Welcome to NHS Greater Glasgow and Clyde

NHS Greater Glasgow and Clyde is the largest local healthcare system in Scotland... and one of the largest in the United Kingdom as a whole. In April 2006, NHS Greater Glasgow and Clyde was established by redrawing the boundaries of NHS Greater Glasgow and incorporating a large area of the now dissolved NHS Argyll and Clyde. This links together Scotland’s major urban areas and key facilities and services in a single healthcare system, so presenting further opportunities to take forward the modernisation process begun in Glasgow. Over the coming years, new plans will be drawn up to create first-class services for the region and the nation as a whole.

Employing over forty-four thousand staff and serving a population of one point two million, we offer a world-class range of opportunities for job satisfaction and career development – all within a working environment undergoing modernisation through the largest-ever investment programme in the history of Scottish healthcare.

Our hospitals and staff have a world-renowned reputation, backed up by a long tradition of excellence – antiseptic surgery and ultrasound, as well as many other innovations, were pioneered in our hospitals. And we count on excellent undergraduate and postgraduate teaching facilities - supported by the world-famous University of Glasgow Medical School and Glasgow Caledonian University with links to research facilities like the Beatson Institute.

We spend over one and half billion pounds a year caring for our population - a significant proportion of who present serious medical and public health challenges.
THE PHARMACY PRESCRIBING SUPPORT UNIT

Introduction

Dr Kate McKean,
Head of PPSU

The Pharmacy and Prescribing Support Unit (PPSU) encompasses all of the staff and work that was formerly in primary and secondary care pharmacy, public health pharmacy and in prescribing support across Glasgow and Clyde.

We have come together to form a single system function that spans almost every aspect of healthcare provision in relation to medicines for Greater Glasgow and Clyde. We have approx 751 staff in the managed service, link with 312 community pharmacies and provide services to 14 hospital sites.

Many staff will be involved in the work underway to redesign services. The new community pharmacy contract offers many opportunities for pharmacists and their staff to become even more clinically involved than before. Redesign of hospital services will release staff from a range of departmental based roles to work on wards directly relating to individual patient care.

Significant investment in pharmacy acute services is being undertaken which will deliver a wide range of initiatives. These initiatives include a centralised distribution centre for the whole of NHS GG&C, MHRA Wholesaler Dealers Licence, 100% bed coverage for Making the most of your Medicines, research team fully integrated into the clinical service, robotics and automation across significant areas of pharmacy department.

There is increasing recognition of the distinctive contribution which pharmacists can make to the public health agenda, a role which is strengthened by the Kerr Report and the development of community health partnerships (CHCPs).

Prescribing Support staff have formed a team working closely with CHCPs on new ways of managing issues relating to prescribing of medicines.

Clinical Governance is an extremely important part of our daily working lives and is essential to ensuring that services to patients are of the highest quality possible. Practitioners in PPSU have access to a dedicated team whose focus is on clinical governance.

Other teams established in PPSU focus on the management of controlled drugs, prescribing support teams within all CHCPs, education & training teams, nurses supporting the roll out of non medical prescribing and many other initiatives.

Together PPSU is looking to harness the skills, energy and enthusiasms of our staff, and you, across all sections of PPSU by working as one team in a modern efficient, safe and cost effective environment which delivers a high quality of patient care.

Dr Kate McKean,
Head of PPSU
Living and working in Glasgow

If you’ve never visited Scotland before, prepare to be surprised. Breathtaking scenery, outdoor pursuits, a vibrant cultural life, the buzz of major cities – there is something for everyone. A country renowned for unspoiled natural habitats and a sense of history, there’s a huge amount to discover in this modern country.

Glasgow is Scotland’s largest city. From its foundation by Saint Mungo, to the incredible wealth of tobacco trading – and then Glasgow’s reputation of workshop of the world – the city has changed, and thrived, at every turn.

Today, Glasgow is a compact, vibrant and modern city. In fact, Glasgow’s scale comes a surprise to some people. It has the largest suburban rail network outside London, and is second only to the UK capital as a retail centre.

Add this to high quality housing, good schools, thorough transport links – and you can understand why people here enjoy a unique standard of living.

Scotland’s people know how to enjoy themselves. The pace of life is less frantic here – it’s simply more relaxed and friendly than many other places.

HOUSING

Wherever you hail from, you’ll find Glasgow and the West of Scotland offers exceptional value.

Living in the city centre is certainly an option. The upmarket Glasgow Harbour and waterfront developments offer dramatic views of the River Clyde – and easy access to all of Glasgow’s amenities.

Glasgow’s west end is the place for elegant townhouses, wide boulevards and sophisticated living. It’s also the heart of Glasgow’s academic life – giving the area an eclectic, youthful feel.

The merchant city is another city-centre location – this time with an even more youthful approach. Tobacco warehouses are now loft apartments – ancient markets are now concert venues. Stylish and extremely central, this area is especially popular with young professionals.

If you want to escape the city, excellent transport links allow you a huge range of options.
Helensburgh offers spectacular views of the Clyde estuary – and features many fine Victorian and Edwardian villas. Milngavie and Bearsden are popular suburbs to the north of the city – close to the countryside, yet with excellent local facilities. Netherlee and Newton Mearns are popular locations to the south – with first class transport links and schools.

Slightly further afield, Bothwell, Bridge of Weir, Renfrew and Lenzie offer a wide range of high quality housing.

**LEISURE**

Glasgow doesn’t just offer you a huge choice of leisure activities – it offers you more time to pursue them. With short commuting times – and its proximity to the great outdoors – working in Glasgow will give you more time to call your own.

Culture is well served: with the world famous Citizen’s, Tron, Arches and Tramway theatres staging many cutting-edge productions. Scottish Ballet and Scottish Opera are based in Glasgow, and the Royal Concert Hall plays host to every kind of music, from classical to pop.

Venturing outdoors, Loch Lomond Shores offers a gateway to Loch Lomond and the Trossachs. Just 40 minutes from the city centre, Loch Lomond is popular with people living in the west coast and further afield. However, vast areas soon absorb the visitors – so it’s rarely crowded.

Scotland is a base for just about every outdoor pursuit – from climbing to horse riding and water sports. And of course, golfers can choose from the world’s most famous courses, including The Old Course at St Andrews, Turnberry and Loch Lomond.

Back in Glasgow, you’ll find an equally impressive amount of ways to spend your time. The main shopping areas feature stunning original architecture and broad pedestrian-only streets – not to mention the UK’s best selection of shops outside London.

This throng of style is just minutes away from many of Glasgow’s wide open spaces. The city’s fathers made sure workers had somewhere to retreat from Glasgow’s industrial past. With over 70 public parks it’s no surprise Glasgow is known as the “dear green place”.

If all that fresh air makes you feel hungry (and thirsty), you’ll never be far from a restaurant or bar.

**SCHOOLING**

If you have a young family, you’ll be glad to hear there are many excellent local authority schools in Glasgow and the West of Scotland.

In particular, the commuter suburbs to the north and south of the city are home to schools which consistently top the national league tables.

However, if you decide upon independent schooling there is an equally wide choice.
As well as co-educational, there are first rate boys’ and girls’ schools. Mainly situated in the city’s west end and commuter suburbs, these are amongst Scotland’s finest schools. Many of Scotland’s most prestigious boarding schools are also within easy reach.

The choice of Further and Higher Education is equally impressive. Glasgow University and Strathclyde University are joined by the newer Glasgow Caledonian and West of Scotland universities. That’s before adding the 19 further education colleges in the area. It’s easy to see why Scotland’s unique education system has long enjoyed an excellent reputation.

TRAVEL

Getting to the West of Scotland is easy. And getting around is even easier.

Glasgow International Airport is just 15 minutes from Glasgow city centre. It connects Glasgow with all the main London airports – including Heathrow, Gatwick, Stansted and Luton. Then there’s Birmingham, Manchester, Bristol… not to mention Paris, Frankfurt, Amsterdam, Barcelona and Chicago.

The West of Scotland is also well served by Glasgow Prestwick and Edinburgh airports. So you’re never short of options.

Then there’s rail – the east and west coast main lines connect to all of England’s major cities.

Scotland’s motorway network is centred around the west – with links to England, as well as the north, west and east of Scotland.

However, the real revelation is local transport – allowing you to commute easily to and from work. The West of Scotland’s roads are less congested than many other areas in the UK – largely due to excellent public transport. From the underground railway, to an extensive rail network and frequent bus services, the area has invested heavily in transport.

Now all you need to do is get here.
PHARMACEUTICAL SERVICES

Acute Service

In support of an extensive Acute Services Review and new hospital building plan Hospital pharmaceutical services in NHS Greater Glasgow and Clyde have embarked on an ambitious £3.1M re-design project which will see services focused on the provision of near to the patient pharmaceutical care. As part of this re-design project we have developed pharmacy technician led services and we are in the process of developing a new way of providing medicines to all of our hospital in-patients. In support of this plan we are investing in IT and automation and new facilities in order to provide modern and efficient aseptic preparation and procurement and distribution services.

Controlled Drug Team

This new team has been set up to support the Board’s responsibilities in relation to safer management of controlled drugs (CD’s). We are a small team who work in GP practices, hospitals, community pharmacies and all parts of NHS GGC to provide advice on CD management, perform inspection of premises, check stock holding and investigate areas of concern relating to use of CDs. We are closely involved with national work to develop harmonised systems and processes across Scotland.
**Community Pharmacy**

Community Pharmacy in Scotland is undergoing a major change to maximise the contribution of the service to the pharmaceutical care of patients including health improvement and disease prevention. The community Pharmacy Development Team works with the Boards integrated pharmaceutical service to:

- Support the development and maintenance of community pharmacy services
- Provide strategic direction, policy development and professional advice
- Provide a focus and direction for research and development of pharmacy services within the primary care sector

**Public Health**

Pharmaceutical Public Health in GGC covers Medicines Planning, Antimicrobial Prescribing, Health Protection and Health Improvement. In delivering services this involves a team approach comprising Specialists, Facilitators and Practitioners. We aim to support delivery across Acute Services, Partnerships and Community Pharmacy. Pharmacists can make a distinctive contribution to the multi-disciplinary Public Health Team.

**Prescribing Team**

The role of the central prescribing team and the CHCP prescribing support team is to promote safe effective and economic use of medicines. Our aim is to facilitate integrated patient focused care to meet the present and anticipated needs of GG&C population. We work with and contribute to multidisciplinary and multiprofessional teams to promote better prescribing by supporting prescribers and improve prescribing.

**PPSU “Bank”**

PPSU Bank operates along the same principles as an agency and provides an opportunity for staff to work across the full geographical area of Glasgow and Clyde. The bank has staff who work part time or full time, in acute settings, CHCP’s, mental health and many other areas either as a technician or pharmacist.

**Pharmacy Production Unit**

The PPU is a highly specialised unit and is one of only two NHS manufacturing units in Scotland licensed by the MHRA for the manufacture of a wide range of medicines which are not commercially available (sometimes referred to as “specials”). The PPU has a licence for the preparation of Investigational Medicinal Products. The PPU is made up of 3 sections and these are:

- Sterile Production (aseptic Unit) – supplies TPN, intravenous additives, eye drops, skin test and clinical trial materials
- Non Sterile Production- supplies ointments, creams, oral liquids, gels, pastilles, powders, ear drops, lotions suppositories, table pre packs to use in A&E, outpatient clinics and clinical trial material. A range of extemporaneous medicines are supplied to community pharmacies both locally and nationally by this section.
- Quality Assurance
Medicines information

The Medicines Information Service supports the delivery of patient care by providing an enquiry answering and advice service on the safe and effective use of medicines to all healthcare professionals in acute and primary care.

The service also provides proactive support for prescribing through a number of different workstreams:

- Clinical effectiveness: leads on medicines audit and evaluation and on education and guideline development to promote effective use of medicines
- Medicines Education: leads on the production of educational material to deliver key messages on prescribing across acute and Primary Care
- Formulary and Therapeutics Handbook: produces the acute hospital therapeutics handbook and the Formulary and leads on developing and maintaining systems for effective Formulary management
- Horizon scanning: Provides information and analysis on cancer medicines in the pipeline to inform the Scottish Medicines Consortium "Forward Look" Report

RQAS

The Regional Quality Assurance Service (RQAS) is actively engaged in improving patient care by the development and implementation of quality management systems, legislation, standards and guidance designed to promote best practice and innovation within pharmacy. Although based in NHS Greater Glasgow and Clyde, RQAS provides quality assurance support to the surrounding Health Boards in the West of Scotland.

Services are provided primarily to the acute sector, with links to public health and primary care and include the provision of quality assurance and clinical governance support to preparative services (both licensed and unlicensed), clinical trials, dispensary, procurement and distribution services. The department also provides a piped medical gas testing, microbiological testing and analytical testing service.

Homecare

The Pharmacy Homecare Services Office has now been in existence for 18 months. We offer a full management service for homecare patient whom visit various clinics across Greater Glasgow & Clyde Health Board. The homecare office is responsible for negotiating and implementing this new service to those groups of patients ensuring that the service is delivered to a very high acceptable standard. The office, works closely with all relevant area with the Health Board , to ensure robust service delivery and monitoring systems for, clinical, financial and commercial matters

Clinical Governance

Clinical governance is the system through which NHS organisations are accountable for continually improving the quality of their services and safeguarding high standards of care. The Clinical Governance Team provide specialist advice and practical support for PPSU and NHSGGC in developing safer and more effective use of medicines across the single healthcare system. Team members work closely with clinicians and managers to support the development, implementation and monitoring of strategies, policies and procedures relating to risk management of medicines, patient safety and clinical effectiveness'.
The NHS Greater Glasgow and Clyde Education and Training Service

NHS Greater Glasgow and Clyde Education and Training service (NHS GG&C E&T) is responsible for the provision of pharmacy specific education and training to develop the NHS pharmacy workforce. We provide a comprehensive range of training to meet NHS objectives, professional requirements and national strategies for pharmacy staff including pharmacists, pre-registration pharmacy graduates, pharmacy technicians, student pharmacy technicians and pharmacy support workers.

The service and its team have very strong links with academic establishments including The University of Strathclyde, colleges of further education across the central belt of Scotland and NHS Education for Scotland. These arrangements allow the service to co-ordinate, deliver, assess and verify a variety of qualifications locally to meet the needs of NHS GG&C pharmacy staff.

What do we do?

SVQ Pharmacy Services Levels 2 & 3

There is currently a joint appointment in place with Edinburgh’s Telford College which allows the service to co-ordinate, deliver, assess and verify the Modern Apprenticeship (MA) Pharmacy and SVQ Pharmacy Services Level 3 to trainee pharmacy technicians. In addition the team also provides assessment and verification of the SVQ Pharmacy Services Level 2 to pharmacy support workers.

Advanced SQA accredited qualifications

We are responsible for the co-ordination, organisation and delivery of nationally accredited qualifications such as the HN Unit Procedures for Pharmacy Dispensary/Aseptic Checking Technicians. These courses are available to all qualified pharmacy technicians in all health board areas in Great Britain, as and when required.

Pre-registration Pharmacy Graduate Training

The service organises the delivery of a comprehensive study day programme which is open to hospital and community based pre-registration pharmacy graduates across Scotland. We work closely with NHS Education for Scotland to ensure that the Pre-registration Pharmacist Scheme (PRPS) provides a quality assured training for all trainees across NHS Greater Glasgow and Clyde that meets the needs of the service in the broadest sense.

Scottish Hospital Pharmacy Vocational Training Scheme Stage 2

The team co-ordinate the provision of various training courses for pharmacists progressing through the Stage 2 training journey.

Post Graduate Qualifications and In-house Training

The team contribute to the delivery of various post graduate qualifications including the Masters in Clinical Pharmacy at The University of Strathclyde. We also deliver a variety of in-house bespoke training events identified by service development and individual need.

National Input

Representatives from the team also participate in local and national discussions to assist in the development, review and accreditation of training packages and national qualifications to meet the identified priorities of pharmacy support staff nationally and within NHS Greater Glasgow and Clyde.
**Quality Assurance**

The team also supports the quality assurance process of vocational qualifications by undertaking internal verification on behalf of SQA in other health board areas.

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**NHS Benefits**

We offer all our successful candidates:

- Relocation Assistance where appropriate
- Continuity of NHS Service
- Final Salary Pension Scheme
- An environment offering unique opportunities to build and develop your clinical skills
- The opportunity to gain expertise in a wide range of clinical conditions in a world renowned facility
- Staff Bursary Scheme to support continuing education and training
- Child care vouchers
- Interest free loan to purchase Zonecard’s - a flexible season ticket for unlimited travel by rail, subway, most buses and even some ferries
- A genuine commitment to supporting professional development through competency based training
- Cycle to Work Scheme, for staff to purchase a bicycle and any equipment needed and then repay those costs through their salary
- Specialist training programmes in association with Higher Education establishments and professional bodies.

For more information about the benefits and discounts available to NHSGGC staff visit www.nhsstaffbenefits.co.uk and www.nhsdiscounts.com
What to Expect in your first six months...

During your first six months of employment you can expect to have an individually planned induction programme that will reflect your existing knowledge, skills and experience. Your current knowledge and experience will be benchmarked against the KSF outline for the post that you are appointed to and this will help you and your manager to identify a development plan for your first six months.

Throughout your first six months and beyond you will have access to our library and Open Learning centre and the programmes that they have.

...We look forward to working with you

For a full list of vacancies within Pharmacy go to:

www.nhsggc.org.uk

and visit our Careers and Jobs home Page