PRACTICE DEVELOPMENT NURSE

Glasgow Royal Infirmary

Job Reference: 0000048330N
Closing Date: 01 September 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

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<table>
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<tbody>
<tr>
<td><strong>Job Title:</strong></td>
<td>Practice Development Nurse</td>
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<td></td>
<td>Band 7 37.5 hours</td>
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<tr>
<td><strong>Managerially Responsible to:</strong></td>
<td>Lead Nurse Practice Development</td>
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<tr>
<td><strong>Professionally Responsible to:</strong></td>
<td>Assistant Chief Nurse, Professional Governance and Regulation</td>
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<tr>
<td><strong>Accountable to:</strong></td>
<td>Assistant Chief Nurse, Professional Governance and Regulation</td>
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<tr>
<td><strong>Operating Division</strong></td>
<td>NMAHP Professional Governance and Regulation Nursing Directorate</td>
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## 2. JOB PURPOSE

The post holder will be required to implement, teach and support, as required, Practice Development initiatives, facilitating nursing and midwifery staff to develop safe, effective and person centred clinical practice.

The post holder will actively contribute to the development of the Practice Development Function, within the Acute Services Division, through supporting the Clinical Directorate Lead Nurses / Midwives and Chief Nurses / Midwife in the development of nursing / midwifery practice.

The post holder will have responsibility for leading on and implementing a variety of practice development initiatives as negotiated with the Lead Practice Development Nurses and Assistant Chief Nurse.

A key component of this role is the facilitating, monitoring, project management and operational support related to the quality and improvement agenda and the ongoing evaluation of the subsequent impact on clinical practice. A core component of this work will be the support of clinical teams with the implementation of care assurance systems.

The post holder will work across NHSGGC acute services.
3. ORGANISATIONAL POSITION

Assistant Chief Nurse, Professional Regulation and Governance

Lead Nurse Practice Development

Other Practice Development Nursing Staff (n= 9 ) and Administrative Staff

Practice Development Nurse Band 7 THIS POST

4. SCOPE AND RANGE

NHS Greater Glasgow and Clyde provides education and practice placement opportunities for medical, nursing / midwifery and allied health professionals at undergraduate and post graduate level. The Practice Development Department provides a corporate service to meet the needs for their continuing professional development for nursing and midwifery staff across the acute services working closely with local Higher Education Institutions, national education stakeholders / providers and colleagues in community and mental health services.

The overarching aim of practice development is to promote safe, effective and person centred practice.

Dimensions

The postholder will be managerially and professionally responsible to a Practice Development Lead Nurse and accountable to the Assistant Chief Nurse for Professional Governance and Regulation with a portfolio related to Practice Development and Education. The post holder will be expected to be involved in range of activity from developing practice development programmes, provision of clinical supervision to clinical staff, delivery and development of education resources and when required marking /
review of educational assignments.
5. MAIN DUTIES/RESPONSIBILITIES

General
To contribute to, and encourage the development of, evidenced-based practice and to incorporate research and evaluation into all Practice Development activities.

Ensure the engagement of key stakeholders in the all stages of the development and implementation of Practice Development projects / activities.

Where appropriate facilitate the involvement of service users/patients to ensure that they are engaged in the development and delivery of Practice Development associated policy and actions.

To be an active member of relevant committees and working groups, advising and contributing to the development of policies and procedures, in line with current evidence and best practice.

To work collaboratively with clinical nurses and midwives at all levels and facilitate the development of evidence based practice that supports safe, effective and person centred practice.

Co-ordinate a range of short-life working groups and in doing so facilitate changing practice initiatives.

Participate in the co ordination and monitoring of a clinical directorate / sector specific practice development workplan.

Where appropriate support Practice Development Lead Nurses and Assistant Chief Nurse by gathering information and compiling reports as required.

Contribute to the establishment of networks to share and develop good practice.

Education

Working with Practice Development Lead Nurses develop, prepare, deliver, assess and evaluate educational programmes, utilising a variety of strategies, to meet the needs of the nurses / midwives and where relevant AHP’s.

Work in partnership with directorate / sector Lead Nurses, SCNs, PDNs and clinical staff to influence the development of safe, effective, person centred care and the implementation of care assurance systems.

For delegated work lead on training need analysis to facilitate the development, organisation, delivery and evaluation of formal and informal educational / development activity that meet the needs of nursing / midwifery staff working within Acute Services.

Contribute to partnership working with HEI’s / FEI’s and other relevant bodies (eg NES, RCN) to develop and maintain academically accredited programmes that are delivered by practice development.

Participates in disseminating and supporting implementation of legislation at an
**Research and Audit**

Contribute to the identification of opportunities, and facilitate research and audit, encouraging utilisation of findings which will contribute toward safe, effective and person centred practice.

Independently, or in collaboration with other PD staff initiate, develop and agree research ideas with Practice Development Lead Nurses and Assistant Chief Nurse and where appropriate develop these into research proposals and seek funding, as required, for the planned delivery and completion of the research project.

Support directorate / sector nursing and midwifery staff in developing research activities and to contribute to the achievement of identified research priorities.

Network with other NHSGGC staff to share ideas and learn different practice

**Clinical Practice**

Advise, guide and inform clinical nurses and midwives on clinical issues as appropriate to practice development initiatives.

Maintain clinical practice through regular clinical sessions

Utilise clinical knowledge and experience when participating in clinical practice and advising staff on the assessment, planning, delivery and evaluation of patient care.

Ensure that own practice reflects current clinical knowledge and evidence

Promote and support innovation in practice.

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6. **SYSTEMS AND EQUIPMENT**

The following packages are used with a brief description: -

Microsoft office packages, internet and intranet usage and able to present and speak to audiences using available technology e.g. powerpoint. Ability to use Microsoft publisher for newsletter production and develop and maintain arrange of excel and access database.

Ability to utilise Microsoft project would be desirable.
### Machines and equipment used within post: -

<table>
<thead>
<tr>
<th>Equipment</th>
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</thead>
<tbody>
<tr>
<td>Telephone</td>
<td>Answering Machine</td>
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<tr>
<td>Printer</td>
<td>PC</td>
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<tr>
<td>LCD Machine</td>
<td>Laptop</td>
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<tr>
<td>Manikins</td>
<td>Nutrition Screening</td>
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<tr>
<td>Clinical skills equipment</td>
<td>equipment e.g. scales, height meters</td>
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</tbody>
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### 7. DECISIONS AND JUDGEMENTS

Works autonomously and unsupervised.

Judges when to challenge decisions and behaviour of others appropriately.

Considerable freedom to use initiative to develop innovative ways of working in order to meet needs of the service and work in partnership with a range of stakeholders.

Is subject to confidential, personal and professional information that requires the post-holder to have a high level of discretion.

The post holder is expected to work closely with the leads for each of the Older People’s agenda strands providing professional advice to support decision making relating to the implementation of standards of care.

The post holder is required to influence a wide range of staff to ensure collaboration to deliver the workplan through the assimilation and interpretation of project information, assessments and good practice elsewhere.

The post holder is required to take account of a range of work programmes, areas of expertise and quality standards to ensure that they are reflected in the programme delivery.

The post holder is required to account for user/patient interests and needs in order to inform ongoing development and delivery of the Policy.
The post holder will have their work plan agreed with their line manager through the supervision process; monitor progress towards achieving agreed objectives. The implementation of the work plan is determined by the manager and includes time management. The manager uses discretion with regards to ensuring higher managerial engagement in decision-making.

8. COMMUNICATIONS AND RELATIONSHIPS

The post holder is required to work with all sectors of the acute services and as required with groups of service users /patients.

The post holder must establish strong communication networks across NHSGGC.

The post holder requires highly developed interpersonal and communication skills. Robust communication is required to motivate staff and ensure collaborative working with practitioners and stakeholders across acute services.

9. PHYSICAL, EMOTIONAL, MENTAL DEMANDS OF THE JOB

Physical Demands:
- Regular use of computing equipment including laptops and data projector
- Lifting and carrying materials/resources/equipment– for awareness raising events, presentations and training.
- Required to travel across Greater Glasgow and Clyde and where relevant adjoining health board areas

Mental Demands:
- Retention and communication of specialist health knowledge and information.
- Post holder will have to deal with frequent interruptions that will require him/her to respond to requests for specific information and focus on a different task or activity.
- Concentration required when analysing computer and paper generated data, reading/writing documents and reports, especially when working to tight deadlines.
- The Post holder is required to lead meetings accounting for different information needs of individuals and groups, emotional needs and behavioural dynamics of the participants while balancing an ability to manage distress, disruption, challenge discrimination, explore deeply held values and beliefs and engage people’s intellect and feelings. The Post holder requires the ability to deal with political sensitivities and the need to be able to challenge and respond appropriately to the views and concerns of a range of partners in relation to health issues.

Emotional Demands:
- Frustrations and challenges with partnership working. This can relate to conflicting agendas between partner agencies and the need to work towards an agreed goal or
outcome.

- The Post holder is required to challenge practice of NHS staff to ensure that practice development initiatives, are seen as priority and integral to planning and practice.
- Required to respond to difficult and sensitive situations e.g. local concerns over service changes. As with any job working directly with the public/service users there is a need to deal with public anxiety and occasionally verbal abuse from individuals and groups.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Acting as an effective change agent at operational and professional level, communicating in potentially hostile, antagonistic or highly emotive atmosphere

Working to tight time schedules.

Responding to unplanned requests for information and immediate responses to documentation.

Diversity of work.

Frequent requirements for prolonged and occasional intense diligent concentration throughout the working day

Developing a corporate NHSGG &C approach to practice development

Working with others across practice development and across the directorate structure.

Dealing with challenging behaviours when acting as a change agent

Ensuring the continued commitment and support from a wide range of stakeholders to enable the implementation and delivery of action plans in the context of competing priorities within a highly complex organisation.

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

Registered Nurse, Midwife with current NMC Registration

Seven years post registration experience two of which must be at Band 6 or above

Educated to degree level, preferably at Masters level (or currently working towards masters degree)

A post graduate teaching and learning qualification recordable with the NMC (or currently working towards) and/or a portfolio of evidence of experience in teaching / learning in the formal setting

Evidence of on going professional development.

Demonstrated experience of managing complex projects to completion
Project management including monitoring and evaluation
Well developed partnership working and negotiation skills
Strong communication/Interpersonal skills including report writing
Excellent communication skills and the ability to adopt a proactive approach to problem solving and change management
Facilitation skills
Clinically competent
Highly competent in oral and written communication
Ability to work autonomously
IT skills with demonstrated ability to use a range of software packages
Car driver essential

PERSON SPECIFICATION FORM

Job Title:- Practice Development Nurse

Department:- NMAHP Professional Governance and Regulation
Directorate, Practice Development
<table>
<thead>
<tr>
<th>Qualifications</th>
<th>Essential (✓)</th>
<th>Desirable (✓)</th>
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<tbody>
<tr>
<td>Registered Nurse / Midwife with current registration on the Nursing and Midwifery Council Register</td>
<td>✓</td>
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<tr>
<td>Degree in Nursing / Midwifery or related field relevant to post, e.g. health, education, preferably at Masters Level. If has first degree must be registered on and working towards Master Degree</td>
<td>✓</td>
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<tr>
<td>Recognised teaching qualification recordable with the NMC or working towards</td>
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<tr>
<th>Experience</th>
<th>Essential (✓)</th>
<th>Desirable (✓)</th>
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<tr>
<td>Minimum of 7 years post qualification / registration experience, two of which are at Band 6 or above</td>
<td>✓</td>
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<tr>
<td>Portfolio of evidence portfolio of evidence of experience in teaching / learning in the formal setting</td>
<td>✓</td>
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<tr>
<td>Project Management experience</td>
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<tr>
<td>Clinical supervision experience</td>
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<tr>
<td>Currently clinical experience within adult acute care</td>
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<td>✓</td>
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<tr>
<th>Behavioural Competencies</th>
<th>Essential (✓)</th>
<th>Desirable (✓)</th>
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<tr>
<td>Excellent communication and interpersonal skills including negotiation, influencing and persuading, facilitating, conflict resolution and an ability to form positive working relationships and work strategically with others</td>
<td>✓</td>
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<tr>
<td>Self-motivation and ability to function under stress</td>
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<td>✓</td>
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<tr>
<td>Other</td>
<td>Essential (✓)</td>
<td>Desirable (✗)</td>
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<tr>
<td>Sound knowledge and understanding of current nursing education and practice issues</td>
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<td>✓</td>
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<td>Sound knowledge of improvement methodology</td>
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<tr>
<td>Be able to demonstrate evidence of own Continuing Professional Development</td>
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<tr>
<td>Information &amp; Communication Technology (ICT) skills</td>
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<tr>
<td>Current Driving Licence</td>
<td>✓</td>
<td>✓</td>
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<tr>
<td>Currently knowledge and understanding of Care Assurance and improvement methodology</td>
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<td>✓</td>
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Summary of terms and conditions

The terms and conditions of service are those approved and amended from time to time by the National Agenda for Change Terms and Conditions Agreement.

Job title: Practice Development Nurse
Job reference number: 0000048330N
Closing date: 01 September 2017
Vacancy enquiries to: For information specific to the role, contact: Kate Cocozza, 0141 201 0408
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: Glasgow Royal Infirmary
Contract type: Permanent
Annual leave: The basic annual leave entitlement in a full year commencing 1st April to 31st March is 27 Days on appointment, rising to 29 days after five years and 33 days after 10 years. Leave entitlement is pro rata where applicable.
Superannuation: All employees are automatically enrolled in the Scottish Public Pensions Agency.
Healthcare Support Workers: All NHS Scotland postholders that are not governed by a regulatory or professional body are considered to be healthcare support workers. On appointment, you will be expected to comply with the NHS Scotland Mandatory Induction Standards and Code of Conduct for Healthcare Support Workers.

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

Smokefree policy: NHS Greater Glasgow and Clyde operates a smokefree policy on all premises and grounds.
Equal opportunities: NHS Greater Glasgow and Clyde is as an equal opportunities employer.
The Application Process

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

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

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

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

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

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

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

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

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

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

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

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

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

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

If you have not previously been employed, please use the “Present or Most Recent Post” section to detail what you have been doing (i.e. full time student / parent / carer).
Please note that you can list unpaid work including work placements and volunteer work in your employment history.

NHS Greater Glasgow and Clyde do not accept Curriculum 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.

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