CARDIAC LIAISON NURSE - CARDIOLOGY
Royal Hospital for Children

Job Reference: 0000046961N
Closing Date: 12th May 2017

www.nhsggc.org.uk
Dear applicant,

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

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

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

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

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

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

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

We very much look forward to receiving your application.

Recruitment Services
1 JOB IDENTIFICATION

<table>
<thead>
<tr>
<th>Job Title:</th>
<th>Cardiac Liaison Nurse Team Leader</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Grade:</td>
<td>Band 6</td>
</tr>
<tr>
<td>Directorate:</td>
<td>Clinical Board for Anesthesia &amp; Surgery</td>
</tr>
<tr>
<td>Accountable To:</td>
<td>Paediatric Cardiac Liaison Co-ordinator</td>
</tr>
</tbody>
</table>

2 JOB PURPOSE

The role of the Cardiac Liaison Nurse is to meet the needs of children with congenital heart disease and their families and to provide a specialist resource for the Primary Health Care Team, within tertiary and secondary care settings across Scotland.

The post holder will work closely with hospital-based services in Yorkhill Division and other clinical colleagues in the community to provide a seamless service for children and their families. The main elements of the job will be to map out pathways of care from early diagnosis, intervention and treatment through to transfer between Primary, Secondary, and Tertiary Services incorporating the management of adolescent patients in co-ordinating transitional care arrangements for adolescent patients with cardiac disease.

3 ORGANISATIONAL POSITION

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Lead Nurse

Cardiac Liaison Coordinator Band 7

Cardiac Liaison Nurse Band 6
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4 SCOPE AND RANGE

The patient group is based across Scotland, with cardiac nurse liaison support offered to families within the service as part of a national cardiac surgery and interventional cardiology service, which comprises both elective and emergency activity.

- The patient group will be in a variety of settings, including hospital based, outreach clinics at other centres, telemedicine links with other centres, telephone links with children and families in the community, occasionally visiting patients at home if a need is identified.

- The post holder has a high degree of autonomy in the day-to-day running and decision-making within their designated clinical area of responsibility however the post holder is directly accountable to the Lead Nurse, General and Specialist Surgery, and is responsible for keeping her briefed.

- Much of the work is self-generated in response to the changing needs of the patients, families, staff and service, but work is also generated by the Cardiac Liaison Coordinator, Lead Nurse, Clinical Services Manager, Head of Nursing and Lead clinicians within the cardiac service.

- Assist in the ongoing development of local healthcare services through participating in working groups and/or projects in a wider area out with the immediate clinical environment (as agreed with Cardiac Liaison Nurse Coordinator)

- Promote a healthy lifestyle and well-being providing advice to patients/carers in line with corporate health promotion strategy.

5 MAIN DUTIES AND RESPONSIBILITIES

(1) Clinical

- Provide specialist-nursing expertise as part of the multidisciplinary team.
- Participate in the setting of standards, protocols and care pathways to ensure a high quality service is delivered.
- Support and advocate the needs of the child and family, giving expert advice, information, counseling, bereavement support, family crisis intervention assistance and education, where appropriate.
- Co-ordinate and participate in pre-admission clinics.
• Provide cardiac nurse specialist support across inpatient areas within the tertiary service i.e. cardiac inpatient ward, intensive care department, paediatric neonatal units, fetal medicine unit.
• Participate in the co-ordination of discharge planning processes for children and their families to a local hospital or home setting in conjunction with ward and community nursing staff.
• Develop patient and parent information in collaboration with colleagues.
• Participate in outreach cardiac liaison duties as required.
• Liaise with other areas within the Division and external to it to ensure there are effective communication systems and a seamless service between hospital and home.
• Provide advice and support to colleagues and agencies in the wider community, according to their need.
• Ensure provision of effective communication and liaison between clinical area and external agencies.
• Respect the independence and rights of patients and their carers.

(2) Education and Training

• Act as an education resource with regard to short and long term issues, including growth and development, prognosis, lifestyle, nutrition, medication and other issues as indicated.
• Adopt a multidisciplinary approach to teaching, which includes nursing staff, junior doctors, learners and professions allied to medicine.
• Responsible for identifying and addressing his or her own ongoing professional training and development needs in order to remain updated in the field of paediatric cardiac nursing.

(3) Managerial

• Be aware of, and comply with, all Division policies, procedures and codes of conduct.
• Ensure compliance with all Health and Safety standards and directives.
• Report and record all accidents and incidents in accordance with Division policy. To take appropriate remedial action as required.
• Take prompt and appropriate action on the receipt of complaints in accordance with Division policy.
• Use Division computer systems, as required, to collect clinical and non-clinical data.
• Deputise for paediatric Cardiac Liaison Coordinator as directed

(4) Professional

• Adhere to the NMC Code of Professional Conduct for nurses, midwives and Health Visitors.
- Take personal responsibility for renewing professional registration and revalidation to practice.
- Take personal responsibility for his/her own continuing development and professional updating. This includes remaining up to date with changing clinical and nursing practice and undertaking further training as necessary.
- Maintain his/her appearance and behavior in accordance with the standards expected for a member of the nursing profession.
- Actively participate in education, audit and research, to ensure ongoing high quality patient care is delivered within the service.
- Co-operate with other healthcare professionals and to gain an understanding of their professional roles and responsibilities.
- Support and participate in the implementation of the Division’s Nursing and Midwifery Strategy.

### (5) Clinical Audit and Research

- Ensure evidence based nursing practice within the cardiac service.
- Participate in audit and research projects within the Cardiac Liaison Nursing Service.
- Engage nursing staff in clinical audit and research projects.
- Formulate reports from audits and research activities undertaken within the service thus identifying recommendations for developing change within the service.

### (6) Key Result Areas

- Maintain standards of care, which conform to good practice as defined by the profession and the Division, in order to provide a high quality nursing care service.
- Ensure quality and continuity of the service is maintained within a dynamic and every-changing environment, by introducing common protocols.
- Maintain and develop effective communication with a wide range of people, to include medical staff to promote good working relationships and staff involvement in professional issues.
- Promote an environment conducive to learning, managing teaching provision and student nurse development within the specialty, encouraging all staff to practice critical thinking in their approach to patient care.
- Identify clinical governance issues within the nursing service, in collaboration with the Nurse Co-ordinator for Cardiac Services to develop and implement strategies that will meet clinical governance requirements.
- Through facilitation techniques enable nurse led practice development that focuses on clinical effectiveness, evidence based practice and improved patient outcomes, developing the skills of others in practice development skills.
- Ensure legal and statutory requirements are met and that working conditions comply with health and safety legislation.
- Foster an environment of collaborative working with medical staff and the
multidisciplinary team, tertiary, primary and secondary care settings.

(7) Corporate Responsibility

The Division Executive Directors (this includes ex officio Directors) and all Managers are charged to give all due care and consideration in their sphere of operations to matters relating to the health, safety and welfare of those who may be affected by the acts or omissions of any of their workforce.

(8) Personal Responsibility

Every employee, contractor or self employed person working on the Yorkhill Division premises or elsewhere on behalf of the Division has a legal duty to take all reasonable care for their own health and safety as well as that of others who may be affected by their acts or omissions.

(9) Equal Opportunities

NHS GG&C is an Equal Opportunities Employer. The policy of the Division is that all employees and job applicants should be afforded equal opportunities in employment irrespective of their sex, marital status, race, religion, creed, colour, age or disability.

6 SYSTEMS & EQUIPMENT

- Regular use of IT equipment, accessing emails, use of power point, HISS, Databases.
- Have a working knowledge of medical devises used to support cardiac patients to inform families at pre admission clinics.
- Use the cardiac computer patient information programme (Heartsuite) to record patient interventions on a daily basis.
- Maintain individual written patient records as per the Division’s policy on data protection.
- Input and retrieve information from Divisional patient information systems.
- Respond frequently to phone calls on a daily basis.

7 DECISIONS AND JUDGEMENTS

- Clinically and professionally expected to make autonomous decisions on a daily basis.
- Problem solve on a regular basis.
- Utilize skills for assessing and interpreting complex cardiac condition taking any appropriate action.
- Use own clinical judgment to refer patients to the appropriate members of the multidisciplinary team.
- Achieve the appropriate balance between managing patient and family liaison activities and competing clinical priorities.
8 COMMUNICATION & RELATIONSHIPS

- Internal communication with all members of the multidisciplinary team.
- Daily communication with patients and families.
- Communicate in a very sensitive manner, complex condition related information with patients and relatives offering empathy and reassurance.
- Regular contact and referral to social services, external agencies, other members of the primary healthcare team voluntary agencies and other NHS colleagues across Scotland.
- Regular contact with other healthcare professionals within the field of cardiac care across the Scotland and UK.
- Participate in using all forms of written, verbal and electronic communication systems within role.
- Communicate regularly with highly distressed families following receipt of prognosis and bereavement situations.
- Communicate with the patient and their carers/relatives in a manner which demonstrates respect and courtesy for the individual
- Establish and maintain effective communications with other professionals, carers, families and relevant others involved in the patients care
- Provide advice and support to colleagues and agencies in the wider community, according to their need.
- Ensure provision of effective communication and liaison between clinical area and external agencies.
- Responsible for the effective development of close working relationships with users/carers and other statutory service providers.
- Participate in working groups and be involved in Modernisation and Joint Working.
- Provide verbal and written information within the clinical area to ensure effective communication between clinical staff and local management
- Communicate with patients and their relatives using a variety of communication skills.

9 PHYSICAL DEMANDS OF THE JOB

Physical
- Involves walking in between hospital departments on a regular basis.
- Physically and emotionally demanding workload in the management of aggressive incidents due to challenging behaviour.
- Physically and emotionally demanding in dealing with recently bereaved parents, arrange and accompany parents on mortuary visits (frequently).
- Physically and emotionally demanding in dealing with complaints on an informal basis, attempting to find local resolution and referring to the formal route, where appropriate.
- Working in highly unpleasant conditions in relation to disposal of patent related healthcare waste (smell, blood, urine, faeces, vomit, etc.) and contaminated materials in conjunction with approved infection control
Mental
- Required to provide, receive and retain complex and sensitive information.
- Cope with frequent interruptions while dealing with patients and families.

Emotional
- Emotionally demanding role of supporting families receiving distressing news, on a daily basis.
- Mediate with families in conflict situations.
- Responsible for dealing frequently with bereaved parents.
- Emotionally demanding role of providing psychological support to families with terminally ill cardiac children.
- Emotionally demanding workload in relation to bereavement issues (breaking bad news), providing emotional support and practical advice i.e. registering death, funeral arrangements, mortuary visits, post mortems.
- Emotionally demanding workload when dealing with Child Protection Issues.
- Emotionally demanding workload in dealing with stressed relatives who at times can exhibit extremely challenging behaviour.

10 MOST CHALLENGING PART OF THE JOB
- Develop a cohesive liaison nursing service for patients and families across Scotland in the delivery of cardiac nursing care and introduce innovations in line with national care standards.
- Embrace team-building strategies to ensure there is a motivated, skilled nursing team.
- Deal with crisis family events.
- Provide ongoing emotional support to staff, families and patients in highly stressful situations.
- Support families during and following bereavement in the short and long term.
- Participate in child protection cases.
- Responsible for ensuring effective communications
- Responsible for delivering information that is evidence based and ensuring that others do so.
- Responsible for dealing with challenging behavior that can arise in the patient/family group.
- Managing competing demands on time, working within a busy clinical environment.
- Responsible for managing workload/caseload in an emotionally and physically demanding environment.
- Responsible for providing information to patients /carers on sensitive clinical and at times legal issues e.g. child protection issues, consent for fostered children.
11 KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED

See Person Specification.

12 JOB DESCRIPTIONS

All job descriptions are subject to review. Job holders are expected to be flexible and be prepared to carry out any similar or related duties, which do not fall within the work outlined. Any review will be undertaken by the line manager, in consultation with the post holder.

March 2005

ROLE SPECIFICATION

<table>
<thead>
<tr>
<th>PROFESSIONAL QUALIFICATIONS</th>
<th>Essential</th>
<th>Desirable</th>
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<tbody>
<tr>
<td>Registered on part 8/15 of the NMC Register</td>
<td>✓</td>
<td></td>
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<tr>
<td>Specialist Qualification/ post registration in specialty</td>
<td></td>
<td>✓</td>
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<table>
<thead>
<tr>
<th>EDUCATION</th>
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<tbody>
<tr>
<td>Degree in Nursing (or working towards one)</td>
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<tr>
<td>Evidence of ongoing professional development</td>
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<table>
<thead>
<tr>
<th>KNOWLEDGE /EXPERIENCE</th>
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<tbody>
<tr>
<td>Post registration clinical experience (minimum) 5years</td>
</tr>
<tr>
<td>Experience of working within specialty</td>
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<tr>
<td>Experience of conflict and complaints handling</td>
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<tr>
<td>Knowledge of Child Protection Systems</td>
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<tr>
<td>Knowledge of Health and Safety Systems</td>
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<tr>
<td>Knowledge of Risk Assessment Systems</td>
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<tr>
<td>Knowledge of Infection Control Systems</td>
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<tr>
<td>Track record of Mentorship and Preceptorship</td>
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<tr>
<td>Teaching Experience</td>
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<td>---------------------</td>
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<tr>
<td>Knowledge of Critical Incident Reporting systems</td>
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<tr>
<td>Experience of Standard Setting and Audit</td>
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<tr>
<td>Evidence of applying Evidence based Practice</td>
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<tr>
<td>Evidence of involvement Research projects</td>
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<tr>
<td>Able to use evidence in practice and teaching</td>
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<tr>
<td>Knowledge/ awareness of community nursing and resources (if appropriate)</td>
</tr>
<tr>
<td>Knowledge / awareness of interagency structure</td>
</tr>
<tr>
<td>Experience of Interagency work</td>
</tr>
</tbody>
</table>

**SKILLS**

| Ability to work under pressure and to prioritise workload | √ | |
| Paediatric Resuscitation skills | √ | |
| Excellent Communication skills in all methods of communication | | √ |
| Manual Handling skills | | √ |
| Mentorship/preceptorship skills | √ | |
| IT skills | √ | |

**QUALITIES**

| Ability to work autonomously and in teams | |
| Pleasant and positive attitude | |
| Ability to motivate others | |
| Self starter | |
| Ability to support staff | |
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.

<table>
<thead>
<tr>
<th>Job title</th>
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<tbody>
<tr>
<td>Job reference number</td>
<td>0000046961N</td>
</tr>
<tr>
<td>Closing date</td>
<td>12 May 2017</td>
</tr>
<tr>
<td>Vacancy enquiries to</td>
<td>For information specific to the role, contact: Susan Maxwell, 0141 452 4755</td>
</tr>
<tr>
<td>Agenda for Change band:</td>
<td>Band 6</td>
</tr>
<tr>
<td>Salary</td>
<td>£26,830 to £35,933 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.</td>
</tr>
<tr>
<td>Hours</td>
<td>30.00 hours per week</td>
</tr>
<tr>
<td>Base</td>
<td>Royal Hospital for Children</td>
</tr>
<tr>
<td>Contract type</td>
<td>Permanent</td>
</tr>
<tr>
<td>Annual leave</td>
<td>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.</td>
</tr>
<tr>
<td>Superannuation</td>
<td>All employees are automatically enrolled it the Scottish Public Pensions Agency.</td>
</tr>
<tr>
<td>Healthcare Support Workers</td>
<td>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.</td>
</tr>
<tr>
<td>Smokefree policy</td>
<td>NHS Greater Glasgow and Clyde operates a smokefree policy on all premises and grounds.</td>
</tr>
<tr>
<td>Equal opportunities</td>
<td>NHS Greater Glasgow and Clyde is as an equal opportunities employer.</td>
</tr>
</tbody>
</table>
The Application Process

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

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

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

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

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

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

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

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

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

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

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

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

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

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

If you have not previously been employed, please use the "Present or Most Recent Post" section to detail what you have been doing (i.e. full time student / parent / carer).

Please note that you can list unpaid work including work placements and volunteer work in your employment history.

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

By completing and submitting an application for this post you give your consent for NHS Greater Glasgow and Clyde to commence pre-employment checks, including reference checks, once your formal conditional offer of employment is made to you. Click Here for more information. For details on NHS Greater Glasgow and Clyde’s pre-employment check procedures, please visit the NHS Greater Glasgow and Clyde – recruitment guidance for applicants.
Part A (Personal information), Part B (Declarations), Part C (Application Details)

The job description provides information about the main duties and responsibilities of the post being advertised. It also describes the purpose of the post. Please ensure that your application form clearly demonstrates how your skills / knowledge / experience can be utilised in the role.

The job description and person specification also specify the requirements or criteria (knowledge, skills, experience, abilities and qualifications) that are essential or desirable to perform the duties outlined. Please ensure in your application that you demonstrate how you meet the minimum essential criteria and where applicable, the desirable criteria for the role.

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

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

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

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

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

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

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

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

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

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

NHS Greater Glasgow and Clyde’s purpose is to:

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

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

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

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

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

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

Find out more about NHS Greater Glasgow and Clyde at [www.nhsggc.org.uk](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 Zone cards 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