



STR LAT/CLINICAL FELLOW IN RENAL MEDICINE

**NEW SOUTH GLASGOW
UNIVERSITY HOSPITAL**

INFORMATION PACK

REF NO: 38105D

CLOSING DATE: NOON ON 31ST JULY 2015

www.nhsggc.org.uk/medicaljobs

NHS
Greater Glasgow
and Clyde

SUMMARY INFORMATION

POST: STR LAT/CLINICAL FELLOW IN RENAL MEDICINE

BASE: SOUTH GLASGOW UNIVERSITY HOSPITAL

NHS Greater Glasgow & Clyde is the largest group of adult acute hospitals in Scotland. The Division provides Renal Services for Greater Glasgow & Clyde and Forth Valley Health Boards along with Renal Transplant Services for the West of Scotland. The Renal Unit currently supports approximately 600 haemodialysis patients, 50 peritoneal dialysis patients, 900 renal transplant patients and more than 200 patients per year with acute kidney injury requiring renal replacement therapy. 150 new renal transplants are performed each year.



INFORMATION PACK

FOR THE POST OF

StR LAT/CLINICAL FELLOW

IN

RENAL MEDICINE

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 Sectors each managed by a Director and clinical management team. These are:

- Regional Directorate
- Clyde Sector
- North Sector
- Diagnostics Directorate
- South Sector
- Women's and Children's Services

This post is based within the Regional 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.jpgThe 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 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

Opened in March 2012, the laboratory and accommodates 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 RENAL SERVICE

Inpatient renal services in Glasgow are currently based at the new South Glasgow University Hospital and provide the in-patient renal service for NHS Greater Glasgow and Clyde and NHS Forth Valley, with tertiary referrals from NHS Dumfries and Galloway, NHS Lanarkshire, NHS Ayrshire & Arran and occasionally other parts of Scotland. The 2 former renal in-patient sites merged on the Western Infirmary site in Spring 2011, with a further move of the renal in-patient service to the New Southern General Hospital taking place in May 2015. The unit also accommodates the renal transplant service for the West of Scotland. Inpatient facilities are located across a single floor of SGUH with 66 beds (50 medical beds and 16 surgical/ transplant beds) plus dedicated day-case and rapid assessment areas. The PD service is based at the SGUH along with a new out-patient-haemodialysis facility. A satellite haemodialysis unit is based at Glasgow Royal Infirmary. Out-patient clinics and satellite haemodialysis facilities also currently exist at the New Victoria Hospital, New Stobhill Hospital, Inverclyde Hospital, Vale of Leven Hospital and the New Forth Valley Royal Hospital. Outpatient clinics are also provided at the Royal Alexandria Hospital, Paisley. In-patient referral services are provided at all the above hospitals plus the Golden Jubilee National Hospital. The Renal Unit currently supports approximately 600 haemodialysis patients, 50 peritoneal dialysis patients, 900 renal transplant patients and about 200 patients per year with dialysis dependent acute kidney injury. 150 renal transplants were performed at the Western Infirmary last year.

5. Relationships:

(a) **Name of Health Board(s)**

NHS Greater Glasgow and Clyde

(b) Names of Consultant & Non Consultant members of the Department:

Dr Chris Deighan
Dr Robert Mactier
Dr Tara Collidge
Dr Conal Daly
Prof Jonathan Fox
Dr Colin Geddes (Lead Consultant)
Prof Alan Jardine (Professor of Nephrology)
Dr Ellon McGregor
Dr Bruce MacKinnon
Dr Siobhan McManus
Dr Margaret McMillan
Dr Scott Morris (Clinical Director & Training Programme Director)
Dr Neal Padmanabhan
Dr Cath Stirling
Dr Peter Thomson
Dr Paddy Mark (Senior Lecturer)

Non-Consultant Staff

2 Associate Specialists, Dr Mun Woo and Dr Morag Gorrie
1 Specialty Doctor : Dr N Zimmer
14-16 middle grade doctors and research fellows

(c) Duties of the Post: see also person specification

i) Clinical – details of all clinical commitments.

Day to day management of Nephrology in-patients. Attendance at Nephrology out-patient clinics. Involved in the day to day running of all aspects of the renal service and will gain experience in all aspects of nephrology. Will contribute to out of hours cover for nephrology services which is currently a 2 tier rota. The clinical fellow is likely to take part in the junior tier rota which is a full shift 1 in 7 rota. This attracts an out of hours supplement which will be confirmed prior to commencement of post.

ii) Teaching - undergraduate/postgraduate duties (other than those remunerated by a university or by fees in accordance with paragraph 172 of the Terms and Conditions of Service), including an assessment of the likely time involved;

The post holder will participate in bedside, out-patient and small group teaching for undergraduates and postgraduates. There will also be lectures to undergraduates and presentations at clinical meetings.

iii) Research and audit

Any research activities which are an inherent part of normal clinical duties:

Excellent research opportunities exist within the Nephrology Department. It is expected that the post holder will join in the audit and research programmes of the Unit. The post-holder will have the option to study for the degree of MSc on a part-time basis.

iv) Administration

The post holder may assist in the planning/delivery of student teaching, organising duty rotas, and may also be assigned duties by consultant staff.

Suggested Weekly Work plan

We would emphasise we are more than happy to discuss an individual workplan with a suitable candidate.

Suggested weekly work plan (will vary from week to week depending on rotation between ward and out-patient duties and on-call commitments) :

	am	pm
Mon	Ward round	Administration
Tues	Multidisciplinary ward meeting	General nephrology clinic
Wed	Ward round	Off after night on-call
Thurs	Transplant/ low clearance clinic	Dialysis shift supervision
Fri	Ward round	CME meeting
Sat		
Sun		

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

5th August 2015 (Post is for 12 months. Candidates who wish to undertake a 6 month post are also welcome to apply).

7. Informal enquiries are invited to Dr Scott Morris (0141 451 6198) or Dr Colin Geddes Lead Clinician (0141 451 6204)

**NHS GREATER GLASGOW AND CLYDE
REGIONAL DIRECTORATE**

PERSON SPECIFICATION

CLINICAL FELLOW IN RENAL MEDICINE

SPECIFICATION	ESSENTIAL	DESIRABLE
1. More than 2 years experience in medicine within either a hospital based career path or a GP based career path. MB ChB	✓	✓
2. Experience in Renal Medicine.		
3. Current GMC Registration with no pending investigations.	✓	
4. Should have good communication skills and ability to work in a multi-disciplinary team.	✓	
5. Flexible approach to cope with variation in needs of the post.	✓	

TERMS AND CONDITIONS OF SERVICE

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

TYPE OF CONTRACT	Fixed Term
GRADE AND SALARY	<p>StR LAT/Clinical Fellow</p> <ul style="list-style-type: none"> - If appointed as an StR (Locum Appointment for Training) the salary range will be: £30,605 to £48,123 per annum (pro rata) - If appointed as a Clinical Fellow the salary range will be: £30,605 to £40,491 per annum (pro rata) <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	Full Time: 40.00 hours
SUPERANNUATION	New entrants to NHS Greater Glasgow and Clyde who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to "opt out" arrangements can be made to do this via: www.sppa.gov.uk
REMOVAL EXPENSES	Assistance with removal and associated expenses may be given and would be discussed and agreed prior to appointment.
EXPENSES OF CANDIDATES FOR APPOINTMENT	Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imburement 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 no circumstances will they be allowed to commence until the right to work in the UK has been verified. ALL applicants regardless of nationality must complete and return the Confirmation of Eligibility to Work in the UK Statement with their completed

	<p>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. 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. 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.</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>
<p>NOTICE</p>	<p>The employment is subject to one months’ notice on either side, subject to appeal against dismissal.</p>
<p>MEDICAL NEGLIGENCE</p>	<p>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.</p>

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

Register for Job Alerts at: www.medicaljobs.scot.nhs.uk

Applicants wishing further information about the post are invited to contact Dr Scott Morris on 0141 451 5111 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.

NOMINATION OF REFEREES

It is Board policy that no person can act as a member of an Advisory Appointments Committee and be a referee for a candidate for that post. You should therefore check with your proposed referees whether there is likely to be any difficulty in this respect for we may otherwise have to invite you to submit another name or names

RETURN OF APPLICATIONS

Please return your application by email to nhsggcruitment@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 31/07/2015

