CONSULTANT IN NEUROLOGY

SOUTHERN GENERAL HOSPITAL

INFORMATION PACK

REF: 28492D

CLOSING DATE: NOON 19TH APRIL 2013

www.nhsggc.org.uk/medicaljobs
SUMMARY INFORMATION

POST: CONSULTANT NEUROLOGY

BASE: SOUTHERN GENERAL HOSPITAL

This is a new post, and will be based at the Department of Neurology, Southern General Hospital. This post is for 10 PAs under the new Consultant contract. An outreach clinic service will be provided and this will also involve ward visit sessions and availability for advice at other times during the working week. The appointee will provide general neurology services to locations within NHS Lanarkshire.

The candidate will be expected to have/develop an area of specialist interest complementary to those of the Department.

On-call for acute neurology admissions to the Southern General Hospital will be shared amongst approximately 15 consultant colleagues.

You will be appropriately experienced and qualified in the specialty, fully registered with a licence to practice with the GMC and either included on the Specialist Register or be within 6 months of completion of your Specialist training or CESR(CP).
ACUTE SERVICES DIVISION

INFORMATION PACK

FOR THE POST OF

CONSULTANT

IN

NEUROLOGY
1. **GLASGOW – A GREAT PLACE TO LIVE AND WORK**

Greater Glasgow and Clyde Valley is one of the world’s most thrilling and beautiful destinations.

There is a wealth of attractions to discover, the UK’s finest Victorian architecture to astound, internationally acclaimed museums and galleries to inspire, as well as Glasgow’s own unique atmosphere to soak up.

Be entertained in one of Europe’s top cultural capitals by its year-long calendar of festivals and special events and enjoy outstanding shopping, superb bars and restaurants - all located within a stone’s throw of some of the country’s finest parks and gardens.

The area also stands at the gateway to some of Scotland’s most spectacular scenery, with Loch Lomond and the Trossachs only 40 minutes away.

What’s more, we are easily accessible by air, rail and road so getting here could not be easier.

2. **GREATER GLASGOW & CLYDE ACUTE SERVICES DIVISION**

The Acute Division brings together all acute services across the city and Clyde under a single management structure led by the Chief Operating Officer. The Division is made up of 6 Directorates of clinical services each managed by a Director and clinical management team along with a Facilities Directorate. These are:

- Emergency Care and Medical Services
- Surgery and Anaesthetics
- Rehabilitation and Assessment
- Diagnostics
- Regional Services
- Women’s and Children’s Services
- Facilities
Regional Services
This post is based within the Regional Services Directorate which includes:

- Neuro-sciences [including all sub-specialties except neuro-Radiology and neuropathology]
- Specialist Oncology services [including haematology-oncology]
- Plastic Surgery and Burns
- Renal Services including Renal Transplantation
- Oral and Maxillofacial surgery
- Homeopathy
- Queen Elizabeth National Spinal Injuries Unit

3. THE NEW SOUTH GLASGOW HOSPITALS CAMPUS

The new South Glasgow Hospitals Campus will deliver a truly gold standard of healthcare on the Govan site with maternity, children’s and adult acute services all together on the one campus. It will also have the biggest Critical Care complex and one of the biggest Emergency Departments in Scotland. A new Laboratory and Facilities Management Building is also part of the project, and is currently under construction.

New Adult Hospital

The plans for the complex will see a brand new 14-floor adult hospital with 1109 beds and state of the art Emergency, Acute Receiving, Critical Care, Theatres and Diagnostic Services. The facility will offer acute specialist inpatient care, medical day case services and also outpatient clinics servicing the local population.

New Children’s Hospital

A brand new children’s hospital, with a separate identity and entrance, will be adjoined to the adult hospital. With 256 beds over five storeys it will replace the existing Royal Hospital for Sick Children.

The Children’s Hospital will provide a large number of specialist services to the West of Scotland and the wider population of Scotland in addition to the full range of secondary care services to people of Greater Glasgow and Clyde. Specialist services include: cardiology and cardiac surgery, renal and bone marrow transplantation. For a number of these specialised services, the Children’s Hospital is recognised as the sole provider in Scotland. The new children’s hospital will not only be linked to the adult hospital but also to the redeveloped maternity hospital.
New Laboratory and Facilities Management Building

Due to open in March 2012, the laboratory will accommodate blood sciences, pathology, genetics, microbiology, postmortem and mortuary services. The laboratory will be linked to the new adult and children’s hospitals via an underground tunnel.

New Maternity Hospital

The refurbishment of the Southern General Maternity Unit was completed at the end of 2009, marking the latest milestone of our strategy to improve services for mothers and children across the city.

Among its world-class facilities is the brand new foetal medicine department providing specialist diagnostic facilities and treatment to unborn babies from across Scotland. The hospital is also a national centre for certain specialist services for newborn babies and provides state-of-the-art intensive care services. The Maternity building will be physically linked to the new children’s and adult hospitals via a walkway bridge.

<table>
<thead>
<tr>
<th>Event</th>
<th>Milestone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction of Adult and Children’s Hospitals to commence</td>
<td>1st quarter 2011</td>
</tr>
<tr>
<td>Completion (Construction) – Laboratory &amp; Facilities Management Building</td>
<td>1st quarter 2012</td>
</tr>
<tr>
<td>Completion (Construction) – Adult and Children’s Hospitals</td>
<td>1st quarter 2015</td>
</tr>
<tr>
<td>Operational Date – Adult and Children’s Hospitals</td>
<td>Summer 2015</td>
</tr>
</tbody>
</table>

The Institute of Neurological Sciences

The Institute of Neurological Sciences is based on the Southern General campus and provides Neurosurgical, Neurological, Clinical Neurophysiology, Neuroradiological and Neuropathology facilities for the West of Scotland. The Institute is equipped with a Magnetic Resonance Imaging Suite, SPECT Scanner, two Computerised Axial Tomography Scanners, and angiography facilities. The Institute has ICU, HDU and outpatient facilities and also houses ENT and Oral & Maxillofacial Services.
Spinal Injuries Unit

The Queen Elizabeth National Spinal Injuries Unit for Scotland provides a spinal injuries service to the whole of Scotland. This is housed in a purpose-built facility.

University Links

The Southern General Hospital has built a sound academic and research base over the years, and has an excellent teaching reputation with libraries and lecture suites with comprehensive audio/visual facilities on site. There are close links with the University of Glasgow’s Faculty of Medicine including Professors within Neurosciences.

4. WORK OF THE DEPARTMENT

The Neurology Department provides services for the West of Scotland including: NHS Greater Glasgow and Clyde, Ayrshire & Arran, Lanarkshire, and Western Isles. The Glasgow services are based at the Institute of Neurological Sciences (INS) while regional services are provided on an outreach model.

There are currently twenty two consultant posts of which three are academic.

There is increasing consultant sub-specialisation and current sub-specialities include epilepsy, MS, muscle, neuro-genetics, movement disorders, stroke, headache, the dementias and peripheral neuropathy. Research interests in the academic department are neuro-virology, neuro-immunology and stroke, and a number of members of the clinical department also have research programmes.

In Glasgow in-patient neurology is based on two wards in INS. The total number of beds is 48, including three video EEG beds, and four acute stroke unit beds in the neurology ward. Out-patient facilities are also located within the Institute of Neurological Sciences. The building also accommodates maxillo-facial surgery and ENT units.

The department at present has 14 accredited training posts ranging from FY2 to SpR. Numbers will change, with the bulk of trainees at ST3 level and above.

The work of the neurology department is supported by: a department of clinical neurophysiology (five consultants); a department of neuroradiology (seven consultants); and a department of neuropathology (two consultants).
5. THE JOB ITSELF

(a) Title: Consultant in Neurology

This is a new post established to provide additional capacity for NHS Greater Glasgow and Clyde and NHS Lanarkshire.

This job constitutes of 10 PAs, based on a 9:1 Programmed Activities template. One supporting professional activity (SPA) is now the advertised standard for all new consultant job plans within NHSGG&C. The one SPA minimum will reflect activity such as appraisal, personal audit and professional development occurring outside study leave time as well as limited time for other activities. Once the candidate has been appointed more SPA time may be agreed for activities such as undergraduate and postgraduate medical training which takes place outside direct clinical care, as well as research and/or management. These activities must be specifically and clearly identified and be agreed with the candidate and desired by the department.

(b) Relationships:

(i) Name of Health Board(s):
NHS Greater Glasgow and Clyde, Acute Services Division
NHS Lanarkshire

(ii) Names of Consultant members of the Department:

<table>
<thead>
<tr>
<th>Dr T Baird</th>
<th>Dr Fozia Nazir</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr S Cooper</td>
<td>Dr C P O’Leary</td>
</tr>
<tr>
<td>Dr M Farrugia</td>
<td>Dr J Overell</td>
</tr>
<tr>
<td>Dr G Gorrie</td>
<td>Dr R K H Petty</td>
</tr>
<tr>
<td>Dr J Greene</td>
<td>Dr S Razvi</td>
</tr>
<tr>
<td>Dr D Grosset</td>
<td>Dr J Selvarajah</td>
</tr>
<tr>
<td>Dr O Jack</td>
<td>Dr P Shah</td>
</tr>
<tr>
<td>Professor P G E Kennedy</td>
<td>Dr R Thomas</td>
</tr>
<tr>
<td>Dr J P Leach</td>
<td>Dr A Tyagi</td>
</tr>
<tr>
<td>Professor K Muir</td>
<td>Dr S Webb</td>
</tr>
<tr>
<td>Dr R Murray</td>
<td>Professor H J Willison</td>
</tr>
</tbody>
</table>

(c) Duties of the Post:

(i) Clinical details of all clinical commitments

The post will be based at the Department of Neurology, Southern General Hospital and will provide out-patient neurology services at the Southern General Hospital and other hospital(s) in NHS Greater Glasgow and Clyde/Lanarkshire.
Inpatient work will be carried out at the Southern General and other sites; this will involve ward visit sessions and availability for advice at other times during the working week.

On-call for acute neurology admissions to the Southern General Hospital may be required and will be shared amongst approximately 15 consultant colleagues.

(ii) The postholder will be expected to have/develop an area of specialist interest complementary to those of the Department.

(iii) Administration

As well as the usual administrative duties associated with care of patients the appointed consultant will be expected to participate in the management structure of the Department of Neurology and the Regional Services Directorate.

(d) Timetable

<table>
<thead>
<tr>
<th>Day</th>
<th>Hours</th>
<th>Hospital or Clinic and Description of Duties e.g. ward Rounds, Theatres and Out-patients etc.</th>
</tr>
</thead>
<tbody>
<tr>
<td>MON</td>
<td>AM</td>
<td>Patient admin 4h</td>
</tr>
<tr>
<td>MON</td>
<td>PM</td>
<td>Ward reviews 4h</td>
</tr>
<tr>
<td>TUES</td>
<td>AM</td>
<td>Outpatient clinic 4h</td>
</tr>
<tr>
<td>TUES</td>
<td>PM</td>
<td>Ward reviews/patient admin 4h</td>
</tr>
<tr>
<td>WED</td>
<td>AM</td>
<td>SPA/Continuing Professional Development (3 hours)</td>
</tr>
<tr>
<td>WED</td>
<td>PM</td>
<td>Outpatient clinic 4h</td>
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<tr>
<td>THURS</td>
<td>AM</td>
<td>Outpatient clinic 4h</td>
</tr>
<tr>
<td>THURS</td>
<td>PM</td>
<td>X Ray Mtg 1h</td>
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<tr>
<td></td>
<td></td>
<td>Departmental meeting (SPA -1 hour)</td>
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<td></td>
<td></td>
<td>Ward Round SGH 2h</td>
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<tr>
<td>FRI</td>
<td>AM</td>
<td>Ward reviews/patient admin 4h</td>
</tr>
<tr>
<td>FRI</td>
<td>PM</td>
<td>Outpatient clinic 3h</td>
</tr>
</tbody>
</table>

On call       2h

The above is a general guide but will be adjusted according to availability of out-patient facilities.

(e) Domiciliary consultations as may be required by the employing authority.

(f) The Consultant has a continuing responsibility for the care of patients in their charge, and for the proper functioning of the Department.

(g) The Consultant will undertake the administrative duties associated with the care of neurology patients and the running of the clinical department.
In addition to the duties mentioned above, duties at other hospitals administered by the employing authority may be necessary.

6. DATE WHEN POST IS VACANT
This post is available immediately.

7. DETAILS OF ARRANGEMENTS FOR APPLICANTS TO VISIT HOSPITAL
In the first instance please contact:

Dr C. O'Leary, Lead Clinician, Neurology Department 0141 – 201 2364

Short-listed candidates are invited automatically by the Director of Human Resources 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. When it is thought that there will be difficulty in filling the post, the Director of Human Resources has the authority to approve a second visit.

If shortlisted you may wish to contact:

Mrs S Walker, General Manager, INS 0141-201 2833

8. FLEXIBLE WORKING ARRANGEMENTS

This post is suitable for both full and part-time applicants. Candidates seeking either part-time or flexible working arrangements will be considered for the post in accordance with the organisations HR policies, subject to discussion and agreement on potential work patterns meeting the needs of the service. Modification of the job content should be discussed on a personal basis with the Lead Consultant, General Manager and HR Manager, prior to / at / following interview.
<table>
<thead>
<tr>
<th>POST:</th>
<th>Consultant in Neurology</th>
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</thead>
<tbody>
<tr>
<td>BOARD:</td>
<td>Greater Glasgow and Clyde</td>
</tr>
<tr>
<td>HOSPITALS:</td>
<td>Southern General Hospital and other GGC/WoS hospitals</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>1. Legal Requirements</th>
<th>Inclusion on the Specialist Register / Admission to the register within 6 months of CCT or CESR(CP)</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>2. Professional Qualifications</td>
<td>GMC Registration with a licence to practice</td>
<td>MD / PhD</td>
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<tr>
<td></td>
<td>A higher qualification e.g. MRCP or equivalent.</td>
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<tr>
<td>3. Training</td>
<td>Previous appointments which provided professional training in Neurology posts approved by the Royal College of Physicians.</td>
<td>Attendance at appropriate professional courses.</td>
</tr>
<tr>
<td>4. Experience</td>
<td>Experience of neurology and general medicine.</td>
<td>Working knowledge of NHS management responsibilities of consultants. Attendance at an appropriate management course. Experience of clinical audit.</td>
</tr>
<tr>
<td>Clinical</td>
<td>Special interest complementary to those established within the conurbation.</td>
<td></td>
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<tr>
<td>Management / Audit</td>
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<tr>
<td>5. Teaching</td>
<td>Evidence of participation in teaching postgraduate medical staff plus a commitment to Postgraduate Training and Undergraduate Teaching within the organization. Interest in undergraduate and</td>
<td>Experience of teaching medical and other staff.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Evidence of participation in Undergraduate Teaching.</td>
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<td></td>
<td></td>
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</tr>
<tr>
<td>Postgraduate medical teaching.</td>
<td>ESSENTIAL FOR THE POST</td>
<td>DESIRABLE FOR THE POST</td>
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<tr>
<td>--------------------------------</td>
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<tr>
<td>6. Research / Publications</td>
<td>Experience and evidence of research and relevant publications.</td>
<td>Evidence of recent and current research, with relevant publications.</td>
</tr>
<tr>
<td>7. Professional Interests</td>
<td>Membership of appropriate professional society (ies) Knowledge of up to date literature.</td>
<td></td>
</tr>
<tr>
<td>8. Personal Skills</td>
<td>Ability to communicate and liaise effectively with patients and their relatives, and with colleagues of all disciplines.</td>
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</tr>
<tr>
<td>Relationships</td>
<td>Ability to be able to work harmoniously with colleagues.</td>
<td>Experience of supervision of junior medical staff and relevant staff in other disciplines.</td>
</tr>
<tr>
<td>Leadership</td>
<td>Ability to develop neurology services within Glasgow/ the West of Scotland</td>
<td></td>
</tr>
<tr>
<td>Teamwork</td>
<td>Ability to work as a team player with professional colleagues, both medical and other disciplines</td>
<td></td>
</tr>
<tr>
<td>9. Circumstances Residence</td>
<td>Agree to live an appropriate distance from the respective organisations.</td>
<td>Car owner with full driving licence.</td>
</tr>
<tr>
<td>Car owner / driver</td>
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</table>
NHS Lanarkshire

NHS Lanarkshire serves a population of 561,174 and is committed to improving the health of the population and ensuring that appropriate and high quality healthcare is provided.

At present, NHS Lanarkshire’s operational delivery is organised through an Acute Services Division and 2 Community Health Partnerships (CHPs), one co-terminus with the boundary of North Lanarkshire Council and the other co-terminus with South Lanarkshire Council. The CHPs provide primary healthcare services to the local communities and surrounding areas.

Acute hospital services are provided at Monklands, Hairmyres and Wishaw General Hospitals covering a wide range of surgical, emergency, medical and critical care, maternity, radiology, laboratory and pharmacy services for in-patient, out-patient and day case care.

The CHPs provide a range of community healthcare services as well as a range of services in mental health and learning disabilities. GP Practices and Children’s and Young Peoples Services also fall within the CHP structure. There is a centralised inpatient paediatric and neonatal service at Wishaw General Hospital with paediatric out-patient services also provided throughout community locations.

Mental Health Services are managed across Lanarkshire through a single Unit. Teams provide General Adult, Older People, Child and Adolescent Mental Health Services, Learning Disability and Addiction services.

Public Health covers three main functions: Health Improvement, Health Protection, Health and Service Provision. The Public Health Service has both planned and emergency aspects to its work.
NHS Lanarkshire, in partnership with key stakeholders, has developed a set of Organisational Values which are increasingly used to influence strategy development and the Modernisation of Clinical Services. The values influence our priorities and performance and our continuous improvement as an employer of choice. They emphasise that, in pursuit of improvement, we will value:

- **Quality Patient Focussed Services**
- **Quality Health Care Environment**
- **Continuous Improvement**
- **Involvement**
- **Communications**
- **Respect**
- **Fairness and Consistency**
- **Competence and Continuous Learning**
- **Our commitment to promoting equality and diversity**

You will be working for an organisation that appoints only on merit and welcomes applications from people irrespective of age, disability, gender, religion, trade union membership, race or sexual orientation.

Equality is about creating a fairer society where everyone can participate and has the opportunity to fulfil their potential. Diversity is about recognising and valuing the difference between people.

Here at NHS Lanarkshire we put these values into practice in the way we develop and deliver our services.
Role of the NHS Board

NHS Boards are responsible for:

- Leading the development of and putting into practice the Board’s plans to achieve effective and efficient healthcare services, which meet the needs of patients, the wider community and improve the public’s health;

- Building links and working together with local communities and local elected representatives – councillors, MSPs, MPs and MEPs – to make sure they are fully aware of the ideas being developed to improve the public’s health and to provide healthcare services that meet their needs;

- Working in partnership with Local Health Care Co-operatives, Local Health Councils, Community Health Partnerships, other health organisations, community service providers, voluntary organisations and local authorities;

- Strategic planning and development of integrated health and community care services;

- Planning and delivering services from a patient/user perspective;

- Involving patients, the public and community groups in the planning of services and any future service changes;

- Making sure that national and local public health policies and new initiatives work successfully, specifically through the Local Health Plan;

- Developing a framework for managing public health responsibilities;

- Monitoring how local healthcare service providers perform to ensure agreed service delivery and health improvement targets are reached;
• Monitoring how local healthcare service providers perform to ensure agreed service delivery and health improvement targets are reached;

• Actively encouraging:
  • Better understanding about health improvement and measures to reduce inequalities in the health of local populations;
  • Equality of opportunity in, and access to, patient treatment and care;
  • NHS Scotland values and achievements;
  • Managing NHS Board finances, and making the best use of available resources, within the Scottish Executive Health Department’s guidelines;
  • Meeting all legal, contractual and statutory obligations;
  • Developing and involving staff.

Further Information about NHS Scotland and NHS Lanarkshire

You can find out more about NHS Scotland and NHS Lanarkshire activity by visiting the NHS Scotland website at http://www.show.scot.nhs.uk/ or the NHS Lanarkshire website at http://www.nhslanarkshire.org.uk/
Living & Working in Lanarkshire

Why should you want to work in Lanarkshire?

Well, for a start, it’s a vastly varied county, with a wide range of interesting places to put down roots and enjoy life to the full. Not only that, but it’s only about half an hour from Glasgow and about 40 minutes from Edinburgh. So if you’re already living in central Scotland you can easily commute or, should you wish to relocate, you can choose either a substantial Lanarkshire town or a more relaxed rural Lanarkshire location and still have all the attractions of two major cities on your doorstep.

Lanarkshire is a very large county, extending far to every point of the compass. As well as our large urban populations there are many rural towns and communities with a very different outlook on life and which present very different challenges. Throughout the county there are superb visitor attractions. For example, to choose but two, New Lanark, Robert Owen’s beautiful restored cotton mill close to the Falls of Clyde is a World Heritage Site, whilst Summerlee Museum of Scottish Industrial Life displays the entire region’s industrial history in a magnificent setting with an underground mine and Scotland’s only working electric tramway.

Some people live to work, others work to live. NHS Lanarkshire is one of the few places where people can work to help others live. Knowing you’re making a real difference can be one of the best rewards of all.

If you only know Lanarkshire as somewhere from a history book, or as somewhere to pass through, or indeed only as somewhere on a map, then we think you’ll be pleasantly surprised.

For more information please visit these links:
www.visitlanarkshire.com
www.southlanarkshire.gov.uk
www.northlanarkshire.gov.uk
Benefits

NHS Lanarkshire offers excellent salaries and pension arrangements, extensive training opportunities to help you move on in your career, and excellent side-benefits such as flexible working.

Pay and conditions

Pay and conditions of service in NHS Lanarkshire have been improving steadily. New contracts to modernise pay and conditions have recently been agreed for GPs, consultants and pharmacists and progress has been made in implementing a new pay structure for most other NHS employees under a process called Agenda for Change.

NHS Lanarkshire offers:
- A minimum four weeks annual leave, increasing with length of service.
- Paid sick leave increasing with length of service.
- Occupational health and counselling services.
- A range of other employment benefits including flexible working options, career breaks, affordable childcare and a great pension scheme.
- Encourage trade union membership.

Flexible working

There is a huge range of opportunities within NHS Lanarkshire to work in a way that suits your circumstances. That can mean part-time working, job sharing, term-time working and evening or weekend work. A traditional 9-5 working pattern suits some people however NHS Lanarkshire offers much more. Many NHS staff take career breaks to raise a family or embark on some other project, with the knowledge that they will be welcome to return when they are ready. NHS Lanarkshire understands the importance of achieving the right balance between work and home. That means offering working patterns that match people’s needs.

Pension

All members of staff with contracts of employment with NHS Lanarkshire automatically become members of NHS Lanarkshire pension scheme. All pension benefits are based on pensionable pay and length of service in the scheme. They are guaranteed by law to be there when you become entitled to them.

Career development

We are committed to offering development and learning opportunities for all staff to extend their range of skills and knowledge, and enable them to realise more of their full potential.

No matter where you start, you’ll have access to further training and the chance to stretch your abilities and advance your career if you wish to.
Useful Weblinks

NHS Lanarkshire
http://www.nhslanarkshire.org.uk

Scottish Medical Training (Scot MT)
http://www.scotmt.scot.nhs.uk/

Scottish Health on the Web (SHOW)
www.show.scot.nhs.uk

NHS Careers for Health
http://www.infoscotland.com/nhs/

NHS Graduate Training Scheme
http://www.managementtrainingscheme.nhsscotland.com/

British Medical Association
http://www.bma.org.uk/

Scottish Passenger Transport
http://www.spt.co.uk/

North Lanarkshire Council
http://www.northlanarkshire.gov.uk

South Lanarkshire Council
http://www.southlanarkshire.gov.uk

Lanarkshire Tourist Information

Voluntary Services Overseas
http://www.healthworkerstandards.scot.nhs.uk/

Non UK/European Economic Area Nationals
http://www.ukba.homeoffice.gov.uk/

Pay Modernisation in NHS Scotland
www.paymodernisation.scot.nhs.uk
# 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.

<table>
<thead>
<tr>
<th>TYPE OF CONTRACT</th>
<th>Permanent</th>
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</thead>
</table>
| GRADE AND SALARY | Consultant  
£ 74,504 to £ 100,446 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 | Full Time 40.00 |
| SUPERANNUATION | You have the option to join the NHS Superannuation Scheme, to participate in the State Earnings Related Pension Scheme or to take out a Personal Pension. Employee's contributions to the NHS Scheme are Tiered based on your earnings and the employers contribution equates to 13.5% of salary. Employees in the NHS Scheme are “Contracted-out” of the State Earnings Related Pension Scheme and pay a lower rate of National Insurance contributions. Employees who choose to participate in the State Earnings Related Pension Scheme pay the higher rate of National Insurance contribution. A Stakeholder Pension is also available. A Personal Pension is a private arrangement agreed with the pension provider that will be an organisation such as a Bank, Building Society or Insurance Company. |
| 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. Re-imbursement 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 (NHSGGC) 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 not 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.

<table>
<thead>
<tr>
<th>REHABILITATION OF OFFENDERS ACT 1974</th>
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<td>The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as &quot;spent&quot; 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 &quot;spent&quot; 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.</td>
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<th>DISABLED APPLICANTS</th>
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<td>A disability or health problems does not preclude full consideration for the job and applications from people with disabilities are welcome. All information will be treated as confidential. NHS Greater Glasgow and Clyde guarantees to interview all applicants with disabilities who meet the minimum criteria for the post. You will note on our application form that we ask for relevant information with regard to your disability. This is simply to ensure that we can assist you, if you are called for interview, to have every opportunity to present your application in full. We may call you to discuss your needs in more detail if you are selected for interview.</td>
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<th>GENERAL</th>
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<td>NHS Greater Glasgow and Clyde operates flexible staffing arrangements whereby all appointments are to a grade within a department. The duties of an officer may be varied from an initial set of duties to any other set, which are commensurate with the grade of the officer. The enhanced experience resulting from this is considered to be in the best interest of both NHS Greater Glasgow and Clyde and the individual.</td>
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<th>EQUAL OPPORTUNITIES</th>
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<td>The postholder will undertake their duties in strict accordance with NHS Greater Glasgow and Clyde’s Equal Opportunities Policy.</td>
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<th>NOTICE</th>
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<td>The employment is subject to three months’ notice on either side, subject to appeal against dismissal.</td>
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<th>MEDICAL NEGLIGENCE</th>
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<td>In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme.</td>
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FURTHER INFORMATION

For further information on NHS Greater Glasgow and Clyde, please visit our website on www.show.scot.nhs.uk

View all our vacancies at www.nhsggc.org.uk/medicaljobs

Subscribe to our Medical Jobs Vacancy Bulletin Click Here

Register for Text Alerts for medical vacancies – email your mobile number and the grade and specialty you are interested in to gg-uhb.medicaljobs@nhs.net

Applicants wishing further information about the post are invited to contact Dr Colin O’Leary on 0141 201 2364 with whom visiting arrangements can also be made.

HOW TO APPLY

To apply for these posts please include your CV and names and addresses of 3 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 click on the “How to Apply” tab to access application for and CV submission information.

RETURN OF APPLICATIONS

Please return your application by email to nhsggcrecruitment@nhs.net or to the recruitment address below;

Medical and Dental Recruitment Team
NHS Greater Glasgow and Clyde
Recruitment Services, 1st Floor
Modular Building, Gartnavel Royal Hospital
1055 Great Western Road
GLASGOW
G12 0XH

CLOSING DATE

The closing Date will be Noon 19th April 2013