CONSULTANT
Medicine for the Elderly

Post 1: Royal Alexandra Hospital
Post 2: Inverclyde Royal Hospital

Job Reference: 48865D
Closing Date: 29 December 2017
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Consultant
Medicine for the Elderly
Permanent
£78,304 to £105,570 per annum (pro-rata if applicable)
40 hours per week
Location: Post 1: Royal Alexandra Hospital, Paisley
Post 2: Inverclyde Royal Hospital, Inverclyde

With a budget of £3.2 billion and a workforce of 39,369 staff NHS Greater Glasgow and Clyde is Scotland’s largest provider of healthcare and its largest employer. We serve a population of 1.15 million people providing local acute hospital, primary care, community and mental health services as well as regional and national services of which a number are world-class specialist services.

Clyde Older People’s Service is looking for two new colleagues to join our departments in the Royal Alexandra Hospital (RAH) and Inverclyde Royal Hospital (IRH). We are looking for individuals with a passion for geriatric medicine who can lead an enthusiastic multi-disciplinary team to achieve the best outcomes for our patients.

The RAH and IRH are busy district general hospitals that have the great advantage of being compact enough to enjoy close working relationships across the hospital specialties, with friendly and welcoming staff, giving a real sense of ownership and inclusion. Our Allied Health Professional Teams are well aligned with our in-patient services, providing seven day physiotherapy and occupational therapy input. The departments are actively developing nurses in supporting roles such as Advanced Nurse Practitioners, Nurse Specialists and Elderly Care Assessment Nurses, to work alongside the medical team.

We welcome colleagues with new ideas and approaches to ensure our service remains fit for the future of NHS care. If you believe you meet this profile, then we look forward to your application.

If you would like to find out more about this role before applying, please contact:
- Dr Graeme Simpson, Clinical Director on +44 (0)141 314 6190, or e-mail graeme.simpson@ggc.scot.nhs.uk
- Dr Janice Murtagh, Lead Clinician on +44 (0)141 314 6678, or e-mail janice.murtagh@ggc.scot.nhs.uk

For Candidate Information Pack including Job Description and further application information visit [www.jobs.scot.nhs.uk](http://www.jobs.scot.nhs.uk) look under NHS Greater Glasgow and Clyde Medical and Dental and search for job ref number 48865D.

Alternatively, to request an application pack contact Kirsteen Houghton, Senior Recruitment Advisor on +44 (0)141 278 2668, or email: kirsteen.houghton@ggc.scot.nhs.uk.
Closing Date for applications is: 29 December 2017.

It is anticipated that interviews will take place 05 February 2018.
Brief description of the division

NHS Greater Glasgow and Clyde was established on 1 April 2006. It is the largest acute Division in Scotland. It consists of multiple sites, including Gartnavel General Hospital, Glasgow Dental Hospital and School, Glasgow Royal Infirmary, Stobhill Ambulatory Care Hospital, Victoria Ambulatory Care Hospital, Queen Elizabeth University Hospital, Royal Hospital for Children, Royal Alexandra Hospital, Inverclyde Royal Hospital and the Vale of Leven Hospital.

The Acute Services Division provides a comprehensive range of services from community based care (midwives, dental services and various outreach services) through the full range of general hospital services through to regional and national specialist services. In addition, the Division has close links with the Universities in Glasgow and makes a significant contribution to teaching.

Patients come not only from the Greater Glasgow and Clyde areas but also for the whole of the west of Scotland (for regional services) and from the whole of Scotland (for national services).

The Work of the Directorate, Department and Specialties

Royal Alexandra Hospital: General Information
The Royal Alexandra Hospital (RAH) is situated in Paisley and provides acute health care services to Renfrew District (pop 205,000), parts of East Renfrewshire (pop served 75,000) and supports the Vale of Leven hospital in providing acute services to the population north of the Clyde in West Dunbartonshire, and parts of Argyll. The Hospital opened in 1986 as a 968 bed District General Hospital (DGH) and remains one of the largest and busiest teaching DGHs in Scotland.

The hospital provides a wide range of specialties with excellent support facilities. The hospital has a first class modern radiology department and supporting laboratory services. All departments participate in undergraduate teaching and there is an active postgraduate educational programme. The hospital enjoys an enviable reputation for undergraduate teaching and is highly popular with training grades. There is also a good medical library service.

Inverclyde Royal Hospital: General Information
Inverclyde Royal Hospital is a modern, 450-bed District General Hospital in Greenock with magnificent views over the River Clyde and beyond. The Hospital serves a population of around 125,000 in Inverclyde, Largs, Bute and the Cowal Peninsula. The major specialties within the hospital include general surgery, urology, orthopaedic surgery, general medicine, rheumatology and clinical haematology. The Larkfield geriatric assessment unit was purpose built and opened around 15 years ago.

The Emergency Department is situated on the ground floor in a purpose built facility and was completely refurbished in 2014. The department has a varied case load with 35,000 annual attendances in 2014 and approximately 1500 ED return patients. The department is
well supported by the adjacent Radiology department (MRI on site and 24 hour CT scanning) and on-site laboratory facilities.

The Hospital has an active post-graduate education centre consisting of a well-stocked library, lecture theatre, four seminar rooms and reception area. The lecture theatre has seating for 80 with comprehensive audio-visual facilities. The library has a bank of computers with easy access to the internet for literature searches etc.

**Department for Medicine of the Elderly**

**ROYAL ALEXANDRA HOSPITAL**

**Older People and Stroke Service, Royal Alexandra Hospital**
The Older People and Stroke Service includes acute assessment and rehabilitation services, together with Day Hospital and outpatient services, all based on the one site. There are close links with the Vale of Leven Service (VoL), particularly with an integrated stroke care pathway.

**Admissions and Interface with General Medicine**
Patients attending Accident and Emergency, the Acute Medical Unit (AMU) and Medical Assessment Unit (MAU) are screened Monday-Friday, using a Frailty Assessment tool, to determine suitability for direct admission/transfer to the Older Adult Assessment Unit. There is also a daily visit to the AMU to review patients identified at the post-receiving round by General Physicians using agreed criteria. Direct transfer from AMU to Medicine for the Elderly then takes place dependent upon bed availability.

Regular liaison visits to medical wards are undertaken to ensure appropriate patients are transferred to Medicine for the Elderly beds later in the course of admission.

**Acute Assessment and Rehabilitation**
We have 68 dedicated acute assessment and rehabilitation beds, providing ongoing comprehensive geriatric assessment. This model of mixed assessment and rehabilitation provides continuity of care and minimises patient moves, whilst ensuring rehabilitation and discharge planning form part of the patient management from admission onwards. There is a proactive model of daily MDT huddles alongside twice weekly ward rounds and multidisciplinary team meetings.

**Stroke Service (patients of all ages)**
The 30 bedded Stroke Unit is part of our department. The ward admits directly from Accident and Emergency (A&E), receiving approximately 800 admissions each year. Thrombolysis patients are treated centrally at the Queen Elizabeth University Hospital and repatriated thereafter.

The Rapid-Access TIA clinic service in Clyde regularly meets the national performance targets.

**Geriatric Orthopaedic Service**
The Older People and Stroke Service works closely with Orthopaedics and has 22 dedicated beds in ward 3 which provide orthogeriatric rehabilitation. Liaison to the Orthopaedic wards is provided by 3 consultants, supported by a Staff Grade doctor. There
are over 300 liaison visits per year. The team works to a target of reviewing patients within 72 hours of admission. Hip fracture patients can be transferred directly to the Geriatric Orthopaedic Unit either in the Royal Alexandra hospital or Vale of Leven Hospital according to certain criteria. There is a weekly multidisciplinary team meeting in orthopaedics.

There are both inpatient and community rehabilitation teams and links to care homes through the Gerontology Nurse Specialist with an interest in Orthogeriatrics.

**Movement Disorders**
The specialist Movement Disorder Service has been developed within the Older People’s Service over the last 17 years. Three consultants contribute to the service, supported by one Parkinson’s Disease Nurse Specialist. There are 3 outpatient clinics per week and inpatients are usually cared for in ward 5, where appropriate. The team provides liaison support to other specialties within the hospital and provides domiciliary visits, where possible, to our local nursing homes.

**Day Hospital and Rapid Access Clinics**
A 5 day service is provided supported by three consultant-led General clinics, which incorporate rapid access slots. The recent development of Community work and the introduction of rapid access clinic slots has been part of a review of the Day Hospital service as an alternative to admission to hospital with comprehensive geriatric assessment being led by a Consultant Geriatrician. Day Hospital also provides an IV Zolendronate service and can support outpatient blood transfusion.

**Outpatient Clinics**
Specialist clinics are available for Stroke, Movement Disorders and Falls.

**Community Geriatric Medicine**
We are committed to working with the HSCP to develop Community Geriatric services for our area. Our Community Geriatrician provides weekly MDT meetings with the Renfrewshire Community teams including the Gerontology Nurse Specialists, Intensive Care Managers, Rehabilitation and Enablement Service (RES), Rapid Response and Interface Pharmacy.

**Bed Numbers**

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<tr>
<th>Ward</th>
<th>Beds</th>
<th>Service</th>
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<tr>
<td>Ward 3</td>
<td>30</td>
<td>GORU (22) &amp; Assessment-Rehabilitation (8)</td>
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<tr>
<td>Ward 4</td>
<td>30</td>
<td>Stroke</td>
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<tr>
<td>Ward 5</td>
<td>30</td>
<td>Assessment-Rehabilitation/Movement Disorders</td>
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<tr>
<td>Ward 6</td>
<td>12</td>
<td>Older Adult Assessment Unit</td>
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<tr>
<td>Ward 7</td>
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<td>Assessment-Rehabilitation</td>
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<td>Ward 36</td>
<td>20</td>
<td>NHS Complex care/Interim Care</td>
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</table>

Currently there are 625 admissions to Wards 3 and 1120 admissions to 5 and 7 per year with an average length of stay of 13-14 days. The Older Adult Unit looks after 700 patients per year with average LOS of 3-4 days.

**INVERCLYDE HOSPITAL**

**Work of the Dept of Medicine for the Elderly**
The Department of Medicine for the Elderly (DME) Service is based in the Larkfield Unit attached to the Inverclyde Royal Hospital (IRH) and delivers all its in-patient services on the hospital site. There are two Assessment and Rehabilitation wards, each with 24 beds. A further 24 bedded ward includes slow stream rehabilitation, palliative care and beds for patients with complex needs. There is also a busy day hospital unit attached to the unit. The unit has a good liaison service from the Psychiatry department which is also incorporated in the Larkfield Unit.

Interface with General Medicine
An Elderly Care Assessment Nurse (ECAN) visits the Medical Admissions unit daily to review patients identified at the post-receiving round by General Physicians using agreed criteria. Identified patients are then transferred directly to Medicine for the Elderly beds. Regular liaison visits to medical, surgical, orthopaedic wards are undertaken to ensure appropriate patients are transferred to Medicine for the Elderly beds later in the course of admission.

We are planning to develop an Older Adults Assessment area within the medical receiving ward based on frailty and illness criteria. The aim is to provide rapid CGA and facilitate same day or early discharge. This exciting proposal is dependent on successful recruitment to the advertised post and changes to medical receiving to free up consultant sessions, and will require ongoing investment and development.

Stroke Service (patients of all ages)
17 Beds located in KS, Tower Block of IRH for stroke patients are part of the service provided by the Directorate and are managed by two Stroke Consultants. Stroke patients are admitted directly from A&E. Thrombolysis for patients from the IRH catchment area is delivered by the South Glasgow Stroke Service and patients repatriated thereafter. There are approximately 300 admissions to the stroke unit per year.

Geriatric Orthopaedic Service
The service is currently seeking to develop and improve the Geriatric-Orthopaedic liaison service to meet National Review targets. The ECAN currently reviews referrals from Orthopaedics daily and arranges early transfer for rehabilitation.

Day Hospital
A 5 day service is provided, supported by a Specialty Doctor. The Day Hospital forms part of our strategy to provide an alternative to hospital admission, and has been actively supported in this by the HSCP. Rapid access clinic slots are provided on a daily basis, and the unit also provides day case transfusion and IV Zol services.

Outpatient Clinics
Specialist clinics are available for Stroke, Movement Disorders and Falls.

Community Geriatric Medicine
There are clinical links between geriatricians and the Staff Grade Doctor, Gerontology Nurse Specialists, Parkinson’s Nurse Specialist, Rehab and Enablement Team and Interface Pharmacy. Further developments are proposed around this area.

Bed Numbers
Ward 1 24 beds NHS Continuing Care and Interim Care
Currently there are approximately 400 admissions to each of Wards 2 and 3 per year with an average length of stay of 23 days.

The roles

Title
Consultant in Medicine for the Elderly

POST 1: ROYAL ALEXANDRA HOSPITAL
You will join a team of nine consultants, based at the Royal Alexandra Hospital, providing a comprehensive Older People and Stroke Service across the Renfrewshire and East Renfrewshire catchment areas. This post will contribute to the consolidation and development of our highly regarded and innovative frailty assessment unit, rapid access assessment service for out-patients, and is based in our general assessment and rehabilitation wards. A broad experience of general and geriatric medicine will be essential, but sub-specialty interests are also an advantage, and may be accommodated through job planning following appointment.

POST 2: INVERCLYDE ROYAL HOSPITAL
This retirement vacancy offers the opportunity to work with existing colleagues to modernise and strengthen the geriatric assessment service based in the Larkfield Unit, Inverclyde Royal Hospital. This post includes the management of the Movement Disorder Service, along with contributions to general assessment and rehabilitation. Potential new developments include a front door frailty assessment service, improving community links, and the fractured neck of femur pathway, so there is flexibility to accommodate applicants with other interests.

Relationships

(i) Clyde sector
Director: Mrs M Farrell
Chief of Medicine Dr Chris Jones
General Manager Older People / Stroke Mr J Kennedy
Clinical Director Older People / Stroke Dr Graeme Simpson
Lead Clinician Older People Dr Janice Murtagh

(ii) Names of Consultant members of the Department:

Royal Alexandra Hospital

Consultant: Dr J. McManus
Special Interest: Stroke / Heart Failure
Consultant: Dr G. Simpson
Special Interest: Movement Disorder
Dr F. Boyce Stroke
Dr S. Farid Stroke
Dr L. McCracken Older Adult Assessment Unit
Vacant post Older Adult Assessment Unit & Complex Care
Dr J. Murtagh Movement Disorder
Dr D. Mack Falls/Orthogeriatrics
Dr A. Macrae Falls/Orthogeriatrics
Dr O. Lucie Movement disorders/Community

**Support Grades**
Specialty Doctors 2 = 17 sessions
FY2s 5
GPSTs 3
CMT 1
ST4 1

**Inverclyde Royal Hospital**

**Consultant:** Dr Paul Lawson Falls
Vacant Post Movement Disorder
Dr J Akhter Stroke / Medicine for the Elderly
Dr S Farid Stroke
Dr A Gunn Stroke

**Support Grades**
Specialty Doctors 1
FY2s 6
GPSTs 1

**Duties of the post**

The postholder will be expected to work with local managers and professional colleagues in the efficient running of the service. Subject to the provisions of the terms and conditions of Service, the postholder is expected to observe NHS Greater Glasgow and Clyde’s agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Health Board.

The postholder will be expected to ensure that there are adequate arrangements for hospital staff involved in the care of patients to be able to make contact with the postholder when necessary.

The postholder is required to comply with GG&C Health and Safety Policies.
Clinical

Royal Alexandra Hospital
- The post is open to candidates who wish to contribute to the development of Older Peoples Services. The clinical duties described will depend upon final agreement of the job plan.
- Needs-led acute receiving for older people in the Royal Alexandra Hospital. Weekend cover to receiving is provided by the on-call Consultant 1:8 This is on call for the service which includes input to medical receiving and covering the Rehabilitation and Assessment beds (Stroke and Older People)
- Liaison and advice for appropriate older patients in medical and surgical wards.
- Care of assessment and rehabilitation patients in the Older Peoples beds
- General Older Peoples and Rapid Access Out-Patient Clinic
- Complex Hospital Care
- The Consultant will be expected to share cover for absent colleagues on annual or study leave by prior arrangement and short-term, unplanned sick leave

Inverclyde Royal Hospital
- Responsibility for ward 2 patients, carrying out ward rounds and multidisciplinary meetings
- Liaison and advice for appropriate older patients in medical wards.
- Care of allocated patients in ward 1
- Assessment and review of patients attending Day Hospital which provides open access to general practitioners and liaison with Community rehabilitation teams.
- The Consultant will have responsibility for Movement Disorder clinics and liaison however this is negotiable should the specialty preference be Falls
- The Consultant will be expected to share cover for absent colleagues on annual or study leave by prior arrangement and short-term, unplanned sick leave
- It should be noted there is no on call element to this post

Supporting Professional Activities
- As part of supporting Professional activity, full involvement in the Clinical Governance programme of the Directorate.
- Participation in Clinical Meetings and an audit programme.
- The appointee will be expected to participate in annual appraisal.

Teaching
Opportunities for under-graduate teaching (mainly University of Glasgow medical students, but also nursing and AHP students from the University of the West of Scotland) are available at both sites, including introductory courses for first year students, 3rd and 4th year clinical teaching, and special study modules. OSCE clinical exams are held at both sites, and interested clinicians are encouraged to participate in other teaching opportunities and educational roles within the universities. Post-graduate teaching includes the clinical supervision of trainees, and participation in department and hospital wide teaching programmes.
Research

Research opportunities will depend upon the interests and abilities of the applicant and will be encouraged and supported where possible, subject to the clinical and service duties of the posts.

Job plan

The proposed indicative weekly programmes are shown below. Activities with current fixed time commitments will be carried out as detailed in the work programme e.g. clinics. Other DCC and SPA activities are shown with indicative timings within the weekly programme and will be discussed with the appointee.

The job plan will be reviewed with the successful candidate no later than 3 months following appointment and where possible discussion may take place in advance of appointment. Job plan review thereafter will be no less frequent than annually.

The agreed job plan will include all the consultant’s professional duties and commitments, including agreed Supporting Professional Activity.

Opportunities may exist for Extra Programmed Activities to be undertaken subject to service requirements and in accordance with national terms and conditions of service.

Current job plans pending service redesign will include time weekly for:

<table>
<thead>
<tr>
<th>HOSPITAL/LOCATION</th>
<th>TYPE OF WORK</th>
<th>HOURS</th>
<th>DCC</th>
<th>SPA</th>
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<td>Royal Alexandra Hospital</td>
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<td>x</td>
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<tr>
<td></td>
<td>MDT meetings</td>
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<td>Out-patient clinics</td>
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<td>Patient related admin</td>
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<td>Cross cover for colleagues</td>
<td>2</td>
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<td></td>
<td>Interim care beds</td>
<td>2</td>
<td></td>
<td>x</td>
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<td></td>
<td>Meetings with relatives etc</td>
<td>2</td>
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<td>x</td>
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<td></td>
<td>Ward liaison</td>
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ROYAL ALEXANDRA HOSPITAL

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<td>Time</td>
<td>Activity</td>
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<td>0900-1200</td>
<td>General Assessment and Rehabilitation Ward round (15 patients) MDT Administration</td>
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<tr>
<td>1300-1500</td>
<td>Older Adult Unit Acute Medical Unit Liaison</td>
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<td>1500-1700</td>
<td>Older Adult Unit OAAU MDT</td>
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<td>Ward 36 Ward round (12 patients)</td>
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<td>Medical/Surgical Liaison/OAAU cross-cover</td>
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<td>General Assessment and Rehabilitation Ward round (15 patients) Administration</td>
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<td>0900-1300</td>
<td>Outpatient Clinic SPA</td>
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<td>RAH 1:9 Acute Medical Unit Liaison Review patients wards 3-7</td>
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<td>0900-1300</td>
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### HOSPITAL/LOCATION

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<th>Location</th>
<th>Assessment Ward rounds</th>
<th>MDT meetings</th>
<th>Out-patient clinics</th>
<th>Day Hospital</th>
<th>Personal SPA</th>
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**INVERCLYDE HOSPITAL**

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<th>DAY</th>
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<td>0900-1200</td>
<td>General Assessment and Rehabilitation Ward round (12 patients) Ward 2</td>
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<td>0900-1200</td>
<td>Multi-disciplinary Meeting(wards)</td>
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<tr>
<td>0900-1300</td>
<td>MDT  Round Day Hospital</td>
<td>DCC</td>
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<tr>
<td><strong>pm</strong></td>
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</tr>
<tr>
<td>1300-1700</td>
<td>Administration/Relatives</td>
<td>DCC</td>
</tr>
</tbody>
</table>

These job plans are negotiable and will be agreed between the successful applicant and the Clinical Director.
NHS Greater Glasgow and 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 associate objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

**Arrangements to visit each respective unit**

In the first instance, please contact: Dr Graeme Simpson on +44 (0)141 8879111

Short-listed candidates are invited automatically by the Director of Human Resources and Organisational Development to visit the hospitals concerned. If candidates on their own initiative have visited the hospital prior to short-listing, they will only be allowed expenses for that prior visit if they are subsequently short-listed. Candidates should make their preliminary visit to the hospital either on the same day or the day before the interview.
## Person Specification

<table>
<thead>
<tr>
<th>FACTOR</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
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<tbody>
<tr>
<td>Qualifications</td>
<td>Full GMC Registration and a licence to Practice.</td>
<td>“Training the Trainers” Diploma</td>
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<td>Those trained in the UK should have evidence of higher Specialist Training leading to a CCT in Geriatric Medicine or eligibility for specialist registration (CESR) or be within six months of confirmed entry at the date of interview. Non UK applicants must demonstrate equivalent training.</td>
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<tr>
<td>Experience</td>
<td>Competent to manage and run an older peoples assessment and rehabilitation ward</td>
<td>Competent in fracture NOF pathways.</td>
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<td></td>
<td>Competent to manage patient with movement disorders in both the inpatient and outpatient settings (IRH post)</td>
<td>Experience of Specialty Community Services for Older People.</td>
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<td><strong>OR</strong></td>
<td>Experience of teaching medical and non-medical postgraduates</td>
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<td></td>
<td>Competent to manage patients undergoing orthopaedic and general rehabilitation in a mixed acute/rehab unit (IRH post)</td>
<td>Involvement in research</td>
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<td></td>
<td>Experience in the care of complex frail elderly patients, including those requiring hospital-based complex care (RAH post)</td>
<td>Leadership of an audit project</td>
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<td>Experience of selected ‘needs related’ emergency admissions in older people.</td>
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<td></td>
<td>Experience of multidisciplinary assessment and rehabilitation in older people.</td>
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<td>Experience in Day Hospital.</td>
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<td></td>
<td>Experience of teaching undergraduates.</td>
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<tr>
<td></td>
<td>Involvement in clinical audit.</td>
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</tbody>
</table>
| Knowledge and skills | Ability to assess and treat elderly patients within multidisciplinary settings  
| Ability to undertake comprehensive medical assessment and evaluate rehabilitation potential in older people.  
| Ability to develop effective working relationships on an individual and multidisciplinary basis with all levels of staff  
| Excellent communication skills  
| Knowledge of clinical governance issues  
| Ability to organise own workload | Ability to act as a clinical and educational supervisor  
| Knowledge of key policy issues relevant to the Medical Care of Older People in Scotland  
| Record of contribution to service change and redesign |
| Disposition E.g. Personal (transferable) skills | Excellent communication skills and empathy.  
| Ability to work in multidisciplinary team  
| Flexibility to respond to changing patterns of work in line with service change | Evidence of good time management |
| Other | Familiarity with future service patterns in Glasgow and Clyde  
| Familiarity with service integration with Health and Social Care Partnerships (HSCPs) |
Terms and Conditions of Service

The conditions of service are those laid down and amended from time to time by the Hospital and Medical & Dental Whitley Council.

**TYPE OF CONTRACT**  Permanent

**GRADE AND SALARY**  Consultant: Medicine for the Elderly  
£78,304 - £105,570 per annum (pro-rata)

New Entrants to the NHS will normally commence on the minimum point of the salary scale, (dependent on qualifications and experience). Salary is paid monthly by Bank Credit Transfer.

**HOURS OF DUTY**  40 hours per week

**SUPERANNUATION**  New entrants to NHS Greater Glasgow and Clyde who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to "opt out" arrangements can be made to do this via: www.sppa.gov.uk

**REMOVAL EXPENSES**  Assistance with removal and associated expenses may be given and would be discussed and agreed prior to appointment.

**EXPENSES OF CANDIDATES FOR APPOINTMENT**  Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Reimbursement shall not normally be made to employees who withdraw their application or refuse an offer of appointment.

**TOBACCO POLICY**  NHS Greater Glasgow and Clyde operate a No Smoking Policy in all premises and grounds.

**DISCLOSURE SCOTLAND**  This post is considered to be in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership.

**CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK**  NHS Greater Glasgow and Clyde has a legal obligation to ensure that it’s employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS GGC they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until the right to work in the UK has been verified. ALL applicants regardless of
nationality must complete and return the Confirmation of Eligibility to Work in the UK Statement with their completed application form. You will be required provide appropriate documentation prior to any appointment being made.

REHABILITATION OF OFFENDERS ACT 1974

The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Greater Glasgow and Clyde. Any information given will be completely confidential.
How to apply

To apply for this post please submit your CV and contact details of three referees, along with the following documents; (click on the hyperlinks to open)

Medical and Dental Application and Equal Opportunities Monitoring Form

Declaration Form Regarding Fitness to Practice

Immigration Questionnaire

Alternatively, please visit www.nhsggc.org.uk/medicaljobs and download the above documents from the NHS Greater Glasgow and Clyde medical recruitment website.

Nomination of referees
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

How to return your application:

By email to: Kirsteen.Houghton@ggc.scot.nhs.uk no later than noon on 29 December 2017

Should you have any queries in regards to the application process or submitting your application please contact: Kirsteen Houghton, Senior Recruitment Advisor, +44 (0)141 278 2668 or by email to the above.

All applications will be acknowledged and treated in the strictest of confidence.

Closing date
The closing date for applications is: 29 December 2017.
It is anticipated that interviews will take place 05 February 2018.
About Glasgow

Air
Glasgow is located in West Central Scotland. It’s the largest city in Scotland and is extremely well served by transport links, including three international airports within 40 miles of the city centre and only an hour’s flight from London.

- Glasgow International Airport operates over 200 flights per day. This includes shuttle flights to and from London and the rest of the UK, continental flights to and from various cities in Europe, transatlantic links to New York, Philadelphia and several Canadian cities in addition to Dubai.
Glasgow Prestwick International Airport is located 29 miles south west of the city in South Ayrshire and caters mainly for charter flights, low-cost airlines, and freight traffic.

Rail
Glasgow has two main line railway stations:

- Queen Street Station, located on George Square which connects Glasgow to the North of Scotland, and Edinburgh.

- Glasgow Central station, located on Gordon Street is the northern terminus of the West Coast Main Line, and connects Glasgow with the South, and is the rail gateway to England and the rest of the United Kingdom.

Regular Virgin Trains West Coast express train services run from Central to London Euston while Cross Country services operate via the East Coast Main Line and Birmingham to destinations as far south as Penzance.

Road
Glasgow city is the focal point of Scotland's trunk road network and has many road connections to other cities. The city is linked to the rest of the country by the following main roads.

- A8/M8: Main east-west corridor which links Glasgow to Edinburgh and Greenock to the west.
- A82: Dumbarton, Loch Lomond and the North West Highlands
- A80/M80: Stirling and the North East
- A77/M77: Kilmarnock, Ayr and the South West
- A74/M74: Main link to the South and England
Glasgow, Scotland’s cultural capital and largest city, once an industrial and shipbuilding giant is now one of the most culturally and socially diverse places in the UK. A recent investment in regenerating the Clyde’s industry and developing new and innovative visitor attractions each year make a Glasgow (and its surrounding areas) a lifestyle which is very rewarding.

Glasgow has a huge number of attractions which include the Burrell Collection of art, Glasgow Science Centre, The Glasgow School of Art, Charles Rennie Mackintosh architecture, Merchant City, a number of museums, shopping centres and much more.

Just west of Glasgow overlapping Renfrewshire and Argyllshire is Loch Lomond, a simply beautiful and tranquil open space featuring one of Scotland’s largest and most beautiful lochs. A number of activities, outdoor spaces and locations on its shores provide a convenient escape from the hustle and bustle of Glasgow city.

The Clyde is the birthplace of Glasgow and the long association between the two in the form of shipbuilding in the early 20th Century lives on to this day. The Clyde features Glasgow at its heart, with Helensburgh, Dumbarton, Greenock and Gourock at various points along its entrance and exit to the Firth of Clyde to Bute, Dunoon and further afield Arran.

The Waverley paddle steamer can often be seen traversing the Clyde on its journey to various locations around the West coast of Scotland, and the occasional launch of military ships can be seen on the banks of the Clyde.
Glasgow has been named as one of the top 20 'Best of the World' destinations for 2016 by influential publication National Geographic Traveler, the city has also been voted the 'friendliest city in the world' in a Rough Guides poll and named a must visit destination by leading publications like the New York Times, The Guardian and Wanderlust! Earning its reputation as one of the world's greatest cities, you can expect a very warm welcome and when you add world-class architecture, a vibrant nightlife, breathtaking scenery and outstanding shopping, you’ll never want to leave!

Whether your exploring the city yourself, or entertaining on business, as a couple or as a family, there’s something to suit every taste and pocket. From Mackintosh to Modern Art, Dinosaurs to Dali, Tall Ship to Tearoom, Beer to Bowling, Science to Scottish Football, what other city offers that range of choice? And you know the best thing of all? The city centre’s remarkably compact and easy to get around.

MUSIC & NIGHTLIFE
Glasgow’s a UNESCO City of Music, hosting an average of 130 music events every single week. The city has eight venues in the Top 100 list of places to watch gigs, outside of London, including the SSE Hydro, which is ranked in the top five best global arenas, even beating New York's iconic Madison Square Garden!

The music scene spans the spectrum from urban and hip-hop, electronica and indie through to classical and celtic. And it’s fantastic club offering, including Sub Club, The Arches, The Buff Club and The Berkeley Suite, plays host to a number of world class DJs.

SHOPPING
With over 1,500 shops to choose from, Glasgow’s ‘a shopaholic’s paradise’, according to Lonely Planet, and is consistently voted as one of the top place to shop in the UK, second only to London’s West End! The Style Mile, from Argyll Street in the South to Sauchiehall Street in the North, houses an extraordinary concentration of shops, including premium high street retailers, House of Fraser, renowned British brand John Lewis, and Scotland’s only Hamleys, the finest toy shop in the world.

The Merchant City area is home to high-end international designers like Mulberry, Ralph Lauren, Burberry & Agent Provocateur and the city’s West End is a haven for independent retailers, vintage fashion and second-hand bookshops.

ARTS & CULTURE
Almost 25 years after being named European City of Culture, Glasgow’s cultural star just keeps rising! There are five internationally renowned performing arts companies based in the city, including the National Theatre of Scotland & Scottish Ballet.

No fewer than six Turner Prize winners and twelve Turner Prize nominees have hailed from, trained or worked in the city. And Glasgow’s Tramway hosted the 2015 Turner Prize – the first time it came to Scotland!

The Art Nouveau magic of the city’s most famous son, Charles Rennie Mackintosh, can be seen across the skyline, including at the iconic Glasgow School of Art - the former Doctor Who, Peter Capaldi, was a student here in the 1970s.

And the city’s renowned for its remarkable museum offering, including the stunning Kelvingrove Art Gallery and Museum, which has welcomed over 10 million visitors since a major revamp in 2006 and the Zaha Hadid-designed Riverside Museum, voted 2013 European Museum of the Year.

**FOOD & DRINK**

With almost 1800 cafes and restaurants listed for the city on TripAdvisor, it’s no surprise that Lonely Planet describes Glasgow as ‘the best and most eclectic dining city in Europe.’

You can literally eat (and drink) your way around the world here! It could be cupcakes during a day of shopping, cocktails before a night at the theatre, a few beers before a football game or a fabulous meal to mark that special occasion. And there is also no better place to stock up on some of the finest Scottish produce, like mouth-watering seafood from mussels, oysters and langoustines, from some of the city's first-class fish and seafood restaurants.

Whisky is Scotland's national drink and our biggest export, enjoyed across the globe as well as right here in Scotland. Skilled distillers take pure water from crystal-clear streams and plump, golden barley from the fields and transform them into a precious spirit, which is then poured into oak casks and tucked away to mature. The spirit can't be called Scotch until it has aged in Scotland for at least three years. However most single malt whiskies sleep for much longer, before emerging for their moment to shine.
Haggis is Scotland's national dish and the crowning glory of a traditional Burns Supper, and although it's an object of Scottish culinary fascination around the world, it certainly is not a beauty queen. But take our word when we say that what haggis lacks in appearance it certainly makes it up in its taste! Intrigued yet?

THE CITY AND BEYOND

One of beauties of Glasgow is its compact size - you can see a lot of the city in a remarkably short space of time. It also has some very distinct neighbourhoods. If you're looking for the perfect place to people-watch, head for the trendy West End. Its up and coming rival is the emerging 'Cool Quarter' of Finnieston, which is buzzing with bars and independent shops. If you love the energy of a flea market, pay a visit to 'The Barras' (Glaswegian dialect for "barrow"), in the East End. Or head over the river to the city's South Side, where the sprawling Pollok Park offers a woodland oasis, alongside the beautiful Pollok House.

Further afield, ancient castles, picture-postcard distilleries, tranquil lochs, outstanding golf courses and miles of unspoilt coastline are all just a short journey from the city centre - incredibly, you can get to Loch Lomond, gateway to the Scottish Highlands in only 30 minutes.
Situated 20 miles outside of Glasgow is the picturesque landscape of Inverclyde. There are an abundance of lifestyle activities to experience on the west coast of Scotland and Inverclyde has access to some of the best walking and sporting activities in Europe.

Additionally, we are centrally placed, with easy access links to Edinburgh, as well as to the Clyde islands of Arran, Bute and Cumbrae. Inverclyde is benefitted from also being close to Ayrshire and Burns Country.

Locally, in Inverclyde (Greenock, Gourock and Port Glasgow are the main towns) we have an excellent shopping centre at the Oak Mall, as well as a huge variety of shops, bars and cafes in each of the three towns.

With stunning scenery, Inverclyde offer great local routes for walking or cycling. For sports, Inverclyde has a variety of local golf courses (open to non-members) as well as sailing clubs, outdoor bowling, horse riding and much more.

There is also the Waterfront Leisure Centre which includes swimming, flumes, gymnasium, sauna and ice skating. For the more daring swimmers, there is an outdoor pool in Gourock.
A study has named Inverclyde as one of the happiest places in Scotland — with its people and scenery voted as the reasons why.

Figures from the Office for National Statistics (ONS) revealed Inverclyde is in the top 10 cheeriest districts in the country.
This is an exciting time to be here as our largest town, Paisley, bids to be the UK City of Culture 2021. Plans to regenerate Renfrewshire using our unique cultural and heritage assets are well underway.

Exceptional transport links, great shopping, a range of leisure activities right on your doorstep, not to mention a great quality of life – Renfrewshire has it all.

Situated in the West of Scotland, Renfrewshire's 268 square miles are packed with contrasts. From the bustling town of Paisley with its medieval abbey, and the historic town of Johnstone, to bustling villages like Bridge of Weir, the area is full of variety – and full of life.

Renfrewshire is one of the best-connected places in Scotland – Glasgow International Airport is just five minutes from the heart of Paisley; frequent rail services connect the area with Glasgow and the rest of Scotland; the M8 motorway runs through the region; and ferry links put the beautiful Cowal peninsula and the Clyde islands within easy reach.

The intu Braehead shopping and leisure resort offers great shopping, fantastic family activities and even an indoor ski slope! And if you prefer to spectate rather than participate, pop over to Braehead International Arena for ice hockey, curling and other major sporting events and concerts.

The open spaces of Clyde Muirshiel Regional Park and Castle Semple Loch are great for nature-lovers and we boast an enviable number of beautiful town parks and gardens.

Our schools and nurseries have an excellent reputation and facilities have benefitted from major investment in recent years.

Renfrewshire boasts a year-round programme of professional theatre, music, dance, comedy, film and creative classes.

All in all, Renfrewshire is a great place to work, live and raise a family.
Working for NHS Greater Glasgow and Clyde

About us
NHS Greater Glasgow and Clyde is the largest health board and provider of healthcare in Scotland and one of the largest health care providers in the UK.

NHS Greater Glasgow and Clyde’s purpose is to:

“Deliver effective and high quality health services, to act to improve the health of our population and to do everything we can to address the wider social determinants of health which cause health inequalities.”

The Board works in close partnership with other NHS organisations, local authorities and other agencies including the third sector to ensure that social work, education, housing, employment and environmental services unite effectively and efficiently with the NHS in tackling inequalities and underlying health problems in local communities.

The future shape of health and social care provision is changing following the move to establish new statutory Partnerships between NHS and Local Authorities, responsible for the planning and delivery of Health and Social care for local populations. This requires the development of very different relationships between primary care, mental health services, community and acute services.

NHSGGC serves a population of 1.15 million (over 1/5 of the population of Scotland) with services provided by 39,369 staff.

The geographical area covered includes: Glasgow City, West Dunbartonshire, Inverclyde, Renfrewshire, East Renfrewshire, East Dunbartonshire and North Glasgow (Stepps-Moodlesburn corridor).

To ensure we keep up with best practice, our services are currently undergoing a radical transformation to meet the changing health needs of the population we serve. This has included the introduction of a new structure for Acute Services and developing new ways of integrating hospital and community based services. The Board has not only redesigned its clinical services it has also recently refreshed its physical estate with the opening of the £842 million state-of-the-art Queen Elizabeth University Hospital, the Royal Hospital for Children and the Queen Elizabeth Teaching and Learning Centre on time and within budget. This represents Scotland’s biggest ever hospital building project.

Our services
NHS Greater Glasgow and Clyde provides a full range of Secondary and Tertiary Clinical services, Primary Care, Mental Health and Community services included in which are a number of world-class specialist services.

Find out more about NHS Greater Glasgow and Clyde at www.nhsggc.org.uk.

If you want to know more about the NHS Scotland, visit www.show.scot.nhs.uk.

If you are successful in your application to join us, you will be working within one of our Acute, Primary and Community Care Services. These services are in turn supported by a range of

- Click Here to find out more about our Community Services
- Click Here to find out more about our Mental Health Services
- Click here to find out more about the services in your area

**Employee benefits**
We offer all our staff excellent benefits including;
- NHS Superannuation pension scheme,
- Child Care Vouchers,
- Bursaries to support education and training,
- Interest free loans to purchase Zonecards for trains, buses, underground and some ferries
- Cycle to work interest-free loans to purchase bicycles and equipment

For more information on the benefits available to NHS Greater Glasgow and Clyde staff, visit www.healthservicediscounts.com.

**Further information**
For further information on any aspect of the recruitment process or for further details on working within NHS Greater Glasgow and Clyde contact:

NHS Greater Glasgow and Clyde
**Recruitment Services**
West Glasgow Ambulatory Care Hospital
Dalnair Street
Glasgow
G3 8SJ

Tel: +44 (0)141 278 2700
Email: nhsggcrecruitment@nhs.net