900 onwards, with MDT meetings taking place prior each morning. A significant number of primary total knee and hip operations are carried out with computer navigation including robotics. A novel enhanced recovery program (the Caledonian technique) has led to a significant reduction in hospital stay and 40% of patients are currently mobilised on

the day of surgery. The department is actively involved in research projects and evaluation of new products and has unique challenges because of the referral patterns and its geographic situation, as many of the patients are from out with the region.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

The fellow is expected to form an integral part of the multidisciplinary team and communicate the philosophy to all patients and members of the public.

11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

All applicants must have or be eligible for full registration with the General Medical Council. Applicants should have MRCS(UK) and/or FRCS (T&O) or equivalent and have experience in Orthopaedics.

The post holder will be required to adhere to all GJNH policies, procedures and regulations.

12. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department/ Line Manager Signature:

Date:

