STAFF NURSE - MENTAL HEALTH
Nursing
Rowanbank Clinic

Job Reference: 0000046587N
Closing Date: 07 April 2017

www.nhsggc.org.uk
Dear applicant,

Thank you for your interest in this post and for taking the time to read this information pack. We hope this exciting and rewarding role catches your imagination and that you are encouraged to apply.

As the largest Health Board in Scotland, NHS Greater Glasgow and Clyde plays a vital role in the education and training of doctors, nurses and other health professionals, working closely with local universities and colleges. It also provides the full range of community hospital services. The Board has an annual turnover of £3.2 billion per year. It serves a population of 1.2 million people and employs 39,000 staff.

Along with many NHS providers, the Board must respond vigorously to operational, quality and financial challenges in order to continue to improve outcomes for, and the experience of, our patients and the communities we serve. The Board is a large organisation operating in an increasingly tough environment. Building enduring relationships with our partners is vital to continue to drive the changes we are making. Effective communication and productive dialogue is challenged by the spread of the organisation’s sites and stakeholders over a wide geographical area, as well as the variety and large number of partners we work with. The Board is managing these challenges and has developed a positive platform to continue to improve towards excellence.

To drive forward these improvements the Board must have the ability to make tough decisions at a time of change. The next step in the Board’s journey is essential: to build and deliver a strategy that will engage the workforce and public in changing for the future to provide sustainable healthcare services, further embed a culture of innovation and meet the demands and exceed the expectations of our patients.

The following is included in this information pack to help you with your application:

- Job description
- Person specification
- A summary of the terms and conditions for the post
- The application process
- Guidance for completing your application form
- Working for NHS Greater Glasgow and Clyde

If you have a disability or long-term health problem, the Board is committed to offering reasonable adjustments throughout the recruitment process and employment. If you require further information or support, please contact Recruitment Services.

We very much look forward to receiving your application.

Recruitment Services
### 1. JOB IDENTIFICATION

<table>
<thead>
<tr>
<th>Job Title:</th>
<th>Band 5 Staff Nurse</th>
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<tr>
<td>Responsible to:</td>
<td>Senior Charge Nurse</td>
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<tr>
<td>Department(s):</td>
<td>Inpatient Services</td>
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<td>Operating Division within NHS Greater Glasgow:</td>
<td>Mental Health Services</td>
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<td></td>
<td>Directorate</td>
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<td>Forensic Mental Health Service</td>
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### 2. JOB PURPOSE

The post holder will contribute to providing specialist nursing care and treatment for individuals who have a mental health or a learning disability and have also demonstrated serious offending behaviour or present a significant risk to themselves or others. The post holder will as part of a multidisciplinary team (MDT) provide care through a progressive patient focused approach within a safe and secure environment that is underpinned by risk assessment and management, which will maximize the individual’s rehabilitation potential.

The post holder will adopt the role of named nurse for individual clients ensuring that needs are properly assessed and their care is planned, implemented and evaluated in accordance with evidence based practice. The post holder will ensure that unqualified staff and student nurses are aware of the care needs of individual patients and supervise the implementation of care to these staff.

The post holder may take charge of the ward, once a week, in the absence of ward manager/deputy and follow the philosophy of care as directed by ward and senior management.

### 3. ORGANISATIONAL POSITION

Service Manager  
Sector Nurse
4. ROLE OF THE DEPARTMENT

The Forensic Directorate is a low secure facility, which cares for the mentally disordered offender. (MDO) The service provides a safe, secure, and therapeutic environment for the patient, staff, relatives, and general public. Rehabilitation and discharge planning to return to the community is an integral part of treatment.

The clinical team works collaboratively with service users, carers, and their representatives to ensure that care needs are identified and met. Care is delivered in an environment that places minimal possible restrictions on personal choice.

5. SCOPE AND RANGE OF THE POST

The nurse will be able to practice within a legal and ethical framework as established by Nursing and Midwifery council and have a working knowledge of National Legislation to ensure patient interest and well-being are met. These include the:
The nurse will be able to empower patients to take responsibility for their health, well-being, and future lifestyle by practicing in an open, transparent, and inclusive manner. Thereby ensuring patients have the relevant information to participate in decisions about their care.

**6. MAIN DUTIES/RESPONSIBILITIES**

<p>| | |</p>
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<tbody>
<tr>
<td>1.</td>
<td>Functioning as a named nurse, within the MDT to mentally disordered offenders from within the confines of a secure environment.</td>
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<tr>
<td>2.</td>
<td>Devise, plan, and organize specialised structured programmes of care for staged re-integration and rehabilitation into the community in accordance with Scottish Executive restrictions and the patient’s legal status. Communicate the proposed programme of care to the MDT.</td>
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<td>3.</td>
<td>Lifestyle, race, gender, sexual orientation, and cultural background must be given consideration when developing highly complex programmes of care.</td>
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<td>4.</td>
<td>Carrying out all relevant forms of nursing care pertinent to the needs of mentally ill offenders within the clinical area without direct supervision.</td>
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<td>5.</td>
<td>Responding to health promotion initiatives with identifying patient’s needs under his/her care. To demonstrate knowledge of factors that impact on the physical, mental, and emotional needs of patients within a forensic mental health setting.</td>
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<td>6.</td>
<td>Utilise appropriate risk assessment tools in order to identify actual and potential risks and implement appropriate intervention whilst demonstrating the knowledge and skills of risk management as part of the MDT.</td>
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<td>7.</td>
<td>Escorting clients on home visits, appointments, community visits that are in accordance with a permitted leave of absence from the Scottish Executive or Consultant Psychiatrist; whilst demonstrating risk management skills along with a continuous assessment of the patient’s mental state.</td>
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8. Develop therapeutic relationships with patients and carers to ensure that care needs are identified and met within a participative framework that recognizes the principles of equality, dignity, respect and which takes into account spiritual diversity.

9. Management of violent and untoward incidents while utilizing verbal de-escalation skills, breakaway methods, and/or management of aggression techniques, when and if required.

10. Implement crisis intervention plans with particular attention given to the assessment of risk as part of the MDT and an understanding for the need for nursing patients in isolation from others.

11. Ensure that safety/security procedures and risk management strategies are carried out to a high standard, for example, search policies, escort duties drug and alcohol analysis environmental security checks and clinical observation policy.

12. Identifying and responding to the needs of patients of which might be related to child protection, domestic abuse, chaotic lifestyles and a high risk re-offending behaviour.

13. Participate and contribute to the implementation in the Trust’s philosophy of care and with the Directorate of Mental Health’s objectives.

14. Maintaining accurate and concise records of nursing care, for example, clinical team meeting minutes, Care Programme Approach documentation, and court reports.

15. Ensuring that personal practice and that of unqualified staff are in line with Trust and Directorate Policy, Mental Health Care and Treatment (Scotland) Act, Patient Focus Public Involvement, and guidelines under the auspices of Fair for All.

16. Ensuring that personal practice is carried out in line with national and locally agreed policy, standards, guidelines, and good practice statements. Particularly, local organizational standards pertinent to forensic mental health, for example, risk assessment tools, clinical observation policies, and absconding policy.

17. Develop mentor skills to provide support and supervision to pre-registration nurses and liaise with Practice Education facilitators to ensure the quality of experience in student’s practice placement is conductive to their learning.

18. Participate in the assessment of patients within maximum secure settings, for example Carstairs State Hospital, Prisons, Courts and Local Intensive Psychiatric Units for suitability of transfer to the Directorate.

19. Responsible for handling patient’s monies, valuables, and ward funds on a
daily basis. In the absence of Ward Manager can authorize small financial payments. Ordering and maintaining stores while ensuring the security and safety of same.

20. Provide induction sessions to new staff and visitors to ensure personal safety whilst on the unit. Including use of keys and activation of fire alarms and pinpoint safety system.

21. Liaise with statutory and voluntary agencies involved in the care and support of patients in hospital or clients in the community with particular regard to the Forensic Community Nursing Team and Social Work.

22. Facilitate the use of the complaint procedure for patients in accordance with local and trust guidelines.

23. Take Responsibility for personal and professional development in order to enhance specialist knowledge, skills and values needed for safe and effective practice within a secure environment.

24. Evaluate nursing practice by utilizing research and clinical audit.

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### 7a. EQUIPMENT AND MACHINERY

The nurse is required to be familiar with various pieces of ward-based equipment and able to use on a daily basis. This may include:

- Telephone that involves an awareness of paging systems relating to fire emergency and duty doctor
- Pinpoint security alarm systems
- Lifting aids as required
- Two way radio and mobile phone systems and protocols in relation to patients
- Various items of clinical equipment required to carry out specific interventions and procedures with patients, for example, alcoholmeter, Sure Step drug monitoring tests, and hand held metal detectors
- Computer and associated software (Microsoft Office)

### 7b. SYSTEMS

The post holder will be required to have a sound working knowledge of a wide range of local systems that include:
- Care planning and record keeping
- Care Programme Approach
- Fire and emergency procedures
- Standards and Ward Management
- Principles and application of the Named Nurse Guidelines
- Clinical and managerial policies relevant to the clinical area, such as Clinical Observation Policy
- Safety and security nurse systems, environmental checks, hourly patient checks, sharps checks, permitted use of free-time, leave of absence, clothing descriptions, and adherence to all relevant documentation
- Patient and environmental search as per policy and procedure
- Pinpoint alarm procedures including Response Nurse and key induction to new staff and visitors
- Health and Safety policies relevant to the clinical area
- Infection control policies with a heightened awareness and management of patients with blood-borne viruses
- Staff rostering systems
- Practice Support for staff and Professional Development systems

### 8. DECISION MAKING AND JUDGEMENT

The post holder will be willing to actively contribute to the development and maintenance of an effective MDT approach to patient care. This may involve the interpretation of highly complex situations with a following analysis to generate a range of options in order to participate in planned strategies that minimizes clinical risk.

1. Continuous assessment of a client group with a broad range of complex mental health illnesses including, schizophrenic type disorders, mood disorders and severe personality disorder.

2. Identify sudden as well as gradual changes in the patient’s condition and responding accordingly in a manner that minimizes risk.

3. Identify the ‘least restrictive alternative’ that is required to manage identified clinical risks.

4. Recognize and manage emergencies in a manner that minimizes clinical risk.

5. Prioritizing the nursing care of patients and altering priorities as needs dictate.

6. Identifying the most appropriate nursing intervention required to address specific
7. Making judgments about the patient’s ability to participate in the planning and delivery of care and make informed choices in this regard.

8. Will as nurse in charger allocate workload and deployment of staff taking into account the role and competency of staff when delegating tasks; no more than one full shift per week.

9. COMMUNICATIONS AND RELATIONSHIPS

The post holder must be able to make use of effective communication while working in a highly charged environment. Work with this client group may become actively antagonistic in which communication may be complex, sensitive, and contentious. In this regard, maintenance and development of the therapeutic relationship must be safeguarded.

Internal to the Division

- Patients, carers, and of their representatives
- All other members of the ward nursing team
- The MDT and other agencies involved in the provision of care
- The Lead Nurse and Development Nurse
- Care Programming
- Pharmacy, Estates, Purchasing and supplies, Human Resources, Infection Control, and all other relevant departments

External to the Division

- Scottish Executive
- The State Hospital
- Social Services
- Prisons
- Police
- Independent Laboratories, i.e. CPMS
- Voluntary and Independent sector agencies
- Housing Departments and Associations
- Benefits Agencies
9. PHYSICAL, MENTAL, ENVIRONMENTAL, AND EMOTIONAL DEMANDS OF THE JOB

These are wide ranging areas and will include:

Physical skills

- Moving and Assisting
- Keyboard skills
- Physical skills requiring speed and accuracy, for example, management of aggression
- Administration of intra-muscular and subcutaneous injection

Physical Demands

- Nursing patients with impaired ability to self care in respect of management of daily living activities
- Patient moving/ transferring with the use of mechanical aids
- Lifting and assisting equipment
- Pushing trolleys and wheelchairs
- Standing or walking for the majority of twelve hour shifts
- Responding to alarms going off from within and outwith the unit
- Physical demands of control and restraint techniques that can be prolonged in duration, which may require intense physical effort
- Moving patients with the use of control and restraint techniques
- Physically dangerous objects or situation where weapons or needles may be present
- Movement of heavy based furniture during patient’s room searches

Mental Demands

- Concentration to read and interpret clinical documents/patients notes whilst working under pressure
- Concentration required to administer medication and calculating drug dosage whilst subject to frequent interruptions from other parties
- Concentration required when observing patient behaviours that may be unpredictable
- Mental ability to cope with demands from patient group, for example, discuss legal restrictions placed on them from the Scottish Exec or RMO
- Mental ability to cope with verbal aggression, abusive and/or hostile behaviour from disturbed patients.
- Mental ability to cope with rapidly changing situations such as in the management of aggression
- Mental capacity when nursing patients in isolation from fellow peers and nursing team
- Monitoring the changing dynamic of patients whilst maintaining the smooth running of ward
Emotional Demands

- Communicating with distressed/anxious and worried patients or relatives
- Caring for the terminally ill or physically or mentally ill patients
- Managing sensitive personal issues of patients or relatives; some related to sexual orientation, child protection or domestic abuse
- Managing verbal attacks that are made personal and physical attacks from patients and relatives
- Managing personal feelings related to patients who deliberately self harm or harm others
- Dealing with personal feelings following critical incidents
- Caring for patients with severely challenging behaviour and index offences, such as, child abuse

Working conditions (required to working within a secure environment)

- Exposure to confrontational patients who display verbal and physical aggression on a daily basis
- Exposure to additional stress of working with increased risk or conflict that can be occur within a forensic setting
- Designated response nurse carrying page for twelve hour shift
- Exposure to body fluids, air and blood borne virus infections (i.e. Hepatitis and HIV) from faeces used in dirty protests, needle stick injury, bites, scratches and spitting
- Working in an emotionally charged environment with demanding patients that discuss the details of their index offence

11. MOST CHALLENGING/DIFFICULT PARTS OF JOB

Forensic mental health is a specialist area within the mental health field that is historically a challenging and stressful environment due to working with a potentially difficult client group. It requires skills; experience and excellent teamwork for care to be delivered effectively. The nature of the client group requires more intensive management than generic mental health. The nurse within forensic mental health is exposed to highly contentious information that can go on to manage high profile patients. The nurse must always maintain a patient centred approach with values of displaying a nonjudgmental attitude along with many others. Further challenges include:

1. Achieving a balance between safety/security measures and therapeutic interventions within the forensic setting

2. Maintaining a therapeutic relationship with this challenging client group, which include, sex offenders and patients who have been subject to compulsory measures
under the Criminal Procedures Act or Mental Health Act.

3. Effective assessment and management of clinical risk in relation to individuals with suicidal and self-harming behaviours and aggression toward staff and others.

4. Effectively meeting patient care needs within available resources

12. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

Basic Requirements
- Registered Mental Nurse (RMN) or RNMH with live NMC registration
- Evidence of basic professional development
- Evidence of effective leadership skills equal with the E Grade role
- Evidence of excellent teamwork skills
- Ability to work using own initiative and with minimal supervision
- Evidence of effective communication skills
- Effective listening and interpersonal skills
- Effective management of aggression skills

Forensic Requirement
- Knowledge and understanding of specialized policies, for example, absconding that may involve dealing with restricted patients who are deemed to be high risk to self or others
- Knowledge of clinical observation
- Knowledge of ward management guidelines
- Knowledge of named nurse guidelines
- Knowledge of risk management and the risk assessment process
Summary of terms and conditions

The terms and conditions of service are those approved and amended from time to time by the National Agenda for Change Terms and Conditions Agreement.

Job title: **Staff Nurse - Mental Health**
Job reference number: **0000046587N**
Closing date: **07 April 2017**
Vacancy enquiries to: For information specific to the role, contact: **Adrian Leitch, 0141 211 1382**
Agenda for Change band: **Band 5**
Salary: **£22,218 to £28,746** per annum (pro rata where applicable).
Please note candidates new to the NHS should expect to start at the entry point of the payscale shown.
Hours: **37.50 hours per week**
Base: **Rowanbank Clinic**
Contract type: **Permanent**
Annual leave: The basic annual leave entitlement in a full year commencing 1st April to 31st March is 27 Days on appointment, rising to 29 days after five years and 33 days after 10 years. Leave entitlement is pro rata where applicable.
Superannuation: All employees are automatically enrolled in the Scottish Public Pensions Agency.
Healthcare Support Workers: All NHS Scotland postholders that are not governed by a regulatory or professional body are considered to be healthcare support workers. On appointment, you will be expected to comply with the [NHS Scotland Mandatory Induction Standards and Code of Conduct for Healthcare Support Workers](#).
Healthcare Support Workers are expected at all times to practice competencies that demonstrate insight, understanding and mutual respect of patients, their families, carers and work colleagues. Whether in a clinical or non-clinical role the post holder is expected at all times to be an exemplar of person centred care, embracing their Code of Conduct to a high standard as part of an integrated health professional team.
Smokefree policy: NHS Greater Glasgow and Clyde operates a smokefree policy on all premises and grounds.
Equal opportunities: NHS Greater Glasgow and Clyde is as an equal opportunities employer.
The Application Process

Please ensure you read the Job Description and Person Specification along with the guidance notes on completing your application form. The hiring manager will shortlist an application for interview based on its content, therefore it is in your best interests to ensure you submit a fully and appropriately completed application.

You will receive confirmation that your application submission has been received when you submit your online application form. When we begin to process your application, you will receive an email from NHS Greater Glasgow and Clyde confirming receipt. If you have not received a confirmation email within 3 days working days from the closing date, please email nhsggcrecruitment@nhs.net.

Unfortunately, due to the volume of applications NHS Greater Glasgow and Clyde receive, we are unable to write to applicants who are not successfully shortlisted for interview. Accordingly, if you have not received an invitation for interview within six weeks of the closing date please assume on this occasion you have been unsuccessful. We hope this will not deter you from applying again.

We will use several methods of communication to advise you of each stage of the recruitment process this includes: email, letter, SMS text, or telephone. It is essential that you regularly check your email and your phone to see if we have been in contact with you to update you on the progress of your application. Please ensure your email account does not treat NHS Greater Glasgow and Clyde email as spam or junk by adjusting the necessary settings.

Please ensure you retain a copy of the job description and person specification for the post you are applying for – you will need this to help you prepare if you are selected for interview.

Please retain details of the job reference number – you will need this if contacting NHS Greater Glasgow and Clyde Recruitment Services.

Should you require further information or assistance in relation to your application please visit www.nhsggc.org.uk/recruitment or email your enquiry to nhsggcrecruitment@nhs.net. Please ensure you have the job reference number to hand.

For details on what happens once you have submitted your application, please visit the NHS Greater Glasgow and Clyde – recruitment guidance for applicants.
Guidance for completing your application form

Completion of the application form is the first stage in the recruitment process, and if you are successful, will form the basis of your employment record. Complete and accurate information is essential. Please note: If you knowingly withhold or provide false or misleading information, this may result in your application being rejected, or if appointed, may result in dismissal from your post.

Your application form plays a vital role in the recruitment and selection process. The information you provide us with in your application form will be used to decide whether you are shortlisted to attend an interview. Only those applicants who can clearly demonstrate in their application form how they meet the minimum essential requirements for the post as specified in the job description and person specification will be considered for interview selection.

Applicants should read the candidate information pack and job description for the post prior to completing the online application form.

When completing the online application form applicants should read the instructions in each section and note the following:

- the application form has an automatic time out mechanisms, therefore you should click on the "save" button as you go through the application form or copy and paste from another document, to avoid losing content.
- please do not use any special characters (i.e. £, #, &, %) when completing your application. You are permitted to use the ’@’ symbol.

It is recommended that you complete all relevant sections of the application form. It does not matter how long ago your last employment was, if you have an employment history please list it.

If you have not previously been employed, please use the “Present or Most Recent Post” section to detail what you have been doing (i.e. full time student / parent / carer). Please note that you can list unpaid work including work placements and volunteer work in your employment history.

NHS Greater Glasgow and Clyde do not accept Curriculum Vitae (CV), unless a CV has been specifically requested as part of the recruitment process.

By completing and submitting an application for this post you give your consent for NHS Greater Glasgow and Clyde to commence pre-employment checks, including reference checks, once your formal conditional offer of employment is made to you. Click Here for more information. For details on NHS Greater Glasgow and Clyde’s pre-employment check procedures, please visit the NHS Greater Glasgow and Clyde – recruitment guidance for applicants.
Part A (Personal information), Part B (Declarations), Part C (Application Details)
The job description provides information about the main duties and responsibilities of the post being advertised. It also describes the purpose of the post. Please ensure that your application form clearly demonstrates how your skills / knowledge / experience can be utilised in the role.
The job description and person specification also specify the requirements or criteria (knowledge, skills, experience, abilities and qualifications) that are essential or desirable to perform the duties outlined. Please ensure in your application that you demonstrate how you meet the minimum essential criteria and where applicable, the desirable criteria for the role.

Certain posts in NHS Scotland are exempt from the 1974 Rehabilitation of Offenders Act (Exclusions & Exceptions) (Scotland) Order 2003. Click Here for more information. If the advertisement for this position has declared that we require a Disclosure Scotland PVG Scheme Membership / Disclosure Scotland Check, you must declare any previous convictions, classed as either “spent” or “unspent”, including criminal convictions received outside the United Kingdom.

The Asylum and Immigration Act 1996 states that it is a criminal offence to employ a person who is not entitled to work in the United Kingdom (UK). Consequently, before NHS Greater Glasgow and Clyde offers employment, the prospective employee must provide evidence, that he/she is entitled to work in the UK. All applicants regardless of nationality will be asked to provide evidence of eligibility to live and work in the UK.

As a Disability Confident Employer, NHS Greater Glasgow and Clyde operates a Guarantee Interview Scheme for disabled applicants. Candidates who have declared a disability and who meet the minimum essential criteria outlined within the job description / person specification will be guaranteed an interview.

You must provide full and complete employment references including a work email address (personal email address for employment references may not be acceptable) covering a minimum period of the last three years. Employment referees should be listed in chronological order – that is the most recent first. If you have had more than two employers in the last three years we will require additional references. Character referees should only be used in the event that you cannot provide two employer references covering the last three years.

Any gaps in employment history must be detailed within your supporting statement and will be explored carefully with you at the interview stage.

If you have an employment history of less than three years, you should provide full details of an academic referee or other person who is not a friend, is not related to you or involved in any financial arrangement with you to provide a personal reference.
If you have had no previous employment or have been self-employed you should provide details of two personal referees as outlined above and where applicable evidence to confirm your status (i.e. letter from Jobcentre Plus, academic record or evidence from HM Revenue & Customs) if you are shortlisted for interview.

Your application form provides you with an opportunity to provide a supporting statement. This section is one of the most important in the application form as the information that is provided here will be evaluated and used to decide if you are invited to attend interview. This section gives you the opportunity to describe and demonstrate the particular qualifications, skills, abilities, knowledge, relevant experience and other qualities that make you a good candidate for the post.

Part D (Equal Opportunities)
This part of the form is optional and the information you provide in this section exercises no part of the selection process. It is treated in confidence and only the Recruitment Service or Human Resources staff can access this information for the purpose of recording and compliance monitoring, to ensure our workforce is balanced and represents the best candidates from all parts of society regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity status, race, religion or belief, sex, sexual orientation and/or socio-economic status.

Data Protection Act 1998
The information you provide on your application will be treated in confidence. Only those NHS Greater Glasgow and Clyde staff involved in the selection process and processing your application will see your application form. If you are the successful applicant your application form will be retained and used to create your employee record file. Your application form will be held for 12 months, from the date of your application, within the NHS Greater Glasgow and Clyde recruitment system, after which period it will be deleted from the system.
Working for NHS Greater Glasgow and Clyde

About us
NHS Greater Glasgow and Clyde is the largest health board and provider of healthcare in Scotland and one of the largest health care providers in the UK.

NHS Greater Glasgow and Clyde’s purpose is to:

“Deliver effective and high quality health services, to act to improve the health of our population and to do everything we can to address the wider social determinants of health which cause health inequalities.”

The Board works in close partnership with other NHS organisations, local authorities and other agencies including the third sector to ensure that social work, education, housing, employment and environmental services unite effectively and efficiently with the NHS in tackling inequalities and underlying health problems in local communities.

The future shape of health and social care provision is changing following the move to establish new statutory Partnerships between NHS and Local Authorities, responsible for the planning and delivery of Health and Social care for local populations. This requires the development of very different relationships between primary care, mental health services, community and acute services.

NHS GGC serves a population of 1.2 million (over 1/5 of the population of Scotland) with services provided by 39,000 staff.

The geographical area covered includes: Glasgow City, West Dunbartonshire, Inverclyde, Renfrewshire, East Renfrewshire, East Dunbartonshire and North Glasgow (Stepps-Moodiesburn corridor).

Our services
NHS Greater Glasgow and Clyde provides a full range of Secondary and Tertiary Clinical services, Primary Care, Mental Health and Community services included in which are a number of world-class specialist services.

Find out more about NHS Greater Glasgow and Clyde at www.nhsggc.org.uk.

If you want to know more about the NHS Scotland, visit www.show.scot.nhs.uk.

If you are successful in your application to join us, you will be working within one of our Acute, Primary and Community Care Services. These services are in turn supported by a range of Corporate Service functions including Administration, eHealth, Finance, Human Resources, Public Health, Corporate Planning, Facilities and Estates.
• Click Here to find out more about our Community Services
• Click Here to find out more about our Mental Health Services
• Click here to find out more about the services in your area
**Employee benefits**
We offer all our staff excellent benefits including;
- NHS Superannuation pension scheme,
- Child Care Vouchers,
- Bursaries to support education and training,
- Interest free loans to purchase Zonecards for trains, buses, underground and some ferries
- Cycle to work interest-free loans to purchase bicycles and equipment

For more information on the benefits available to NHS Greater Glasgow and Clyde staff, visit [www.healthservicediscounts.com](http://www.healthservicediscounts.com).

**Further information**
For further information on any aspect of the recruitment process or for further details on working within NHS Greater Glasgow and Clyde contact:

NHS Greater Glasgow and Clyde
**Recruitment Services**
West Glasgow Ambulatory Care Hospital
Dalnair Street
Glasgow
G3 8SJ

Tel: +44 (0)141 278 2700
Email: nhsggcrcruitment@nhs.net