ORTHOPTIST
Royal Hospital for Children

Job Reference: 0000046630G
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
JOB DESCRIPTION

1. JOB IDENTIFICATION

Job Title: Orthoptist

Responsible to: Head Orthoptist

Department(s): Orthoptics/Ophthalmology OPD

Directorate: Women & Children’s

2. JOB PURPOSE

- To provide orthoptic services as an autonomous practitioner
- To assess, diagnose and manage patients referred to the Orthoptic Service.
- To undertake primary vision screening as part of the Pre-school Orthoptic led Vision Screening Programme
- To work as an active member of the multi-disciplinary team in the management of orthoptic disorders
- To provide a quality service for patients referred to the Orthoptic Department

3. ORGANISATIONAL POSITION

Clinical Service Manager

Lead Orthoptist

Band 6 Orthoptists

Band 5 Orthoptist (This post)

4. SCOPE AND RANGE

4.1 Budget: no budgetary control/responsibility

4.2 Service level:

Clinical Orthoptics:
• To be responsible as an autonomous practitioner for the measurement and evaluation of visual acuity and visual behaviour in patients referred to the Orthoptic Service. This includes infants with strabismus and amblyopia, congenital or developmental abnormalities, children and adults with learning difficulties as well as acute ocular motility defects in both adults and children.

• To be responsible for the orthoptic assessment, diagnosis and management of patients referred to the orthoptic department primarily from GPs, community optometrists and pre-school vision screening.

• To undertake primary pre-school vision screening (3.5 to 4.5 year olds) in the nursery school environment throughout Glasgow and make onward referral in line with GGC NHS referral criteria.

• To be involved in formulating relevant discharge plans and appropriate onward referral. This patient group comprises all cases of ocular motility defects, strabismus and amblyopia, complex congenital and acquired cases including neurological abnormalities, genetic disorders and associated ocular abnormalities.

• To be responsible for planning, implementing and monitoring individual orthoptic treatment plans/care pathways for patients of all ages using advanced clinical reasoning and evidence based practice.

• To provide orthoptic input to the shared care orthoptic / optometry service, contributing to standards and guidelines for this service.

• To recognise when signs and symptoms are out with their area of expertise and require input from a more senior colleague.

*If the post-holder is a new-graduate they will undergo a period of mentorship in accordance with professional guidelines*

**BASE**

The post will be based at the Royal Hospital for Children Glasgow, although the post-holder will be expected to work at any of the hospitals where Orthoptic services are provided for adult Orthoptic sessions.

**4.3 Teaching:**

• To demonstrate Orthoptic clinical procedures / skills to undergraduate Orthoptic students, medical students, junior staff and other visiting professionals when required following professional guidance and with appropriate training.

**4.4 Equipment:**

• To be responsible for own safe and appropriate usage of orthoptic equipment including the visuscope, Goldmann Visual Field Analyser, focimeter, as well as compliance with Standard Operating Procedures for Infection control.

• To be aware of Health and Safety Policies and to ensure prompt reporting of any faults, hazards or accidents to patients, carers and staff.
5. MAIN DUTIES/RESPONSIBILITIES

5.1 CLINICAL DUTIES

5.1.1 Orthoptics:

- To be professionally and legally responsible and accountable for all aspects of your own clinical workload
- To be responsible for the orthoptic assessment, diagnosis and management of patients referred from outside agencies and to manage, using individual treatment plans, the associated amblyopia and other visual symptoms. This group of patients includes children with significant sight defects and requires a considerable degree of empathy and family support.
- To formulate individual specialist management and treatment plans using clinical reasoning and a wide range of treatment options. These include orthoptic exercises, occlusion therapy, modification of refractive error, prismatic correction, coloured overlays and pharmaceutical therapy. Effective communication skills are essential in order to assess patient and/or carers capacity to comprehend treatment plans, obtain informed consent and ensure compliance.
- To assess, diagnose and manage visual problems in patients with special needs, including patients who are partially sighted. This requires specialist communication skills in order to impart information on visual capabilities and development to patients/carers.
- To be involved in primary pre-school vision screening (3.5 to 4.5 year olds) in the nursery school environment throughout Glasgow. With responsibility for accurate assessment, diagnosis, discharge or onward referral for orthoptic/optometry/ophthalmology follow up and management in line with GG&C NHS referral criteria
- To assess eye movement disorders in patients from a range of referral sources, including GPs, community optometrists and ophthalmologists
- To participate in shared care orthoptic/optometry sessions for children with refractive error and/or squint
- To undertake focimetry for the measurement of spectacle strength
- To determine the diagnosis, prognosis and management in patients with suspected binocular vision abnormalities or amblyopia where clinical signs and symptoms do not fall into particular categories and where aetiology is unclear or information limited
- As an autonomous practitioner the post-holder will be responsible for the decision to instil eye drops for diagnostic and refraction purposes, the appropriate strength required, and to advise patients of purpose, action and side-effects, in compliance with the appropriate Patient Group Directive
- To undertake pre and post-operative measurements of ocular motility defects. Significant manual dexterity and speed is required to ensure accurate results, particularly in young children undergoing squint surgery. Surgery is based on orthoptic measurements.
- To discuss surgical options with surgeon based on orthoptic findings and measurements.
- To identify surgical risks (pre and post surgery) and to discuss these with the patients, carers and surgeon.
- To be involved in the decision and timing of surgery. This requires an up-to-date knowledge of evidence-based practice.
- To assess patients’ post-operative outcome and modify treatment accordingly.
- To work as a part of a multi-disciplinary eye care team having responsibility for the provision of orthoptic information.
- To liaise with the other health professionals and members of partner organisations such as education regarding the educational, social and visual needs of patients.
- To provide initial and updated information to referrer and other professionals involved in the care of the patient e.g. specialist consultants, paediatricians, social workers.

5.1.2 Personal Development:

- The post holder will be expected to undertake ongoing personal and professional development commensurate with the responsibilities of the post.
- The post holder will be expected to undertake any other duties that might be reasonably expected of the post holder following discussion with the Head Orthoptist

5.1.3 Role Development:

- The duties and responsibilities contained within this job description are indicative but not exhaustive. The post holder will be fully involved and consulted as changes occur.

5.2 MANAGEMENT AND ADMINISTRATIONAL DUTIES

- To deal with enquiries that arise during the working day and where necessary liaise with the Head Orthoptist to take appropriate action
- To contribute to the planning and development of the orthoptic service including departmental standard setting and attendance at staff meetings
- To be responsible for the care of orthoptic equipment and reporting of faults to the Head Orthoptist
- To liaise with the Head Orthoptist, about annual leave
- To monitor stock of orthoptic sundries and notify Head Orthoptist in advance of re-ordering
- To liaise with the Head Orthoptist regarding any problems in service delivery
- To be aware and comply with organisational and departmental policies and procedures
- To be aware of, implement and utilise national and professional guidelines to ensure clinical effectiveness and improve working practice locally
- To keep and maintain appropriate records at all times ensuring that all paperwork is up-to-date
- To maintain and utilise Departmental and hospital information systems currently in use including patient database
## 5.3 PROFESSIONAL ORTHOPTIC DUTIES

- To maintain professional registration with Health Professions Council (HPC)
- To have documentary evidence of Continuing Professional Development (CPD)
- To participate in annual Personal Development Planning (PDP’s)
- To attend and contribute to departmental meetings
- To comply with departmental, local and national policies and quality procedures as required, including clinical audit
- To attend appropriate training events, courses and lectures thereby maintaining up-to-date knowledge and skills
- To observe and maintain professional standards at all times
- To observe safe working practices and equipment procedures, complying with legislative requirements under H&S regulations
- To respect patient and staff confidentiality at all times

## 5.4 GENERAL RESPONSIBILITIES

- To keep work up-to-date within departmental standards, notifying the Head Orthoptist immediately if this becomes problematical
- To adhere to Hospital policies and procedures relevant to post, e.g. Fire, Moving and Handling, Notification of Absence, etc.
- To notify the Head Orthoptist immediately of any suspected clinical, managerial, personnel or administrative difficulties/problems
- To attend any training that will benefit both the Directorate and the individual as agreed with the Head Orthoptist
- To ensure that orthoptic equipment and shared care equipment is in good order and maintain stock and equipment within departments

## 6. SYSTEMS AND EQUIPMENT

**6.1 Equipment:** automated and non-automated orthoptic and ophthalmic specialised equipment

**6.2 IT Systems:** Microsoft Word, Microsoft Access, Microsoft Excel, Microsoft Powerpoint, Microsoft Outlook, Internet/Intranet, e-library

**6.3 Clinical Systems:** Trakcare and Clinical Portal for patient/clinical information

## 7. DECISIONS AND JUDGEMENTS

- To formulate individual management and treatment plans using clinical reasoning and a wide range of treatment skills. These include orthoptic exercises, occlusion therapy, manipulation of refractive correction, prismatic correction, coloured overlays and pharmaceutical therapy. Effective communication skills are essential in order to assess patient and/or carers capacity to comprehend treatment plans, obtain informed consent and ensure compliance.
- To determine the diagnosis, prognosis and management in patients with suspected binocular vision abnormalities or amblyopia where clinical signs and symptoms do
not fall into particular categories and where aetiology is unclear or information limited.

- As an autonomous practitioner the post-holder will be responsible for the decision to instil eye drops for diagnostic and refraction purposes, the appropriate strength required and to advise patients of purpose, action and side-effects in accordance with Patient Group Directives in place.
- To undertake pre and post-operative measurements of ocular motility defects. Significant manual dexterity and speed is required to ensure accurate results. Surgery is based on orthoptic measurements.
- To discuss surgical options with surgeon based on orthoptic findings and measurements.
- To identify surgical risks (pre and post surgery) and to discuss these with the patients, carers and surgeon.
- To be involved in the decision and timing of surgery. This requires an up-to-date knowledge of evidence-based practice.
- To liaise with the other health professionals and members of partner organisations such as education regarding the educational, social and visual needs of patients.

7. COMMUNICATIONS AND RELATIONSHIPS

- The post-holder must have a range of good verbal and non-verbal communication skills in order to assess, diagnose and manage patients. This includes patients with impaired communication and comprehension
- To recognise and overcome barriers to communication and comprehension, for example: learning disabilities; patients with complex sensory loss, i.e. speech, visual and/or hearing; where English is not the first language.
- To sensitively explain the details of the Orthoptic condition, which may be of a sensitive and distressing nature. This requires a tactful approach. Patients or parents/ carers may have no knowledge of the visual consequences-associated with particular conditions and/or have difficulty accepting the diagnosis and/or prognosis.
- To recognise where cases are out with their area of competency / expertise and refer these to more senior orthoptic or ophthalmology colleagues.
- To tailor patient education on their condition and treatments, adapting the content, structure and method of communication to suit the individual. Written and electronic resources are used as well as giving advice and support, taking into account the patients social and health needs.
- To motivate patients to take responsibility for their own health care and treatment needs
- To liaise with other health professionals and partner organisations in a professional manner whilst giving consideration to policies regarding patient confidentiality, etc
- To provide adequate support and facilitate learning in those requiring clinical supervision
- To liaise with other departments (e.g. wards, other specialties, medical records) in relation to direct patient care
9. PHYSICAL DEMANDS OF THE JOB

- Patient examination regularly requires uncomfortable working positions including leaning forwards, kneeling, bending and twisting to assess infants, working whilst maintaining an awkward posture. These positions require to be maintained for a major part of the working day. In addition the clinical environment may not always be suitable for orthoptic assessment, e.g. outreach clinics, bed-side assessment on wards, etc.
- Patient examination within the Orthoptic service requires manual dexterity, hand-eye co-ordination and significant mental effort in order to clinically assess the patient.

10. MOST CHALLENGING / DIFFICULT PARTS OF THE JOB

- All sessions require continual concentration and significant mental effort to ensure appropriate investigation, diagnosis and management. This is required when dealing with emotional and distressed patients, parents, carers.
- The post-holder will regularly advise and counsel patients with long-term conditions which impact on quality of life.
- The post-holder is regularly the first point of contact for patients with acquired ophthalmic disease. These patients may be anxious requiring reassurance and empathy.
- The post-holder may also be expected to deliver unwelcome news to patients and carers with regard to prognosis.
- Orthoptic pre-school vision screening has a high level of physical and mental demand. As each child only has one vision screening assessment the Orthoptist must maintain continual concentration and significant mental effort throughout the session. Working with pre-school children means assessing groups of children which can be highly demanding and the nursery school environment holds many distractions and interruptions.
- Significant mental effort is required when inputting complex information into departmental databases and participating in clinical audit.
- The post-holder must also maintain concentration despite regular interruptions during clinical assessment. For example:
  - Clinical and telephone enquiries from patients/colleagues
  - Telephone enquiries
  - Disruptive behaviour from patient/relatives
  - Required to assist/advise a colleague in an emergency situation
- Working conditions may be unpleasant with exposure to fleas, lice, childhood illnesses, MRSA, odours, body fluids, etc.
- The post-holder will be in regular contact with soiled equipment including used eye occluders, blenderm and prisms.

11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB
**Essential:**

To possess a BSc in Orthoptics, B MedSci (Orthoptics) and/or a Diploma for the British Orthoptic Council (DBO)
To be registered with the Health and Care Professions Council (HCPC)
To have good interpersonal and communication skills with patients, and to maintain a good rapport with colleagues and staff at all levels
To demonstrate the ability to work with a large cross section of the population ranging from babies to the elderly and including those with cognitive impairment
To demonstrate good organisational skills
Evidence ability to maintain patient confidentiality
To evidence up-to-date CPD activity

**Desirable:**

To hold a current UK driving licence
To demonstrate a knowledge and understanding of professional issues locally and nationally
To have research/audit experience at undergraduate level

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**PERSON SPECIFICATION FORM**

**Job Title:** Orthoptist Band 5 Post

**Department:** Royal Hospital for Children, Glasgow

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<tr>
<th>Qualifications</th>
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<th>Desirable (✓)</th>
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<tr>
<td>Diploma or B.Sc Orthoptics</td>
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<td>Registration with HCPC</td>
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<td>Behavioural Competencies</td>
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<td>Desirable (✓)</td>
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<td>Autonomous practitioner</td>
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<td>Ability to work as part of a team</td>
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<td>Ability to communicate sensitive diagnosis/prognosis</td>
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<th>Other</th>
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<td>Access to own transport</td>
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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: Orthoptist

Job reference number: 0000046630G

Closing date: 07 April 2017

Vacancy enquiries to: For information specific to the role, contact: Elaine McCrossan, 0141 452 4089

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: Royal Hospital for Children

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 postholder 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.
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.

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