



CONSULTANT NEUROSURGEON

INSTITUTE OF NEUROLOGICAL
SCIENCES, SOUTHERN
GENERAL HOSPITAL

INFORMATION PACK

REF: 23420D

CLOSING DATE: 12TH AUGUST 2011

SUMMARY INFORMATION

CONSULTANT NEUROSURGEON (Paediatric and Adult)

**Regional Services Directorate
Institute of Neurological Sciences, Southern General Hospital**

This new post offers an exciting opportunity to join our Neurosurgical team at a time of significant change and investment in the paediatric service.

This post has been created to support the transfer of paediatric neurosurgical services to the Royal Hospital for Sick Children (RHSC) initially at Yorkhill and from 2015 to the new Children's Hospital that is currently being built on the Southern General Hospital campus. You will work in a team of 4 consultant neurosurgeons with adult and paediatric expertise to provide paediatric neurosurgical services to the West of Scotland.

In addition to this you will work within a team of 12 whole time equivalent Neurosurgeons to provide adult Neurosurgical services to a catchment population of approximately 2.7 million

The post offers excellent opportunities for modern neurosurgical practice and there is close collaboration with both adult and paediatric colleagues in other specialties including Interventional Radiologists, Maxillofacial Surgeons, Neurologists, Oncologists and Paediatric General Surgeons.

All applicants must have Full GMC registration, a Licence to Practice and eligibility for inclusion in the GMC Specialist Register. You should possess the FRCS and have completed Higher Surgical Training (or equivalent) and be fully trained in all aspects of Neurosurgery. You must either be on the Specialist Register or be within 6 months of receiving your Certificate of Completion of Training (CCT) by the time of interview. Non UK applicants must demonstrate equivalent training.

You should be competent to manage all common Neurosurgical Emergencies including Spine and Paediatrics.

This post would suit an individual with a general neurosurgical training and an interest in paediatric neurosurgery. Post CCT Fellowship level training in Paediatric Neurosurgery is highly desirable.

This post requires PVG Scheme Membership/ Disclosure Scotland Check

ACUTE SERVICES DIVISION
INFORMATION PACK
FOR THE POST OF
CONSULTANT
IN
NEUROSURGERY
(ADULT AND PAEDIATRICS)

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 haemato-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

http://www.nhsggc.org.uk/content/mediaassets/images/sghc_concept_aerial_adult_hospital_ne_800.jpg 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

http://www.nhsggc.org.uk/content/mediaassets/images/sghc_concept_childrens_hosp_park_800.jpgA 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 will include: paediatric neurosurgery, 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 institute of neurological sciences and 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.

INDICATIVE TIMETABLE

Indicative Timetable for Phase 2	
Event	Milestone
New Laboratory & Facilities Management Building, works commenced	1st quarter 2010
Construction of Adult and Children’s Hospitals to commence	1st quarter 2011
Completion (Construction) – Laboratory & Facilities Management Building	1st quarter 2012
Completion (Construction) – Adult and Children’s Hospitals	1st quarter 2015
Operational Date – Adult and Children’s Hospitals	Summer 2015

4. THE SOUTHERN GENERAL HOSPITAL/ ROYAL HOSPITAL FOR SICK CHILDREN

The Southern General Hospital is a large teaching hospital with an acute operational bed complement of approximately 930 beds. The Hospital is sited in the south-west of Glasgow and provides a comprehensive range of acute and related clinical services. Glasgow's Acute Services Review will see a new adult and paediatric hospital built on this site by 2015.

Services include Accident and Emergency, Dermatology, ENT, General Medicine (including sub-specialties), General Surgery (including sub-specialties), Medicine for the Elderly (including Assessment, Rehabilitation and Day Services), Gynaecology, Neonatal Paediatrics, Obstetrics, Ophthalmology, Orthopaedic Surgery, Urology, Physically Disabled Rehabilitation and Continuing Care. In-patient Maxillofacial (trauma and elective surgery and specialist provision for head and neck cancer), Dermatology and the Assessment and Rehabilitation service for the Physically Disabled are also provided for the whole city from the Southern General Hospital.

There is also a wide range of therapeutic services including Audiology, Clinical Psychology, Dietetics, Occupational Therapy, ECG, Physiotherapy, Radiology (including MRI and CT provision for the general hospital service) and Speech Therapy.

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.

The Royal Hospital for Sick Children

Children's Services are managed within the Women & Children's Directorate located within the Yorkhill Campus which hosts the Royal Hospital for Sick Children. Maternity services are currently provided at the Southern General Hospital and the Princess Royal Maternity Hospital both located within 5 miles of the Yorkhill Campus

The Royal Hospital for Sick Children (RHSC) is the largest paediatric teaching hospital in Scotland. It provides care not only for children resident within Greater Glasgow, but is also a tertiary referral centre for children from the West of Scotland.

The hospital provides services across all paediatric medical and surgical subspecialties including general medical paediatrics, respiratory, neurology, endocrinology, gastroenterology and nutrition, haemato-oncology (bone marrow transplant service), nephrology, cardiology-cardiac surgery, immunology and infectious disease, dermatology, rheumatology, metabolic medicine, audiology, ophthalmology, ENT surgery, orthopaedics and general paediatric and neonatal surgery

The hospital has a 16 bed paediatric intensive care unit and an ICU patient retrieval service with adjacent 8 bed high-dependency unit. It also has 16 medical and surgical intensive care cots. There are 7 operating theatres plus an endoscopy suite, dental suite, and catheterisation laboratory.

As well as having a significant regional workload the hospital also hosts a range of national services for Scotland including Neonatal cardiology, Neonatal ENT, Congenital Diaphragmatic Hernia network, Vein of Galen assessment and treatment (together with Great Ormond Street as a UK service), ECMO, Paediatric cardiac surgery, Paediatric interventional cardiology and pacing, Paediatric Renal transplantation

There are currently 5 neurologists, 3 oncologists and 4 general surgeons (out of a wider pool of consultants) who will have close links with paediatric neurosurgery service.

The Diagnostic Imaging Department located within RHSC provides ultrasound, CT, MRI and isotopic studies on site. Diagnostic laboratory facilities are on site in Haematology, Blood Banking, Biochemistry, Microbiology, Virology, Histopathology and Genetics.

The Hospital provides the major Undergraduate Paediatric Teaching facility for the University of Glasgow and accommodates the University Departments of Child Health, Child and Family Psychiatry, Medical Genetics, Human Nutrition, Paediatric Pathology, Paediatric Biochemistry and Paediatric Surgery.

Plans are currently being finalised for a new Children's Hospital to be built on the Southern General Hospitals campus by 2015. This new facility will allow co-adjacency with both maternity services and neurosciences.

5. NATIONAL MANAGED SERVICE NETWORK

The Department of Neurosurgery in Glasgow is one of four Scottish Neurosurgical centres that are now part of a national managed service network (MSN). Formed in 2009, the MSN is an innovative model, the first of its kind in Scotland. Building on the fundamental principles of Managed Clinical Networks and extending these across the whole service, it aims to ensure that neurosurgical services in Scotland are equitable and consistent in terms of access and quality. The MSN is responsible for ensuring a national approach to the development of services, for the development, implementation and assessment of nationally agreed service standards and care pathways, and for the promotion of nationally coordinated research and development. Good quality, consistent data are fundamental to progress in these areas.

The MSN offers enormous opportunity for the pursuit of specialist interest(s) within the Scotland-wide context provided by the Network. In addition to taking a full share of the general neurosurgical workload in Glasgow and developing and strengthening services locally, the post holder will be encouraged to take an active role in working within the MSN to develop specialist services within a national perspective.

The MSN structure is headed by a Network Board and supported by an operational management group that is chaired by the national Clinical Director, Mr Eric Ballantyne, Consultant Neurosurgeon, Ninewells Hospital, Dundee.

6. WORK OF THE DEPARTMENT

At present most paediatric neurosurgery is performed at the INS but with this new appointment a team of 4 consultant neurosurgeons with adult and paediatric expertise will transfer the service to the Royal Hospital for Sick Children (RHSC) at Yorkhill. This is an interim arrangement until the RHSC closes and a new children's hospital opens on the Southern General Hospital site in 2015 (see section 3 above).

In patients at the RHSC will be managed in the intensive care unit or a paediatric surgical ward which will also host maxillofacial and neurology patients. The paediatric neurosurgical consultants will work closely with colleagues in intensive care, anaesthesia, neurology, oncology and general surgery and be supported by their junior staff in addition to neurosurgical trainees during their rotation for training in paediatric neurosurgery.

The Department of Neurosurgery is situated within the main block of the Institute of Neurological Sciences (INS) at the Southern General Hospital. The Unit supplies a regional service to a population of 2.7 million, mainly from the West of Scotland (NHS Greater Glasgow and Clyde, NHS Ayrshire & Arran, NHS Lanarkshire, NHS Highland and NHS Western Isles), although some patients are referred from other areas of Scotland or England for sub-specialty care.

Neurosurgery is part of the Regional Services Directorate for NHS Greater Glasgow and Clyde. Dr Stuart Rodger is Associate Medical Director for the Directorate, Mr Jonathan Best is Executive Director and Mrs Susan Walker is General Manager for Neurosciences, Oral & Maxillofacial Services and Spinal Injuries. Each Department within Neurosciences, OMFS and Spinal Injuries has a management-appointed Lead Clinician.

The department has close links with the Departments of Neurology, Neuropathology, Neuro-anaesthesia, Neuroradiology, Maxillofacial Surgery and Clinical Physics, with Paediatric services at Yorkhill Hospital and with the Oncology Services at the Beatson Cancer Centre. The department also has visiting specialists from Neuro-ophthalmology and Neuro-otology.

The Neurosurgical Department works on a team system with three clinical teams. There are 69 adult neurosurgical beds and a suite of three neurosurgical theatres located next to the two maxillofacial theatres. In addition, there is a six-bedded ITU and a five-bedded HDU shared with the other specialties within the Division. The Neurosurgical teams are based around the three adult wards. There are eight specialist trainees at St3 or above, as well as 10 further junior trainees at FY2/ ST1-2/ Junior Clinical Fellow grades who rotate between the teams. Routine emergency and elective work within the Unit is sub-divided approximately equally between teams but within this framework the development of special interests is established and encouraged.

The post offers excellent opportunities for modern neurosurgical practice. There is close collaboration with Interventional Radiologists, Maxillofacial Surgeons, and Neuro-otologists. The National Spinal Injuries Unit is located in an adjoining building to the Institute, and there is a close working relationship between the two Units. Consultants are involved in undergraduate and postgraduate teaching, and may be offered an honorary position by the University of Glasgow. There is a long history of successful clinical research and all Consultants and junior staff are encouraged to participate. There are opportunities through the University Department of Clinical Neurosciences to carry out basic research.

FURTHER INFORMATION

Informal enquires should be directed to Miss Patricia Littlechild, Lead Consultant Neurosurgeon, 0141 201 2456, or Miss Jennifer Brown, Paediatric Lead, 0141 201 2044

DETAILS OF ARRANGEMENTS FOR APPLICANTS TO VISIT HOSPITAL

In the first instance please contact:

Mr E J St George, Chairman, Department of Neurosurgery on 0141 201 2107
Miss J Brown, Department of Neurosurgery on 0141 201 2444

For further information on the Managed Service Network candidates can also contact:

Mr Eric Ballantyne, National Clinical Director, Consultant Neurosurgeon, Ninewells Hospital, Dundee on 01382 660111 ext 36052

JOB DESCRIPTION

(A) TITLE: CONSULTANT IN NEUROSURGERY

The position is a new post created to transfer paediatric neurosurgical services to the Royal Hospital for Sick Children (RHSC) initially at Yorkhill and from 2015 to the new Children's Hospital that is currently being built on the Southern General Hospital campus.

The successful applicant will work with in a team of 4 consultant neurosurgeons with adult and paediatric expertise to provide paediatric neurosurgical services within RHSC. The postholder will also work with a separate team of consultants providing adult neurosurgical services at the Institute of Neurological Sciences (INS). The development of subspecialty interests complementary to those already existing in the department will be encouraged and supported.

This job constitutes of 10 PAs post, based on a 9:1 session 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
- (ii) **Names of Consultant members of the Department:**

NHS Consultants: -

- Mr L Alakandy
- Miss J Brown
- Mr LT Dunn
- Miss P Littlechild
- Mr C Mathieson
- Mr M Sangra
- Mr EJ St George
- Mr N Suttner
- Mr W A S Taylor

(C) DUTIES OF THE POST:

- (i) Clinical

The successful applicant will be based primarily at RHSC one week in four and throughout that week they will be on call for the paediatric neurosurgery service although the consultant on call at the INS will provide the first line out of hours cover. During the three weeks in the month when the applicant is based at the INS they will take an equal share in the on call rota for the adult service.

The duties of the post include the overall neurosurgical care of the adult and paediatric patients concerned. All applicants should have sufficient clinical and operative experience to manage major neurosurgical problems independently. With regard to on-call commitments, all

Consultants take primary responsibility for the management of patients referred acutely when they are on call, and for any patients under their care in the Neurosurgical Unit. All neurosurgical Consultants also take part in a rota for out-of-hours cover. There is a requirement that all Consultants maintain an ability to deal with all common neurosurgical emergencies, including paediatric and spinal.

All Consultants have developed sub-specialty interests and there is frequent cross-referral of cases. For uncommon emergency cases requiring sub-specialty expertise, all Consultants are willing to be consulted even if not formally on-call. Participation in existing Multidisciplinary patient management practices, such as that in neuro-oncology is expected.

(ii) Administration

The Lead Clinician is the medical manager responsible for the medical staff within the Department and works with General and Clinical Services Managers to ensure quality service delivery and development, clinical governance, appraisal and job planning.

The Department of Neurosurgery also has a Chairman who is appointed on a rotational basis by the Department and who holds weekly or fortnightly department meetings. In liaison with the Lead Clinician, the Chairman deals with the day-to-day running of the department including rota master duties and staffing issues.

Individual Consultants, supported by the Clinical Services Manager, are responsible for the organisation of Out Patient clinics, admissions, and operating schedules. They are also responsible for such correspondence and administrative duties that arise from these activities. Each Consultant is expected to play his part in representing the Department on various committees or meetings relevant to Neurosurgery.

(D) TIMETABLE

All paediatric in patient and outpatient activity will take place at the RHSC, Yorkhill, and from 2015 in the new Children's Hospital. All adult in patient activity takes place within the INS and adult out patient clinics are held in an adjacent purpose built building.

The high urgent and emergency workload in Neurosurgery places a requirement on all Consultants to be flexible in their working patterns, and to be highly adept at prioritising their workload. The bulk of the working week will be taken up with ward work, office-based clinical work, administration and dealing with emergency referrals. Activities totaling one session of supporting professional activity is built into the weekly life of the Institute and should also allow for appraisal and job planning.

The timetable below shows the core fixed commitments of the post for two representative weeks, one at RHSC and the other at the Institute. A degree of flexibility will be required in terms of the scheduling of fixed commitments. Some members of the department run a clinic focused on an area of subspecialty interest once per month or more frequently in addition to this core job plan.

TIMETABLE

Week 1 – RHSC week

Day	Hours	Hospital or Clinic and Description of Duties e.g. ward Rounds, Theatres and Out-patients etc.
MON	AM	Handover round (1h) Available for theatre or patient rel admin (RHSC or INS)(3h)
MON	PM	Available for theatre or patient rel admin (RHSC or INS)(3h) Ward/post op visits(1h)
TUES	AM	Ward round (1h)
TUES	PM	SPA (3h) Ward round (1h)
WED	AM	MDT (1h) SPA (2h)
WED	PM	Outpatient clinic (3h) Ward round (1h)
THURS	AM	Ward round (1h) Theatre (RHSC)(4h)
THURS	PM	Theatre (RHSC)(4h) Ward/post op visits (1h)
FRI	AM	Ward round (1h) SPA (2 hours)
FRI	PM	Outpatient clinic (3h) Ward round (1h)
SAT	AM	Ward round (1&1/2h)
SUN	AM	Ward round (1&1/2h)

Week 2 – sample INS week

Day	Hours	Hospital or Clinic and Description of Duties e.g. ward Rounds, Theatres and Out-patients etc.
MON	AM	Handover ward round (RHSC/INS)(2h) Patient related admin (2h)
MON	PM	Outpatient clinic (4h)
TUES	AM	Ward round (2h)
TUES	PM	SPA (1h) Pre-operative visits (1h)
WED	AM	MDT (1h) Theatre (4h)
WED	PM	Theatre (4h) Ward round (1h)
THURS	AM	Available for theatre (INS or RHSC) (4h)
THURS	PM	Available for theatre/patient related admin (INS or RHSC) (4h)
FRI	AM	Ward round (2h) SPA (2h)
FRI SAT SUN	PM	Outpatient clinic (4h) Ward rounds when on call (2h)

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

- (F)** The Consultant has a continuing responsibility for the care of patients in his charge, and for the proper functioning of the Department.
- (G)** The Consultant will undertake the administrative duties associated with the care of his patients and the running of the clinical department.
- (H)** In addition to the duties mentioned above, duties at other hospitals administered by the employing authority may be necessary.

POSITION OF CONSULTANTS UNABLE FOR PERSONAL REASONS TO WORK FULL-TIME

Any consultant who is unable for personal reasons to work full-time will be eligible to be considered for the post; if such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues.

PERSON SPECIFICATION - CONSULTANT IN NEUROSURGERY

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	<u>ESSENTIAL</u>	<u>DESIRABLE</u>
Registration	Full GMC registration, a Licence to Practice and eligibility for inclusion in the GMC Specialist Register	
Qualifications and Training	MB,ChB, or equivalent FRCS (SN) or equivalent CCST (or within 6 months of attaining CCST) Non UK applicants must demonstrate equivalent training	Post CCT Fellowship level training in Paediatric Neurosurgery
Clinical Experience	Expertise in paediatric neurosurgery Ability to manage all common emergency neurosurgical problems (including paediatric and spinal). Evidence of sufficient clinical and operative experience to manage common major neurosurgical conditions independently.	
Knowledge and Skills	Evidence of good operative ability. Good organisational and administrative skills.	
Research	An interest in clinical research as demonstrated by publications in peer review journals.	Evidence of recent and current research, with relevant publications.
Audit	Experience in the instigation of clinical audit. Evidence of participation in audit activities.	
Teaching	Undergraduate and postgraduate teaching experience.	Experience of teaching medical and other staff.
Professional Interests	Membership of appropriate professional society (ies)	

PERSON SPECIFICATION - CONSULTANT IN NEUROSURGERY

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Management	<p>The postholder should have management skills appropriate to assist the delivery of a comprehensive neurosurgery service in association with other departmental members.</p> <p>Working knowledge of NHS management responsibilities of consultants.</p> <p>Experience of supervision of junior medical staff and relevant staff in other disciplines.</p>	Attendance at an appropriate management course.
Personal Skills	<p>Ability to communicate and liaise effectively with patients and their relatives, and with colleagues of all disciplines.</p> <p>Ability to prioritise when under pressure.</p> <p>Ability to cope with hard work and stress.</p>	
Teamwork	<p>Ability to work as a team with professional colleagues, across disciplines.</p>	
Relationships	<p>Ability to be able to work harmoniously with colleagues.</p>	
Circumstances		
Residence	<p>Agree to live an appropriate distance from the respective organisation.</p>	
Car owner / driver	<p>Car owner with full driving licence.</p>	
Physical requirements / General health	<p>Satisfactory medical clearance from Occupational Health Physician.</p>	

TERMS AND CONDITIONS

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	<p>Consultant, £ 74,504 - £100,446 max per annum</p> <p>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.</p>
HOURS OF DUTY	Whole time, 40 hrs
SUPERANNUATION	<p>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.</p> <p>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.</p> <p>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.</p>
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	<p>Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses.</p> <p>Re-imburement shall not normally be made to employees who withdraw their application or refuse an offer of appointment.</p>
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 which currently costs £59.00. The cost of the PVG Membership will be initially paid by NHS Greater Glasgow and Clyde and will required to be repaid through a payroll deduction mandate from the successful candidate's first salary.
CONFIRMATION OF ELIGIBILITY	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

<p>TO WORK IN THE UK</p>	<p>to work in the UK.</p> <p>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.</p> <p>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.</p>
<p>REHABILITATION OF OFFENDERS ACT 1974</p>	<p>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.</p> <p>Any information given will be completely confidential.</p>
<p>DISABLED APPLICANTS</p>	<p>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.</p> <p>NHS Greater Glasgow and Clyde guarantees to interview all applicants with disabilities who meet the minimum criteria for the post.</p> <p>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.</p>
<p>GENERAL</p>	<p>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.</p>
<p>EQUAL OPPORTUNITIES</p>	<p>The postholder will undertake their duties in strict accordance with NHS Greater Glasgow and Clyde’s Equal Opportunities Policy.</p>

FURTHER INFORMATION

For further information on NHS Greater Glasgow and Clyde, please visit our website www.nhsggc.org.uk

Informal enquires should be directed to Miss Patricia Littlechild, Lead Consultant Neurosurgeon, 0141 201 2456, or Miss Jennifer Brown, Paediatric Lead, 0141 201 2044

HOW TO APPLY

To apply for this post please include your CV and names and addresses of 3 Referees, along with the following documents; (click on the hyperlinks to open)

[Medical 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 nhsggcruitment@nhs.net or to the recruitment address below;

Medial and Dental Recruitment Team
NHS Greater Glasgow and Clyde Recruitment Services
5th Floor, Tara House
46 Bath Street
Glasgow
G2 1HJ

CLOSING DATE

The closing date will be **12th August 2011**

INTERVIEW DATE

The interview date will be **9th September 2011**