PRACTICE DEVELOPMENT
DIETITIAN
Acute Dietetics

Job Reference: 0000046783N
Closing Date: 21 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**
To be responsible for leading on practice development for dietetics across multiple sites within NHS Greater Glasgow and Clyde, Adult Acute Division. The post-holder will lead in the planning, development and delivery of the service practice development agenda working in partnership with the Adult Acute Manager, Dietetics, Acute Dietetic Team Leads and Advanced Practitioner’s. Through leadership demonstrate an ability to employ investigative practice to evaluate clinical and operational elements of service provision. Where appropriate work within uni/multi-disciplinary teams and Managed Clinical Networks to inform Service developments.

Lead on the management and development of new graduate Band 5 rotational dietitians. Ensuring delivery of care in accordance with service Standards, National Professional Standards of Practice and the Health Professions Council Standards of Conduct, Performance and Ethics.

**Key Roles and Responsibilities**
- Develop and implement the service practise development plan / priorities in partnership with the Adult Acute Manager Dietetics and Dietetic Clinical Team Leads.

- Identify priority areas for evidence–based practise, research and audit through collaboration with dietetic leads / clinicians and AHP / Nursing practise development colleagues, drawing on both national and local agendas.

- Work collaboratively with dietetic team leads and clinical staff to address priority areas for service improvement, agreeing and supporting local implementation plans to develop and progress practice.

- Develop, direct and implement service audits, evaluate and report audit outcomes,
• Present audit outcomes at meetings, national conference and where appropriate prepare results for peer review journals.

• Operational management of Adult Acute, Band 5 Rotational, New Graduate Dietitian’s in partnership with Dietetic Clinical Team Leads.

• Lead recruitment and induction for new graduate dietitians, ensuring all new graduate rotational dietitians have ongoing support through the service clinical supervision structure and mentoring as required.

• Review progress of new graduates throughout rotations identifying and addressing any competency issues which may be highlighted.

• Provide clinical staff with advice, direction and support on all aspects related to practice development, evidence based practise, audit and evaluation including methodology, data capture and analysis, research, ethics and funding.

• Employ patient improvement methodologies to ensure patient focused care is integral to practice development initiatives and service improvements.

• Influence and support the implementation of evidence into practice and promote a culture of continuing professional development within the Acute Dietetic Service.

• Manage delegated projects that support the implementation of service developments within best practice frameworks.

3. ROLE OF DEPARTMENT

The Adult Acute Dietetic Service provides in and out-patient services to three Clyde Acute Hospitals, (RAH, IRH, VOL) and three Glasgow Adult Acute Hospitals, (QEUH, GRI, GGH) the Beatson West of Scotland Cancer Centre and Glasgow’s two Ambulatory Care Hospitals. The 60 WTE Dietitians work across 3 Acute Sectors (North, South and Clyde) delivering to Surgery, Emergency Care and Medical, Older People and Regional Services and are hosted within Older Peoples Service. The primary focus is to provide safe and effective nutritional care to the Adult Acute hospital population served by NHSGGC.

4. ORGANISATIONAL POSITION

North Acute Sector
Clinical Services Manager, Dietetics
5. SCOPE AND RANGE

- Provide professional support and leadership for new and existing service / practice development projects across the Adult Acute Dietetic Service in conjunction with the Adult Acute Manager, Dietetics Clinical Team Leads and Advanced Practitioners.

- Facilitate the clinical practice, professional and educational development of all frontline dietetic staff and support workers to ensure, effective evidence based therapeutic interventions are provided for patients

- Lead practice development, audit / clinical effectiveness and service improvement activities, playing a key role in identifying and supporting all clinical staff while facilitating and encouraging wide staff participation.

- Work closely with the Adult Acute Manager Dietetics and Dietetic Clinical Team Leads in the recruitment, retention and CPD of new graduate clinical staff.

- Project manage agreed service developments including implementation and monitoring of short and longer term project and work plans within agreed timescales.

- Works as an autonomous clinician within their own area of expertise taking full / overall responsibility for an identified caseload.

- Advising and contributing to the provision of appropriate evidence based training, teaching, supervision and mentoring of Dietitians, both under-graduate and post-graduate students and support staff.
6. MAIN DUTIES/RESPONSIBILITIES

Specialist Knowledge

- Lead, support and evaluate clinical improvement initiatives across the Adult Acute Dietetic Service developing a framework which ensures standardisation and consistency.

- Ensure close partnership working with other AHP and Nursing Practice Development Departments, Clinical Effectiveness, Risk Management and Training and Education Departments.

- Encourage Dietetic staff participation in clinical audit which will benchmark practice against standards and facilitate development of clinical practice.

- Through collaboration with clinicians identify priorities in clinical and professional practice that promote the improvement of patient care, staff development, implementation of research into practice and / or the generation of high quality research. Ensuring that specific projects are implemented and evaluated to effect change.

- Lead the staff group to develop clinical effectiveness forums involving rotational staff at all levels to investigate areas of clinical priority and evaluate the impact these have on patient care.

- Practice within the HCPC code of professional practice and ethics and the research governance framework for ethical approval when conducting / participating in research.

Professional

- Contribute effectively in taking forward the local and national practice development Dietetic agendas through professional networking.

- Maintain a local, national and international perspective on health care policy in order to assess practice developments in Dietetics and their impact on the organisation.

- Innovate, develop and support evidence based clinical practice within Dietetics.

- Provide regular updates on progress made with projects and disseminate to line manager.

- To support others to present relevant research and practice development based projects at relevant meetings and conferences in order to promote best practice as widely as possible enhancing the profile of dietetics in key clinical areas.

- To identify own learning needs and seek out opportunities for personal development.
Co-ordinate topic specific working groups to meet priority areas of the practice development.

Review own clinical/professional practice utilising reflective practice and participate in clinical supervision with line manager.

Maintain professional portfolio as evidence of continuous professional development in line with HCPC registration.

**Education and Research**
- Participate in and support, cross-organisational practice development working groups in order to improve frontline practice.
- Identify ongoing staff development needs to devise, present and evaluate evidence based practice training courses for clinical staff, provide a rolling programme of relevant clinical effectiveness courses.
- Present complex, sensitive and at times challenging information to groups of people (peers, healthcare staff, patients) both internal and external to NHS Greater Glasgow and Clyde.
- Encourage a research and evidence based practice culture across the Dietetic profession within NHS Greater Glasgow and Clyde utilising relevant models and theories in change management.
- Work in partnership with adult acute practice placement lead, clinical team leads and adult acute manager to plan, develop, deliver and evaluate post-graduate dietetic development programme.
- Assist in the provision, assessment and supervision of undergraduate and postgraduate clinical placement programmes for student dietitians.

**Organisational**
- Provide practice development leadership and support to dietetic staff in order to ensure that practice is evidence based and competence is maintained for a clinically effective service.
- In partnership with managers and clinicians, identify priorities in clinical practice that focus on the improvement of patient care and staff development.

**Managerial**
- On an annual basis develop and complete an agreed Workplan with line manager.
- Organise and prioritise work load and key development targets with minimal supervision within agreed timescales.
- Co-ordinate appropriate practice development training, meetings and working groups in collaboration with line manager.
- Undertake the personal development planning and performance appraisal of new graduate dietitians within the service.

- Responsible for the management of the new graduate rotation and any performance issues.

- Lead the recruitment and selection of new graduate dietitians through the interview process.

- Act in a collaborative and advisory role to clinical team leads and managers in relation to developing practice.

- Provide written annual practice development reports detailing all projects undertaken with a comprehensive evaluation of their effectiveness and direct impact on staff knowledge, skills and practice and ultimately patient care.

**Clinical**

- To manage an agreed clinical caseload within a specialist area of clinical practice. Assesses, develops, implements and evaluates strategies for nutritional intervention in area(s) of clinical practice.

- Maintain accurate, comprehensive and up to date patient documentation, records (paper and or electronic) and accurate mandatory statistical information to reflect care provided and meet professional and local standards.

- Communicate effectively, work collaboratively with and make recommendations to all relevant colleagues/teams to maximise patient care and promote effective multidisciplinary professional working.

### 7. SYSTEMS AND EQUIPMENT

- Demonstrates an advanced working knowledge of relevant IT systems i.e. Clinical Portal, Trakcare (Patient information and scheduling systems) and software packages i.e. Microsoft Office, e-KSF.

- Maintains a electronic diary of clinical and practice development appointments.

- Using agreed IT systems records and reports all clinical and non clinical activity on a monthly basis.

- Is competent in the use of current documentation systems.

### 8. DECISIONS AND JUDGEMENTS

- The range of topics and clinical specialities requires both breadth and depth of
knowledge and understanding, the ability to analyse information and draw reasoned conclusions based on the evidence presented.

- Provide advice regarding the appropriateness of practice development issues for the Dietetic Service.
- Develop educational programmes to meet the needs of the Dietetic service.
- Apply expert knowledge and judgement in evaluating services in collaboration with dietitians within services.
- Delegate appropriate tasks to senior and junior staff in order to achieve key results.
- Participate in the operational planning, and implementation of policy and service development within the service areas, leading on delegated projects.
- Apply national guidelines/legislation relating to health and social care provision.
- Autonomously use professional expertise to make clinical decisions and support dietetic staff in the use of clinical reasoning skills.
- Use clinical reasoning skills based on specialist knowledge and expertise with regard to clients including assessment of clinical risk
- Identify service needs and ensure that staff have the training to fulfil the changing priorities
- Make professional judgements regarding the performance of others eg staff, students, and take appropriate action if necessary.
- Ability to analyse information received in a variety of formats, make decisions or advise others on the most appropriate options /interventions available
- Be accountable for own action and judgement and responsible for delegated actions of all other members of dietetic team

9. COMMUNICATIONS AND RELATIONSHIPS

As a single dietetic service, the postholder will:
- Develop effective working relationships across adult acute, community and paediatric dietetics to ensure patient focused care
- Communicate using a variety of approaches including presentations, face to face contact, telephone, e-mail across a range of settings
- Lead networking activities in relation to practice development that secure
• Support an open communication network within the dietetic service such that a culture of openness and mutual respect continues to evolve and is sustained.

• Produce monthly report for line manager which includes the activities, achievements and progress to date against workplan.

• Ensure that all working groups have an agreed Terms of Reference, Workplans, agendas and minutes and these are shared with all appropriate group members and colleagues.

• Convey sometimes complex development concepts and overcome resistance to change using negotiation and influencing skills.

• Manage conflict in a non-aggressive manner, listening to and guiding staff in the agreed course of action in order to remedy conflict.

• Ensure professional respect is demonstrated whilst encouraging colleagues to review current practice and adopt new practices.

• Actively encourage participation of practitioners in all development and learning situations.

• Identifies reasons for resistance to change and adapts own style to facilitate and support staff to implement changes in clinical practice.

INTERNAL
- All Dietitians and dietetic support workers, dietetic clinical team leads, AHP leads
- Clinical Services Manager, adult acute manager, paediatric manager and community manager for dietetics
- Other AHP / nursing Practice Development Colleagues
- Local clinical effectiveness and governance teams
- Consultants, Multi-disciplinary Teams associated with patient care
- Health and Social Care Partnership colleagues as appropriate

EXTERNAL
- British Dietetic Association including specialist interest group(s)
- Scottish Network for AHP Practice Development
- GPs, Service users and Care providers, carers, third sector organisations,
- Higher Education Institutes (HEI)

10. PHYSICAL DEMANDS OF THE JOB

Physical and Mental Effort
• Physical, manual and visual dexterity required for the carrying of equipment such as
- Critically appraise literature for its effect on practice, policy development and organisational change, which requires a high level of sustained concentration.
- Create and write reports for presentation to the wider profession.
- Facilitate the design and delivery of teaching material and presentations for internal and external delivery relevant to practice development.
- Ability to lead meetings and working groups successfully.
- Prolonged sitting, accurate keyboard skills

**Emotional Effort**
- Dealing with and managing resistance to change in a professional, sensitive and pro-active manner.
- Managing and resolving conflict within working groups
- Frequently dealing with conflict, sensitive situations which require skilled interpersonal aptitude, this can include barriers to change.
- Occasionally advising patients or care givers who may be distressed or anxious who may have a long term condition of a progressive, deteriorating and complex nature with no recovery.

**Working Conditions**
- Travel between numerous sites across NHS Greater Glasgow and Clyde.
- Frequently spend lengthy periods sitting at a computer e.g. preparing plans, reports or guidance

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

- Influencing people to work in new ways, managing change in a sensitive consistent and pro-active manner.
- Balancing organisational goals and achieving objectives within timescales.
- Achievement of agreed personal objectives and workplan within agreed timescales.
- Managing conflict where perceptions vary with regard to role or service change.
- Working with minimal supervision, achieving practice development objectives and managing a clinical caseload.
• Managing an agreed clinical caseload within a specialist area of practice.

• Having the responsibility to assess clinical risk and deal with challenging situations and cope effectively with the emotional demands.

• Develop and maintain understanding of workload priorities and local issues in a variety of bases.

• Ability to be flexible and balance clinical and management workload.

• Engaging clinical staff in practice development issues with continual demands of clinical work

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

• Registered with the Health and Care Professions Council (HCPC)

• Degree or Post – Graduate Masters Degree in Dietetics

• Evidence of Master’s degree, post graduate study or equivalent experience

• Experience of leading clinical audit and / or research projects

• Ability to plan, organise and prioritise workload effectively.

• Acting in a clinical supervisory capacity

• Experience of developing and delivering effective training courses to staff and students.

• Behaviour Change Skills

• Extensive clinical /management experience within the NHS at a senior level, evidenced by:
  ▪ Knowledge in practice development gained through awareness of underpinning theory and or practical experience
  ▪ Extensive clinical experience in a setting that requires competence in critical decision making and judgements
  ▪ Ability to analyse complex information in order to make professional decisions.
  ▪ Experience in evaluation methods e.g. audit
  ▪ Team working skills and have the ability to motivate and develop self and others.
  ▪ Excellent and well developed communication (verbal and written) and facilitation skills
  ▪ Ability to work with minimal supervision and direction
  ▪ IT literate
**DESIRABLE**
- Project management experience
- Experience of working as an acute dietitian
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            Practice Development Dietitian
Job reference number 0000046783N
Closing date         21 April 2017
Vacancy enquiries to  For information specific to the role, contact: Fiona Clark, 0141 451 6239
Agenda for Change band: Band 7
Salary               £32,013 to £42,205 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                 NHS Greater Glasgow & Clyde
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.
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: nhsggcrecruitment@nhs.net