DISTRICT NURSE
SISTER/CHARGE NURSE
Community Nursing
Vale Centre for Health & Care

Job Reference: 0000047183N
Closing Date: 19 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

**Job Title:** District Nurse Sister/Charge Nurse

**Responsible to:** Senior Nurse

**Department:** Community Nursing

**Directorate:** Primary Care Services

**Operating Division of NHS GG:** Primary Care

2. JOB PURPOSE

The post holder will provide an accessible, appropriate, high quality, culturally sensitive and effective nursing service to all age groups in the community, by working in partnership with service users, care providers and other agencies.

The post holder will function as an independent autonomous practitioner by virtue of in-depth knowledge, expertise, proficiency and experience to lead and enable the district nursing team to provide a quality nursing service.

The post holder will be the clinical expert who will be accountable for case management and nursing activity within the caseload, and/or lead, manage and support the district nursing team.

3. ROLE OF DEPARTMENT

The District Nursing Service operates an open access policy delivering care to patients within either a community or primary care setting, or who have a nursing need which makes a home visit more appropriate.

The District Nursing Service will undertake case management, skilled clinical interventions which encompass a broad spectrum of technical expertise, health education and health promotion in order to rehabilitate or promote and maintain independent living for patients and support carers.
4. ORGANISATIONAL POSITION

Head of Health & Community Care

Senior Nurse

Teamleaders

↓

This Post – District Nurse/Charge Nurse
5. SCOPE AND RANGE

The district nursing service operates an open access policy that is available 365-days a year. The service does not operate a waiting list; however, care needs are prioritised to be able to respond to both planned and unplanned care. This includes the ability to respond timeously to unscheduled care requests for those patients who require urgent district nursing intervention.

The District Nurse Sister/Charge Nurse will be responsible for the management of a caseload of community patients and/or leading and managing a team of qualified nursing staff and health support workers. The caseload population is derived from either the GP practice to which the team are aligned, or within a defined geographical population and/or a defined client group.

The caseload comprises of a range of complex health needs, requiring high-level nursing interventions, such as cancer and non-cancer palliative care patients, those requiring nursing care in relation to chronic disease management and the provision of skilled technical interventions, e.g. subcutaneous infusions, central venous lines and tracheostomy management.

The District Nurse Sister/Charge Nurse will provide reciprocal cover and support for the wider district nursing teams in the absence of the designated team leader in order to provide clinical leadership and ensure the continuation of service delivery.

Whilst there is no direct financial responsibility with this post, the post holder has responsibility for the ordering of nursing equipment within a defined budget. The post holder will be expected to work collaboratively with the Senior Nurse to ensure effective utilisation of resources - this will include the nursing workforce resource, as well as the effective management of specialist nursing equipment and supplies.

The post holder will be responsible for appropriate and cost-effective nurse prescribing including dressings, devices and medication.

The post holder will work independently and autonomously without supervision and be responsible for delegating and reviewing the work of his/her team.

6. MAIN DUTIES/RESPONSIBILITIES

The post holder is responsible and accountable for the ongoing management of the caseload to ensure the assessment, planning, implementation and evaluation of programmes of care. These will be developed in partnership with Patients, Family, Carers and Significant others, and will be evidence based taking into consideration the lifestyle, race, gender and cultural background, and factors which impact on physical, mental or emotional health.

- As part of the managerial responsibility the post holder will be familiar with and ensure implementation of local, regional and national policies, procedures and guidelines pertinent to all staff within their area of responsibility in the pursuit of the highest standard of patient care.

- The post holder will have an understanding of the clinical budget and its application in the planning and implementation of care in the area, in order to meet service aims and objectives.
  - Although the post holder does not have the budgetary responsibility for the district nursing service – it is his/her responsibility to maintain the ‘notional allocated workforce resource’ or highlight any problems within the team and the wider clinical area.
The post holder will understand and work within the organisational recruitment policies which include equal opportunity policies, confidentiality and data protection policies, when identifying and recruiting to vacancies within the team.

- The post holder will be responsible for the recruitment and selection process, taking cognisance of the needs and dynamics of the wider nursing teams when making decisions.

- Manage and provide clinical leadership and be a role model for the nursing team by representing the values and beliefs of the nursing profession as well as that of the organisation.

- The post holder will be responsible for the day-to-day management of the district nursing team and will ensure that the delegation of work to the team takes account of the role, skills and competence of staff and is appropriate to their scope of practice.

  - To establish and participate in systems of practice support, caseload supervision and personal development plans for the nursing team.
  
  - The post holder will be responsible for the operational management of his/her team. Prepare and/or validate the duty rota, manage the annual leave, sickness/absence and study-leave for team members, organise and support the team to attend staff meetings and clinical and mandatory training. This should be done in collaboration with other relevant colleagues.

- The post holder is responsible for ensuring that they and their team practice within the Legal & Ethical framework as established by Nursing & Midwifery Council (NMC) and National Legislation to ensure the patients’ interests and wellbeing are met.

- Maintain accurate up-to-date clinical records and care plans in accordance with NMC standards for records and record keeping, ensuring compliance with the Data Protection Act and the Freedom of Information Act.

- As a mentor (underpinned by theoretical and experiential knowledge) the post holder will ensure that systems are in place to supervise and support both pre- and post-registration nursing students. Accommodate other multi-disciplinary and multi-agency personnel who require to gain an overview of the district nursing service.

  - Audit the quality of the clinical placement in partnership with Higher Education Institutions and implement any changes as required, working in collaboration with the Division’s Practice Education Facilitators.
  
  - Implement and evaluate a mentorship programme for newly qualified nursing staff within the clinical area.

- The post holder will be responsible for the utilisation of various clinical and environmental risk assessment tools in order to identify actual and potential risks and ensure implementation of appropriate interventions. The post holder will also be responsible for reporting incidents and critically appraising them in order to reduce any recurrences and participate in further investigation as required.

  - He/she will identify and support the nursing team to access mandatory training as required.
  
  - The post holder will have the skills to respond to emergency situations e.g. anaphylaxis and cardiac arrest, by providing basic life support.

- As a clinical expert the post holder will be able to support patients, relatives and carers in order to achieve optimum health and independence.

- Plan and prioritise workload on a daily basis, delegate work using available resources and make
decisions to ensure that patients’ needs are being met.

- Establish and maintain systems to ensure continuation of a quality 24-hour nursing service.

- The post holder will use a systematic, flexible and innovative approach to problem-solving where there are either barriers to understanding or financial constraints within the patient’s home, in order to provide a safe and effective care package.

- Initiate and lead in the development and implementation of clinical audits and instigate and/or participate in research that will ensure continuing improvements in practice and enhance individual and team performance for the improvement of patient care.

- Select and implement evidence based nursing interventions to meet the individual needs of patients using national guidance and standards developed by NHS Quality Improvement Scotland, Scottish Intercollegiate Guidelines Network and Best Practice Statements.

- Induct all new nursing staff into the team. Supervise junior staff in all areas of nursing practise and complete their personal development plans as appropriate.

- Be responsible for own professional development and encourage and support the continuing professional development of the nursing team.

- Identify capability and performance issues of team members and utilise a framework to support clinical and professional practice as required.

- Be responsible for establishing and maintaining effective communications and working relationships with primary, secondary and tertiary care colleagues, and collaborate with statutory and voluntary agencies to ensure effective co-ordination of services for individuals and groups. This will include effective discharge planning procedure and development of care packages.

- To understand the determinants of ill health in order to promote the public health role of district nurses in primary care. Lead and participate in health needs assessment to support health improvement activity, thus enabling the patient and their family to improve/maintain their health and wellbeing.

### 7a. EQUIPMENT & MACHINERY

- The post holder will be competent in the use of and have responsibility for ensuring that his/her team are able to use the following:
  - Mechanical / Electric / Tracking Hoists
  - Wheelchairs / Shower Chairs
  - Moving and Handling equipment
  - Bathing equipment
  - Ear syringing equipment
  - Phlebotomy apparatus
  - Injection apparatus
  - Syringe driver equipment
  - Electric/manual pressure relieving equipment
  - Clinical observation equipment
  - IT equipment
  - Mobile phone
The above equipment and machinery requires a high degree of knowledge and expertise to operate and much of it requires manual dexterity skills, and adequate hearing and eyesight. The post holder is also responsible for demonstrating the safe use of district nursing/moving and handling equipment in the home.

7b. SYSTEMS

- The post holder will be competent in the use of and have responsibility for ensuring that his/her team are competent to use the following:
  - Divisional Health & Safety Guidelines, Risk Assessment and Incident Reporting mechanisms
  - IT system used by all nurses within the Primary Care Division (i.e. Internet, Intranet, Email, GGILES)
  - IT System which may be in place within particular LHCC’s e.g. GPASS
  - Documentation of patient related information in Patient Held Records / Care Plans/Single Shared Assessment.
  - Documentation of patient related information with the D.N. base / GP records
  - Wound Care Guidelines
  - Lone Worker – Mobile telephone Health and Safety System.

8. DECISIONS AND JUDGEMENTS

The post holder is accountable for his/her own professional actions and must be able to justify decisions based on the nursing assessment of the patient, family/carer and environment. The range of resulting interventions may be complex and require a higher level of ongoing decision-making to ensure the effective management of the care package.

The post holder must be aware of his/her own scope of practice and that of the nursing team members. In addition he/she is accountable for the appropriate delegation of work to others providing care to clients/families within the caseload.

The post holder will work as an autonomous practitioner – will have the ability to identify their own training needs and recognise who or where to contact for support.
9. COMMUNICATIONS AND RELATIONSHIPS

The post holder will regularly be involved in communicating internally and externally with health and social care professionals as well as users and carers. The role will involve an educational dimension with users, carers and colleagues. The post holder will be required to receive and communicate highly complex and sensitive information on a daily basis. The post holder will be required to identify potential interpersonal conflict and manage this using motivational, persuasive and negotiating skills. This is a feature of the clinical or managerial/leadership dimension of their role. They will actively participate in a range of meetings that support effective communications.

KEY RELATIONSHIPS

Internal

Other Community Nursing Staff
Administrative Staff
Doctors
Practice Nurses
Specialist Community Nurses
Community Older Peoples Teams (COPT)
LHCC General Manager
LHCC Lead Nurse
Practice Development Nurse
Practice Education Facilitator
Public Health Practitioners
Health Visitor/Public Health Nurse
Allied Health Professionals
Health Promotion Staff
Assistant Directors of Nursing
OD and HR Functions
Partnership Colleagues
Community Addiction Teams

External

Patients and Carers
Secondary Care
Tertiary Care
Local Authority
Voluntary Sector
Mental Health
Learning Disability Partnership
The role frequently places a high level of mental and emotional demand on the post holder. This could be driven by the needs of service users, their carers or through the management/Supervisory role with staff. Mental demands are significant in relation to the retention and communication of knowledge and information. Emotional demands are significant in relation to supporting patients and families, for example, terminal care or the long-term care and support for families of patients with degenerative conditions.

Working conditions are variable and unpredictable as the role will involve visiting patients in their own homes.

Many of the following skills and demands are performed on a daily basis as part of the patient’s care package requiring a level of manual dexterity, precision and hand/eye co-ordination.

**Physical Skills**
- Parenteral administration of medicines
- Enteral feeding
- Intricate wound care
- Insertion of male and female and supra-pubic catheters
- Removal of sutures/Clips
- Leg Ulcer Care
- Bowel and Bladder Care
- Manoeuvre and move patients with and without the use of mechanical aids

**Physical Demands**
- Manoeuvre and move patients with and without the use of mechanical aids
- Push wheelchairs/shower chairs/hoists – with and without patients in them
- Carry nursing bag/equipment to patients’ homes
- Stand or walk for majority of shift
- Drive within city/countryside environments
- VDU exposure
- Bending and kneeling
- Climbing/descending stairs

**Mental Demands**
- Concentration required when checking instructions/documentation/patient’s notes
- Calculating and checking drug doses whilst subject to frequent interruptions
- Regular requirement to retain large volumes of information from a wide variety of sources

**Emotional Demands**
- Communicating with bereaved/distressed/anxious/worried patients/relatives
- Exposure to verbal/physical aggression especially when working alone
- Care for terminally ill patients or patients with degenerative diseases
- Responding to urgent requests for care in a timeous way
- Dealing with difficult family, circumstances or situations e.g. elder abuse
- Dealing with complaints
- Dealing with staff management issues
Working Conditions
- Exposure to body fluids such as blood, faeces, sputum, vomit, and urine.
- Exposure to verbal/physical aggression
- Exposure to dirty/smoky working conditions
- Driving/walking in all types of weather conditions
- Exposure to bacteria and viruses
- Exposure to dust, dirt, fleas, lice and scabies
- Needle stick injuries
- Exposure to pets

11. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

The most challenging parts of the job are in relation to the following:

- Balancing the leadership and supervisory demands of the District Nursing Sister/Charge Nurse role with the effective delivery of high-quality care.
- Delivering safe, responsive, effective and efficient care, within environments that are not conducive to this approach.
- The non-compliance by patients and families with programmes of care.
- Working alone most of the time.
- Exposure to verbal and physical abuse.
- Unpredictability of patient referrals.
- Difficulty accessing services due to other health services/agencies restrictive referral criteria and waiting lists.
- Working aligned to general practice, whilst remaining within different organisational and governance structures.

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

Essential
- 1st Level Registration
- Post registration qualification in District Nursing (or about to complete)
- Minimum of 3 years post-registration experience
- Evidence of continuing professional development
- IT skills-word processing/email/internet
- Good communication skills (both verbal and written)
- Ability to work to challenging deadlines
- Ability to work on own initiative
- Leadership and Management skills
- Problem-solving skills
- Ability to work as part of a team
- Previous experience in primary care/community setting
  - Full Driving Licence
Desirable

This post requires the highly developed specialist knowledge gained from the post-registration qualification in district nursing, to perform this role.
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: District Nurse Sister/Charge Nurse

Job reference number: 0000047183N

Closing date: 19 May 2017

Vacancy enquiries to: For information specific to the role, contact: Val McIver, 07771506125

Agenda for Change band: Band 6

Salary: £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.

Hours: 37.50 hours per week

Base: Vale Centre for Health & Care

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 into the Scottish Public Pensions Agency.

Healthcare Support Workers: All NHS Scotland postholders that are not governed by a regulatory or professional body are considered to be healthcare support workers. On appointment, you will be expected to comply with the NHS Scotland Mandatory Induction Standards and Code of Conduct for Healthcare Support Workers.

Healthcare Support Workers are expected at all times to practice competencies that demonstrate insight, understanding and mutual respect of patients, their families, carers and work colleagues. Whether in a clinical or non-clinical role the post holder is expected at all times to be an exemplar of person centred care, embracing their Code of Conduct to a high standard as part of an integrated health professional team.

Smokefree policy: NHS Greater Glasgow and Clyde operates a smokefree policy on all premises and grounds.

Equal opportunities: NHS Greater Glasgow and Clyde is as an equal opportunities employer.
The Application Process

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

NHS Greater Glasgow and Clyde's purpose is to:

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

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

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

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

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

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

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

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

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

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

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

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

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