NURSE PRACTITIONER - POLICE CUSTODY HEALTHCARE
Govan Police Station

Job Reference: 0000046596N
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
2. JOB PURPOSE/SUMMARY

The overall purpose of this post is to support and deliver healthcare provision to detained persons in police custody suites in NHS Greater Glasgow & Clyde (NHSGG&C), conducting clinical assessments, identifying and implementing appropriate interventions, including administration of medicines, providing advice and guidance to custody staff regarding the care of the detainee whilst in police custody, maintaining comprehensive and accurate records to ensure the health, safety and wellbeing of detained persons held in police custody.

Responsible for the care management of own caseload by assessing need, delivering and/or arranging care of a range of interventions, monitoring and reviewing effectiveness of interventions and ensuring ongoing care planning.

The post holder is responsible for managing referrals, providing integrated assessment, implementation and development of care programmes for individuals detained within custody suites across NHSGG&C. You will be committed to providing a quality service and involved in continuous personal development, updating skills and knowledge, and the development of the service.

Any suitable candidate will require to undergo Protecting Vulnerable Groups (PVG) checks and police vetting procedures.

3. ORGANISATIONAL POSITION

Healthcare in Police
Custody & Forensic
Service Manager

Healthcare in Police
Custody Clinical Nurse
Team Lead

This Post
4. **SCOPE AND RANGE**

To provide safe, effective and person centred healthcare for persons detained within Custody Suites throughout the Glasgow and Clyde area. There are 10 Custody suites covering a wide geographical area. A rotational shift pattern is required to meet the need for twenty four hour custodial healthcare. The Registered Nurse is required to travel throughout NHSGG&C in order to carry out specialist assessment of detainee’s physical/mental health conditions with a view to identifying any pressing healthcare needs and implement necessary healthcare intervention/care plan.

The postholder will work unsocial hours i.e. night duty and weekends. The postholder will provide specialist care, underpinned with theoretical knowledge to recognise and manage unscheduled care within a secure environment.

You will be expected to work autonomously at a level appropriate to the agreed clinical competence for this role, within the scope of professional practice and legal frameworks.

The postholder will require to ensure appropriate, timely and seamless referral to other health and social care agencies involved in the care of detainees and victims by means of effective communication and negotiation strategies.

The postholder will be expected to work collaboratively with the Healthcare in Police Custody Senior Charge Nurse to ensure effective utilisation of resources. This includes the nursing staff resource, as well as the effective management of supplies.

The postholder is operationally and professionally responsible to the Band 7 Healthcare in Police Custody Senior Charge Nurse. The post holder will deputise for the Senior Charge Nurse where the exigencies of the service dictate.

In addition the postholder will be expected to function as a clinical leader by virtue of in-depth knowledge, proficiency, and experience and will be able to provide evidence of relevant and complementary post-registration continuing education.

5. **MAIN DUTIES AND RESPONSIBILITIES**

The post holder is responsible for delivering the following key result areas:

As a member of the organisation the post holder will:

**Professional**

- Act in accordance with the Nursing and Midwifery Council/The Code – Standards of conduct, performance and ethics of nurses and midwives to ensure the highest standard of professional conduct is maintained
- Demonstrate effective accountability for all autonomous clinical and professional decisions within the individual’s scope of professional practice
- Participate in clinical supervision sessions
- Ensure timely and appropriate referral of detainees/victims to other clinical professionals and/or agencies
- Have the ability to give and receive complex and sensitive information
overcoming any barriers where possible, to understanding and communication

- Keep accurate and comprehensive records (paper and electronic) in accordance with NMC guidelines in line with NHSGGC policies and procedures
- Work effectively with Forensic Medical Examiners and other health professionals to ensure detainees/victims are seen by the most appropriate healthcare professional to manage their presenting or emergent healthcare needs in a timely manner
- Engage in self-appraisal and contribute to self development through clinical supervision and reflective practice
- Ability to manage unpredictable situations in the absence of the clinical lead
- Maintain compliance with all legislative and professional requirements for confidentiality regarding sensitive healthcare and police information, including the storage of records and transfer of verbal and written information relating to detainees
- Participate in the development of others through involvement in training, education and development
- Ensure own compliance with regard to mandatory training and personal professional development; ensure records of training and development undertaken are maintained
- Participate in NHSGG&C appraisal framework and ensure good practice is promoted, shared and delivered
- Demonstrate personal responsibility for maintaining and updating professional and clinical knowledge and skills
- Maintain compliance with NHSGG&C policies and procedures
- To access, critically appraise practice and apply the evidence base for a specified clinical area to promote the development of evidence based culture
- Contribute towards the development of professional and clinical standards and audit practice against any defined standards and assist in the organisation and delivery of educational packages

Clinical

- Work in collaboration with other professionals and agencies, including all Criminal Justice Services, to provide appropriate specialist advice for persons detained within Custody Suites
- Appropriately manage triage referrals and prioritise patients having been referred by demonstrating the use of a variety of clinical techniques to elicit the history of an event/illness including past medical and drug history
- Assess the mental health needs of a detainee, or seek professional or specialist help, to provide advice about appropriate adults, in consultation with the Forensic Medical Examiner as required
- Inform the decision making of the Custody Sergeant as to the welfare and medical needs of detainees with respect to drug and alcohol issues
- Undertake initial assessments of all detainees, using agreed methods and completing appropriate records, ensuring a person-centred approach focussing on their clinical priorities
- Provide in-depth, specialist and accurate face to face clinical assessment and advice to detainees, underpinned by knowledge and skills
- Produce suitable care plans, risk assessments and medical situation reports as necessary, in order to ensure that custody staff understand their obligations to meet the healthcare needs of detainees while in custody
- Administer medicines within the legislative framework of patient group directions, where a clinical need has been established
- Actively promote infection control awareness and ensure policies and
procedures are actively implemented and monitored

- Responsibility for ensuring self and staff follow infection control policies and procedures in both clinical and non-clinical settings
- Provide advice and guidance to support detainees to improve their health where appropriate
- Initiate and develop new ideas to improve patient care and provide advice relating to the provision of healthcare within Custody Suites
- Maintain comprehensive and accurate records including the preparation of care plans, administration of drugs and medicines, risk assessments and issues arising from health and behaviour monitoring
- Provide statements and reports within deadlines when requested
- Comply with the requirements of data protection legislation in line with policy
- Recording on the Policy Custody IT system and approved documentation
- Order and maintain appropriate levels of clinical stock, including pharmacy
- Will report complaints in the appropriate manner in line with NHSGG&C policy
- Provide an effective professional referral to other healthcare professionals when a detainee’s care is being transferred or a specialist opinion is requested
- Participate in maintaining an effective working environment
- Promote the development of health promotion schemes, particularly in the areas of drug abuse and mental health, collaborating with other health professions as necessary as part of the Drug and Alcohol Referral Scheme
- Undertake venepuncture, dispensing and dressings as required
- Any other duties as directed by the NHSGGC management team
- Attend court when required

**Risk Management: Strategic**

- Support the implementation of systems such as control processes and risk management arrangements to facilitate monitoring compliance with internal and external governance and best practice requirements
- Supporting and utilising all available data from evaluations, audits and assessments in a constructive manner to improve patient care
- To support the effective management of clinical and environmental risk on a day to day basis

**Risk Management: Operational**

- Provide effective interpersonal and communication skills to manage volatile and/or hostile situations when required in a secure custodial environment and take appropriate action to ensure own personal safety
- As far as practical, will not obstruct officers engaged in the investigation of crime, the protection of life or property/or the obtaining and preservation of evidence
- Will not act in such a way as any action may result in a loss or destruction of forensic evidence

**Audit /Research**

- Actively contribute to the collection of audit data and supply relevant information as per national and local requirements

6. **COMMUNICATIONS AND RELATIONSHIPS**
The postholder is required to maintain good working relationships with all staff based on mutual respect, you will be expected to:

- Support and promote effective communication strategies
- Ensure the provision of equitable service to detainees who may need additional help because of cultural/language/learning difficulties
- Communicate positively and effectively without prejudice or discrimination

Communication with staff at all levels within the organisation and external organisations is essential. The following is a list of examples however this list is not exhaustive:-

Police Officers
Custody Personnel
Pharmacy
British Transport Police Officers
Detainees
Family members
Forensic Medical Examiners
Criminal Justice Liaison Nurses
Drug & Alcohol Workers
Solicitors
General Practitioners
Ambulance Services
Accident & Emergency Departments
Social Services
Local Authorities
Independent Sector organisations
Unit Managers

7. **EQUIPMENT AND MACHINERY**

- The postholder is expected to have knowledge of all equipment used within the area such as Defibrillator, Glucometer, Pulse Oximeter, Oxygen equipment etc.
- Use computer, associated peripherals and software and mobile communication devices to ensure effective e-mail communications, electronic records and other electronic systems in use

8. **SYSTEMS**

- Completion of SSTS timesheets and electronic expenses
- Access and print reports
- Interrogating specialist databases to access clinical knowledge updates
- Compilation of activity statistics/reports.
- adherence to World Health Organisation Health Promotion principles
- Scottish Government and NHSGG&C policies and procedures
- Required to submit reports to Line and Unit Manager
- Six monthly personal development planning with nominated managers
9. **DECISIONS AND JUDGEMENTS**

The post holder will:

- Demonstrate effective autonomous professional and clinical judgement
- Expected to make autonomous clinical decisions and judgements on a daily basis
- Provide specialist advice to colleagues, detainees, police and relevant others
- Contribute to best practice standards for Healthcare in Police Custody
- Prioritise, plan and manage personal workload with regards to the needs of the service and while remaining responsive to situations requiring flexibility or alterations to existing plans
- Take part in identifying Health and Safety issues in compliance with relevant legislation
- Engage in education and development for own and other staff groups
- Act as a resource in a consultative/advisory role to other professionals, individuals and services on a regular basis

10. **DEMANDS OF THE JOB (PHYSICAL, MENTAL, EMOTIONAL)**

**Physical Skills:**

- Techniques of patient physical clinical examination
- Administer medication as required
- Application of glue or wound closure strips to wounds
- Wound care management including application of dressings materials and bandaging
- Blood Glucose monitoring
- Basic life support – adult and adolescent
- Automated defibrillator
- Portable suction machine
- Computer and keyboard skills requiring dexterity, accuracy and speed
- Moving and handling tasks

*Several times per day*

- Keyboard skills
- Driving skills
- Clinical skills

**Physical Demands:**

- Flexible working due to varying shift patterns
- Aware of own personal safety due to working environment
- Carrying equipment, walking, activities associated with providing clinical care
- Handling of wheelchairs
- Stand/walking for the majority of shift
- Ergonomics

**Mental Demands:**
### Up to the majority of the shift

- Ability to work under pressure in a changing environment
- Ability to absorb and respond to complex information
- High level of concentration when dealing with potentially challenging and potentially disruptive patient group
- Responding to frequent unplanned reactive requests
- Identification of ethical issues, conflicts and dilemmas within the specialty and implementation of strategies to address these
- Negotiation skills when seeking engagement with detainees
- Remaining diplomatic and professional but focused when facing resistance regarding appropriate care intervention
- Overcoming language and learning barriers with clients

### Emotional Demands:

**Several times per day**

- Remaining highly motivated and maintaining a positive approach whilst working within the constraints of a challenging role
- Managing diversities associated with the client group

### 11. MOST CHALLENGING /DIFFICULT PARTS OF THE JOB

- Maintaining a diplomatic and calm stance in response to negative reaction to healthcare intervention and care plans while working under pressure.
- Working with a diverse and broad range of agencies and partners in a secure environment.
- Assessing clinical risk effectively in relation to suicide prevention, self harm and risk to others
- Maintaining a therapeutic relationship with patients in a custodial setting
- Working collaboratively with Police Scotland colleagues where different organisational cultures exist
- Managing the communication of sensitive information and utilisation of negotiation skills to facilitate good clinical outcomes. Overcoming barriers to understanding where illicit substances have been used, language barriers or learning disabilities exist

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

**Essential**

The role requires applicants who can demonstrate a minimum 5 years experience and (with evidence) of skills in the following areas:

- 1st level Registered Nurse (parts 1, 3, or 5) with first level degree and experience within
  - Custodial settings or
  - A minor injuries unit or
  - Accident and Emergency or
  - Drug and Alcohol Services or
  - Mental Health or
  - Treatment Room
- Can demonstrate ability to manage a caseload in one of the areas above
- Significant post-registration experience of using specialist assessment skills and techniques to determine health and care needs, particularly when working with clients/patients who may, for example, have mental health issues, learning disabilities, language barriers, be under the influence of illicit substances, have chaotic lifestyles etc
- A current UK full driving licence and car owner
- Ability to work within a team environment and autonomously using initiative
- Have an ability to communicate with other professionals and disciplines
- Ability to react clinically and professionally in a changing and challenging environment
- Evidence of continuing professional development

**Desirable**
- Clinical Assessment module or working towards/willingness to undertake
- Nurse Independent Prescribing module or working towards/willingness to undertake
- An understanding of the current criminal justice system will be advantageous
- Experience of working in some or any of the following areas: Accident and Emergency, Unscheduled Care, Forensic Mental Health, Acute Adult Mental Health, Substance Misuse, Primary Care
- Experience of working at Band 6 is desirable but not essential
- Non-Medical Prescribing or willingness to undertake course
- New to Forensic Medicine course, course to be completed within first year of employment

### 13. PERSONAL AND PEOPLE DEVELOPMENT
- Required to participate Personal Development Planning and eKSF
- Undertaking any training commensurate with the post

### 14. INFECTION CONTROL

It is the responsibility of all individuals to comply with NHS GG&C infection control policies.

### 15. CLINICAL & CORPORATE GOVERNANCE

It is the responsibility of all individuals to comply with NHS GG&C policies, procedures and clinical guidelines.

### 16. GENERAL

The job description is intended as a guide to the principal duties and responsibilities for the post and should not be considered an exhaustive list. It is subject to change in line with future developments and the needs of the service.
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: Nurse Practitioner - Police Custody Healthcare
Job reference number: 0000046596N
Closing date: 07 April 2017
Vacancy enquiries to: For information specific to the role, contact: Karan Simson, 0141 532 6772
Agenda for Change band: Band 6
Salary: £26,565 to £35,577 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: Govan Police Station
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 Vitaeas (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-Moodlesburn 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](http://www.nhsggc.org.uk).

If you want to know more about the NHS Scotland, visit [www.show.scot.nhs.uk](http://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.

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: nhsggcrecruitment@nhs.net