CLINICAL FELLOW
UROLOGY

BASED AT GARTNAVEL GENERAL HOSPITAL/
SOUTHERN GENERAL HOSPITAL

INFORMATION PACK

REF: 23506D

CLOSING DATE: 29TH JULY 2011
SUMMARY INFORMATION

POST: CLINICAL FELLOW UROLOGY

BASE: GARTNAVEL GENERAL HOSPITAL/SOUTHERN GENERAL HOSPITAL

These posts are available at middle grade level within the Glasgow Urology Service, providing experience in general urology, uro-oncology, stone disease, incontinence and reconstruction, laparoscopic surgery and andrology. Significant exposure and learning opportunities will be afforded to the successful candidates.

Duties will include; care of patients in the urology wards and of patients with urological problems throughout the hospitals, attending outpatient clinics and operating sessions, involvement in the organisation of in-house training sessions and occasional teaching of medical students.

Urology within Glasgow is sited in both the Southern General and Gartnavel General Hospitals and a broad range of medical and surgical sub-specialities are provided at both hospital sites. The Southern General also houses the National Spinal Injuries Unit with extensive exposure available to neuro-urology and sacral neuromodulation service. Gartnavel General has close links with the adjoining Beatson Oncology Centre and the regional cryotherapy service for prostate cancer.

This post has not been approved for Training purposes by NES. To practice medicine in the UK you need to hold both GMC registration and a Licence to Practice.

For further information please contact Mr M. Fraser, Lead Consultant Urologist Glasgow and Clyde, on 0141 211 5585.

This post may be eligible for Tier 2 General Sponsorship if no suitable UK or EEA national is identified for the post.
NHS GREATER GLASGOW & CLYDE

Acute Division
Surgical & Anaesthetics Directorate

Clinical Fellows (2 posts) in Urology
Based at the Southern General & Gartnavel General Hospital

JOB DESCRIPTION

REF: 23506D
BRIEF DESCRIPTION OF THE DIVISION

The Acute Services Division is the largest group of adult acute hospitals in Scotland. This allows individuals a wide range of opportunities for professional development whether in community-based care or general and specialty hospital services.

NHS Greater Glasgow & Clyde provides services from 9 acute hospital sites including the Southern General Hospital, Victoria Infirmary, Stobhill Hospital, Glasgow Royal Infirmary, Western Infirmary, Gartnavel General Hospital, Vale of Leven Hospital, Royal Alexandra Hospital and Inverclyde Royal Hospital.

Today Glasgow is a compact, vibrant and modern city. In fact Glasgow’s scale comes as 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. There are top-ranking schools, excellent leisure facilities, beautiful golf courses and elegant accommodation across all price ranges. The night life and restaurants are renowned and its opera, theatres, art galleries and museums offer plenty of cultural stimulation.

From Glasgow, the West of Scotland’s jewels are within easy reach. Loch Lomond is just 45 minutes drive, a little further to the Argyll peninsula – or over the sea to Arran, Skye, Iona and Mull.

2. THE WORK OF THE UROLOGY DEPARTMENT IN GLASGOW & CLYDE

Our patients not only come from the Glasgow and Clyde area but the West of Scotland region in the case of National Services from the whole of Scotland. NHS Greater Glasgow and Clyde serves a population of 1.1 million people.

We maintain close links with Glasgow’s 3 universities and make a significant contribution to teaching at both undergraduate and postgraduate level. Research also has a high profile within the organisation. There are library facilities across the sites in Glasgow and large libraries in Glasgow University and the Royal College of Physicians and surgeons of Glasgow.

There are 11 hospitals across Glasgow & Clyde who provide urological treatment all with teaching responsibilities: Southern General Hospital, Victoria Infirmary, Victoria Ambulatory Care Hospital, Western Infirmary, Gartnavel General Hospital, Glasgow Royal Infirmary, Stobhill Hospital, Stobhill Ambulatory Care Hospital, Royal Alexandra Hospital, Inverclyde Royal Hospital and Vale of Leven District General Hospital.

Urology within Glasgow is sited in both the Southern General and Gartnavel General Hospitals and a broad range of medical and surgical sub-specialities are provided at the both hospital sites. The Southern General also houses the National Spinal Injuries Unit with extensive exposure available to neuro-urology and sacral neuromodulation service. Gartnavel General has close links with the adjoining Beatson Oncology Centre and the regional cryotherapy service for prostate cancer. One post will be based on each clinical site, with the opportunity to rotate if appropriate. On call duties out of hours involve city wide cover at middle grade level.
Current Staffing

Urology Team within Glasgow & Clyde

Southern General Hospital
Mr M Fraser (Clinical Lead for Urology in Glasgow & Clyde)
Mr N Akhtar
Mr G Conn
Mr K Mir
Ms V Granitsiotis
Mr G Oades
Mr M Underwood

Gartnavel General Hospital
Mr M Aitchison
Mr D Hendry
Mr M Jones
Mr K Qureshi
Mr M Palmer
Ms M Brown split post with Vale of Leven General Hospital
Ms L Seaward
Mr J Crooks
Professor Hing Leung

Royal Alexandra Hospital
Mr R Alexander
Mr L Morton
Mr Z Latif split post with Inverclyde Royal Hospital
Mr M Hotiana split post with Inverclyde Royal Hospital

Stobhill ACH
Mr A James

The posts are also supported by a number of Specialist Nursing Staff within Glasgow providing both advanced practice in nursing and oncological care of patients

Specialty Doctors
SGH & Victoria – Mr L Morrison
GRI – Ms N Henderson
RAH – Dr G Canning

3. THE POST

On-call work involves care of Urology patients across the sites as detailed above. Care of patients in the urology wards and of patients with urological problems throughout the hospitals.

• Attending outpatient clinics
• Attending operating sessions. Flexibility is encouraged to allow clinical staff at differing stages to gain appropriate experience
• Involvement in the organisation of in-house training sessions
• Occasional teaching of medical students

These posts have not been approved by training purposes by NES.
## 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.

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<thead>
<tr>
<th><strong>TYPE OF CONTRACT</strong></th>
<th>Fixed Term</th>
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<tr>
<td><strong>GRADE AND SALARY</strong></td>
<td>£29,705 - £39,300 per annum</td>
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<td>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.</td>
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<td><strong>HOURS OF DUTY</strong></td>
<td>Whole time, 40 hrs</td>
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<td><strong>SUPERANNUATION</strong></td>
<td>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.</td>
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<td>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.</td>
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<td>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.</td>
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<td><strong>REMOVAL EXPENSES</strong></td>
<td>Assistance with removal and associated expenses may be given and would be discussed and agreed prior to appointment.</td>
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<td><strong>EXPENSES OF CANDIDATES FOR APPOINTMENT</strong></td>
<td>Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses.</td>
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<td>Re-imbursement shall not normally be made to employees who withdraw their application or refuse an offer of appointment.</td>
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<td><strong>TOBACCO POLICY</strong></td>
<td>NHS Greater Glasgow and Clyde operate a No Smoking Policy in all premises and grounds.</td>
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<td><strong>DISCLOSURE</strong></td>
<td>This post is considered to be in the category of “Regulated Work” and</td>
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<td>SCOTLAND</td>
<td>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.</td>
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| 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. |
| REHABILITATION OF OFFENDERS ACT 1974 | The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Greater Glasgow and Clyde.  

Any information given will be completely confidential. |
| DISABLED APPLICANTS | 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. |
| GENERAL | 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.

**EQUAL OPPORTUNITIES**

The postholder will undertake their duties in strict accordance with NHS Greater Glasgow and Clyde’s Equal Opportunities Policy.

4. **CONDITIONS OF APPOINTMENT**

   For all new entrants to the Health Service a medical examination will be required prior to confirmation of this appointment. Immunisation against Hepatitis B is advised.

5. **ARRANGEMENTS TO VISIT**

   Short listed candidates may contact Mr Michael Fraser, Lead Clinician, Department of Urology, telephone 0141 211 5585

6. **DATE WHEN POST IS VACANT**

   One post currently vacant. The second available from August 2011. The posts may each be held for a maximum period of 2 years.

7. **APPLICATION PROCESS**

   To apply for these posts please include your CV and names and addresses of 3 Referees, along with the following documents (click on the links below to access);

   Application Form and Equal Opportunities Addendum Form
   Declaration Form Regarding Fitness to Practice
   Immigration Questionnaire

   Alternatively please visit [www.nhsggc.org.uk/medicaljobs](http://www.nhsggc.org.uk/medicaljobs) and click on the “How to Apply” tab to access application for and CV submission information.

8. **RETURN OF APPLICATIONS**

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

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

9. **Closing Date:** Friday, 29th July 2011
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<tr>
<th>PERSON SPECIFICATION – CLINICAL FELLOW – 2 POSTS – GGH/SGH</th>
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<tr>
<td><strong>Qualifications and Training</strong></td>
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<tr>
<td>M.B.; Ch.B. (or equivalent)</td>
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<td><strong>Clinical Experience</strong></td>
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<td><strong>Audit/Research</strong></td>
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<td><strong>Teaching</strong></td>
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<td><strong>Management</strong></td>
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<td><strong>Other qualities</strong></td>
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