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 £3.337 billion per year. It serves a population of 1.14 million people and employs 39,286 staff.

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
- Agenda for Change pay bands and points
- The application process
- Guidance for completing your application form
- Working for NHS Greater Glasgow and Clyde

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

We very much look forward to receiving your application.

Recruitment Services
JOB DESCRIPTION

CAJE: SG 848

1. JOB IDENTIFICATION

Job Title: Tissue Viability Clinical Nurse Specialist

Responsible to: Head of Nursing, RAD.

Department(s): Tissue Viability

Directorate: RAD

Operating Division: Organisation

2. JOB PURPOSE

To develop and coordinate tissue viability education to respond to the need of the clinical areas and create quarterly education activity reports for the lead nurse

To develop and coordinate a tissue viability audit programme for NHSGGC and create quarterly audit reports for the lead nurse

To take an autonomous specialist lead in developing, coordinating, evaluating and managing the tissue viability service, to improve patient care in all aspects of tissue viability, reduce associated clinical risk while ensuring the effective use of relevant resources to minimise related costs. Thus ensuring parity of patient centred quality care and service provision throughout the organisation.

To provide expert specialist advice demonstrating a higher level of clinical decision making, as well as the ability to monitor and improve both the standard and quality of care.

To provide expert advice in the development of tissue viability policies, protocols, and guidelines.

To design, implement, coordinate and evaluate multidisciplinary education.

To provide cover for other members of the Tissue Viability Specialist Nurse Team across the organisation to meet the needs of the service.
3. DIMENSIONS

- The post holder is responsible for supporting, educating and the tissue viability knowledge needs of all grades of nursing & midwifery staff. They are also responsible for providing support and education to all other health care professionals who request this service. This includes medical, podiatry, pharmacy, bacteriology staff as well as dieticians and other clinical nurse specialists.

- Client group includes all service users who due to their complex needs require ongoing assessment, evaluation of wound condition and management.

- The post holder is responsible for providing expert advice in the development, of tissue viability policies, protocols, guidelines and service provision. This includes the development and provision of multidisciplinary education.

- The post holder will represent Tissue Viability in a wider arena at both local and national level. This involves participating and leading where appropriate working parties to action matters arising from national standards and recommendations.

- The tissue viability nurse will monitor and contribute to the formulation of service budgets related to the tissue viability service.

- The post holder is responsible for monitoring the therapeutic mattress/bed contract and other related pressure reducing equipment ensuring appropriate utilisation of resources. As a member of the tissue viability team the post holder is also responsible for the evaluation of wound care products, monitoring and assessing the use of wound care products and developing a wound care formulary which is both clinically and cost effective.

- The post holder will be involved in providing expert advice in the tender process for the procurement of equipment and wound management products relevant to Tissue Viability taking a lead in the clinical evaluation of equipment and establishing criteria for the provision of adequate additional service requirements to ensure the contract is both clinically and cost effective.

4. ORGANISATIONAL POSITION

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Head of Nursing (RAD)

Lead Nurse

THIS POST
Tissue Viability
Clinical Nurse Specialist
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5. ROLE OF DEPARTMENT

- Play a crucial role in improving patient care by the provision of a nurse led service not linked to a medical speciality. Accepting referrals directly from Consultants and other health care professionals and managing own caseload. Demonstrate a higher specialist level of knowledge and skill to assess, plan, evaluate and monitor patient’s condition and care related to tissue viability.
- Ensure a higher specialist level of knowledge and skills are maintained and added to by personal development, through attendance of relevant educational sessions, audit, research and undertaking relevant study.
- To work in partnership with those responsible for delivery of patient care on a daily basis, empowering them with the relevant knowledge, skills and understanding to provide appropriate, effective and continuity of care.
- Attend and provide specialist advice at multi-disciplinary meetings and case conferences.
- Establish and maintain contacts with other health care professionals and agencies, both within & out with the Organisation.
- To keep abreast of Health & Safety legislation and policies, participating in the identification of clinical risk management strategies.
- Implements and disseminates change through policy and guideline development based on Best Practice, evidence & research relevant to tissue viability.
- Provides expert advice in the prevention and management of pressure ulcers and wound care including development of guidelines, monitoring and audit tools, education and teaching programmes.
- Demonstrates an in-depth knowledge in order to act in an advisory and collaborative role with senior management to provide specialist advice relating to the purchasing and commissioning of tissue viability resources and services.
- Monitors and contribute to the formulation of service budgets related to tissue viability.
- Establish and maintain contacts with professional bodies and relevant agencies at local, national and international level.
- Lead, plan, develop, participate in and evaluate multidisciplinary education programmes for healthcare staff, based on Best Practice, evidence & research related to tissue viability.
- Respond to the changing needs of patient & staff population using formal & informal methods of education.
- Promote patient / carer independence through the provision of relevant teaching, and support on all aspects of tissue viability.
- Initiate and participate in relevant audit & research projects appropriate to service & practice needs.
- Provide cover across the organisation deputising for other tissue viability nurses to meet the needs of the service.
6. KEY RESULT AREAS

Education
- Support links with further and higher educational institutions.
- Actively seek areas to provide education on tissue viability to promote the importance of related issues.
- Lead, plan, develop, participate in and evaluates multidisciplinary education programmes for all healthcare staff, based on evidence/research and Best Practice with regard to tissue viability.
- Empower staff with the relevant knowledge, skills and understanding to provide appropriate, effective and continuity of care.
- Respond to the changing needs of patient/staff population using formal and informal methods of teaching.
- Promote patient/carer independence through the provision of relevant teaching, and support on all aspects of tissue viability.
- Involved in student nurse education, both formal and informal.
- Ensure a higher specialist level of knowledge and skills are maintained and added to by personal development, through attendance of relevant educational sessions, audit, research and undertaking relevant study.

Audit and Research
- Lead, plan, develop and implement audit activity related to tissue viability, including training and supervision of staff.
- Research evidence and subsequent evaluation/testing of equipment/products relating to tissue viability.
- Critically evaluate research and audit findings, disseminating these findings to healthcare professionals and senior management as appropriate. Identify and initiate change as required.
- Initiate, participate and promote activities which contribute to the process of tissue viability nursing research. Recognise areas of practice/clinical need which require further research/development and actively address this to provide further evidence base for practice/service provision.

Guidelines/Policies/Protocols
- Lead and provide specialist knowledge in the development of policies and guidelines at regional and national level e.g. Best Practice Statements in collaboration with NHS Healthcare Improvement Scotland.
- Lead and provide specialist knowledge in the development of local policies and guidelines in relation to all aspects of tissue viability and adapt regional and national guidelines for local use.

Equipment and resources
- Monitor and contribute to the development of short and long term strategies for the budgets involved in the purchase, rental and contract of tissue viability equipment/products.
- Influence and negotiate with management and procurement to plan budgetary requirements for ongoing equipment/product needs.
- Frequently undertake wound product and equipment evaluations, making recommendations for purchase/rental to senior management.
- Contribute specialist knowledge to business planning in the procurement of equipment, products and resources/human resources.
- Meet with and liaise with relevant company representatives regarding equipment/product/service provision/development.
Professional

- To be accountable for own professional actions as a specialist in tissue viability.
- Take responsibility for own professional development ensuring this is on going, relevant and encompasses all aspects of the role.
- To act as a patient/staff advocate through the application of ethical, legal and professional knowledge and skill.
- Work with in the National Health Service, NHS Greater Glasgow & Clyde, and Health & Safety Executive Legislation, Policy, Guidelines and Procedures.
- Be aware of possible and actual clinical risk issues related to tissue viability service and participate in or/and initiate, appropriate clinical risk evaluations. Participate in the assessment of clinical incidents related to tissue viability.

Clinical

Works as an autonomous specialist nurse demonstrating the use of clinical knowledge and practical skills in tissue viability, planning, evaluating and implementing evidence based practice.

- Manage admission to and prioritise own workload.
- Effectively managing highly complex clinical scenarios related to tissue viability, using flexible and creative approaches.
- Prioritise and implement strategies to address potential patient related complications, ensuring aims and interventions are amended following changes in patient’s health.
- Initiate referral where required to ensure the patient is reviewed by the appropriate specialist/department.
- Ensure tissue viability support provided to healthcare staff promotes safe, appropriate and effective practice.
- Empower patients and their carers to take responsibility for their health, well-being and future lifestyle in relation to tissue viability related health conditions.
- Practice in an open transparent and inclusive manner, ensuring patients and their carers have the relevant information to participate in decisions about their care.
- Ensure a higher specialist level of knowledge and skills are maintained and added to by personal development, through attendance of relevant educational sessions, audit, research and undertaking relevant study.
- Requires having an extensive knowledge base of various health and social issues due to the complexity of tissue viability.
- Supports healthcare professionals to holistically manage complex therapeutic interventions using multiple approaches to decision making.
7a. EQUIPMENT AND MACHINERY

The post holder will meet with company representatives and assess equipment and materials used for wound management or pressure ulcer prevention and treatment which are in use or being considered for use within the Organisation. Through discussion with relevant users, provide advice on the use of products within budgetary constraints and develop business cases to introduce new or/ additional products. Promote the standardisation of wound dressings and equipment being used across the organisation to minimise risk of misuse and enable educational programmes to be put in place.

**Use of specialist equipment in wound and pressure area care**

- Wound dressing materials, dressing packs, forceps, syringes etc.
- Advanced wound care materials - NPWT
- Bio surgery – application/removal of larvae therapy
- Sterile leeches
- Equipment to undertake wound care procedures including sharp debridement of non-viable tissue involving the use of fine tools, precision and eye/hand co-ordination. e.g. scalpel, forceps scissors.
- LED laser therapy (as service requirements/ availability)
- Electric profiling bed frames
- Specialised therapy beds for example those used in the treatment of patients with compromised respiratory function or complex tissue viability conditions.
- Pressure redistributing equipment, mattresses, cushions, and limb supports - static and dynamic(electrical)
- Bariatric equipment
- Use of moving & handling equipment such as sliding sheets, electric hoists.

**Communication equipment**

- Computer- for communicating, recording, receiving and developing patient information, audit data, equipment data, service provision, teaching material and records, other data bases and department intranet site.
- Laptop & Data projector, slide projector, overhead projector- delivery of presentations
- Telephone, answering machine and fax
- Written communication material

7b. SYSTEMS

- Communication skills including use of telephone, answering machine, email and fax.
- Computer skills including Word, Outlook, PowerPoint, Excel, Internet and Intranet.
- Maintenance of paper records to allow follow up information on patient referrals, staff training evaluations, audit reports, therapy mattress/bed contract usage, product evaluations etc.
- Use of medical records to communicate with medical staff on treatment decisions, and recommendations for further investigatory/treatment requirements which will require to be initiated by medical staff.
- Use of nursing records to communicate assessment, rational for treatment plan and any further investigatory/treatment requirements which will require to be initiated by nursing staff.
- Use of audit tools to collect data.
- Development of information leaflets to communicate with patients, carers and staff.
- Development of teaching material.
8. ASSIGNMENT AND REVIEW OF WORK

Act on own initiative and knowledge to plan and organise own workload and clinical caseload based on:

- Patient needs across organisation.
- Staff requirements for support, training and education.
- The need for the development of guidelines/protocols, local/regional/national.
- Audit requirements to evaluate the service provision, patient care and condition/effectiveness of equipment/products related to tissue viability.
- Needs of the service to remain evidence/Best Practice based to ensure good practice and quality service is maintained.
- The services general management requirements.
- Personal professional development requirements.
- Tissue Viability Team requirements.

9. DECISIONS AND JUDGEMENTS

- Autonomous practitioner acting on own initiative/knowledge who plans & organises own workload.
- Consulted and consults on the decision to admit and discharge patients with complex issues relating to tissue viability.
- Initiating referral when required to ensure the patient is reviewed by the appropriate specialist/department such as vascular surgeons, dermatologist, podiatry, radiology.
- Plans interventions for resolution of actual or potential deficiencies in service.
- Identifies possible clinical risk issues relating to tissue viability service and participates in or/and initiates, appropriate clinical risk evaluations. Participates in the assessment of clinical incidents related to tissue viability.
- Anticipates and plans for the effective and efficient utilisation of resources (human/monetary/equipment) within the tissue viability service.
- Ensures assessment of need and care provided is accurately and systematically documented, addressing professional and legal requirements.
### 10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Identifying and prioritising workload to meet clinical demands and management deadlines, maintaining an effective balance between the demands of clinical practice and non clinical aspects.
- Managing increasing demands of expanding service within existing resources.
- Maintaining effective communication with a diverse range of professionals.
- Making complex, informed and independent decisions appropriate to tissue viability.
- Communicating with and supporting distressed, anxious, worried patients, relatives and staff.
- Satisfying competing demands of clinical practice to attend local and national meetings relevant to the development and delivery of tissue viability services, and study sessions/conferences relevant to personal development.
- Lone working

### 11. COMMUNICATIONS AND RELATIONSHIPS

- Effectively communicates and interacts with managers and multidisciplinary teams across the organisation and at regional and national level including external organisations such as universities.
- Engage in effective communication, verbal and written with patients, staff and relatives / carers often delivering complex and highly sensitive information which requires empathy & reassurance.
- Demonstrate effective communication verbal/written, with all members of the multidisciplinary team within and out with the Organisation which service the clinical area.
- Engage in effective communication with relevant commercial company representatives.
- Communicates and networks with other members of the National Association of Tissue Viability Nurses Scotland (NATVNS) as well as other national and international associations of tissue viability nurses and related organisations, promoting effective communications/links with these organisations/individuals.
- Communicates via membership role of the NATVNS, to organisations and individuals, such as NHS Healthcare Improvement Scotland and The Chief Nursing Officer for Scotland regarding issues/developments relating to tissue viability.
- Communicates formal and informal educational information to staff, including student nurses, in form of written information, verbal communication and visual presentations (photographic and physical demonstration). Formal educational/training sessions involve the presentation of specialist, often complex, information to large groups of staff.
- Communicates educational/training requirements of nursing and midwifery staff groups in relation to tissue viability.
- Involved in the development of documentation for recording patient care/information relating to tissue viability to ensure written communications meet professional and legal requirements.
- Overall communications involve receiving and providing relevant information to and from appropriate individuals/organisations within the relevant time period.
12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

**Working environment**
- Frequent contact with malodorous and contaminated blood and body fluids/tissue
- Exposure to verbal/physical aggression on occasions

**Physical effort/skill**
- Accurate, fine manipulation of tools and precision eye/hand co-ordination required for application of specialised wound care treatments and when performing sharp debridement of devitalised tissue.
- Frequently managing patients in difficult environments with restricted space and privacy
- Maneuvering of beds and equipment related to tissue viability
- Frequent moving and handling of patients during assessment and treatment related to tissue viability care, including supporting heavy limbs during application of treatment or during assessment
- Working with Bariatric patients using specialised equipment
- Traveling between facilities/patients involves frequently walking long distances across and within the organisation. Walking and standing for moderate to long periods and for approximately 40-70% of on shift time. Driving to and from other sites within and out with the Organisation.
- Frequent periods of moderate physical effort.

**Mental and Emotional Demands**
- Workload is very unpredictable with frequent interruptions. Need to change organised workload and reschedule diary frequently due to competing demands
- Requires frequent periods of concentration with regard to assessment of patient condition/management, development of educational material/presentation, critical review of research/nursing/medical literature.
- Frequently imparting unwelcoming news, dealing with body image issues related to open wounds/loss of limbs/scarring/odour etc.
- Dealing with distressed patients and relatives/carers related to the above.
- Dealing with critically ill or terminally ill patients and their relatives at a highly emotional time in their care.
- Supporting staff in care for patient’s tissue viability issues with regard to the above.
### 13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- First Level Registered Nurse with a minimum of five years post registration experience.
- Educated to degree level or equivalent
- Educated to Masters level or equivalent demonstratable experience
- Post basic qualification &/or portfolio of evidence of additional highly developed specialist knowledge and experience in all aspects of tissue viability.
- Effective communication and interpersonal skills
- Previous management experience or able to demonstrate management skills.
- Presentation skills
- Computer skills
- Be able to demonstrate leadership qualities
- Sound knowledge and experience of audit
- Research awareness and demonstratable understanding of the implementation of research findings.
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: Tissue Viability Clinical Nurse Specialist

Job reference number: 0000049241N

Closing date: 27 October 2017

Vacancy enquiries to: For information specific to the role, contact: Heather Hodgson, 0141 300 6331

Agenda for Change band: Band 7

Salary: Please refer to Agenda for Change Payscale on the following page. All values are per annum (pro rata where applicable). Please note candidates new to the NHS should expect to start at the entry point of the payscale shown.

Hours: 37.50 hours per week

Base: NHS Greater Glasgow & Clyde

Contract type: Permanent

Annual leave: The basic annual leave entitlement in a full year commencing 1st April to 31st March is 27 Days on appointment, rising to 29 days after five years and 33 days after 10 years. Leave entitlement is pro rata where applicable.

Superannuation: All employees are automatically enrolled in the Scottish Public Pensions Agency.

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

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

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

Equal opportunities: NHS Greater Glasgow and Clyde is an equal opportunities employer.
## Agenda for Change pay bands and points

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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