ALLIED HEALTH PROFESSIONS (AHP) PRACTICE EDUCATION FACILITATOR
Golden Jubilee National Hospital

Job Reference: 0000051270G
Closing Date: 27 April 2018

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 £3.337 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
1. JOB IDENTIFICATION

Job Title: Allied Health Professions (AHP) Practice Education Facilitator
Responsible to: AHP Practice Education Leads Coordinator
Department(s): AHP Practice Education
Directorate: NMAHP Directorate
Job Reference: 
Last Update: April 17

2. JOB PURPOSE

To support and facilitate the development of the workplace as a sustainable learning environment for all Allied Health Professional staff (AHP qualified and assistant staff, pre-registration students, staff “returning to practice”) working across all care settings within Health Board area:

- To contribute to the design and delivery of training and development programmes.

- To enhance the quality of learning opportunities available to the AHP workforce.

- To support the development of local opportunities with our partners for inter professional learning within the Health Board area

- To contribute to supporting the identified education needs of AHP workforce within the workplace as part of the national programme team

- To support the increase of the capacity of the Health Board area to provide learning opportunities for pre-registration AHP students.
3. DIMENSIONS

As part of the AHP Practice Education team, this developmental role is designed to contribute to the practice learning environment by providing support, building an infrastructure, contributing to educational input and development activities for all AHP staff working within the Health Board area:

- Registered and returning to practice staff
- Support workers
- AHP pre and post registration students (undergraduate or MSc students)

The role is part of a national programme to enhance the quality of the practice learning experience and positively contribute to the future Allied Health Professional workforce in Scotland.

The purpose of this role is therefore to support:

- increasing the number and range of education activities in which the AHP workforce participate
- maximising the number of AHP practice educators to enable flexibility and quality within all practice areas
- ensuring that the learning experience is of the highest quality and meets the individual’s learning needs
- ensuring support mechanisms are in place for all AHP staff to enable them to engage in CPD / educational programmes which ultimately lead to practice development and improved services for service users and carers.

4. ORGANISATIONAL POSITION
### 5. ROLE OF DEPARTMENT

The post-holder will provide a unique function for the Health Board area and is part of the NMAHP Directorate within NHS Education for Scotland. The post holder will have strategic links into the NHS Greater Glasgow and Clyde and the Golden Jubilee National Hospital infrastructure:

- AHP Director
- AHP Professional Leads
- Heads of service for each AHP profession
- Learning and Development
- Practice Development AHPs
- Organisational Development Department
- AHP practice placement coordinators

Support will also be available out with NHS Greater Glasgow and Clyde and the Golden Jubilee National Hospital from the Practice Education team within NHS Education for Scotland (NES). The role of the NES AHP Practice Education Programme Management group is to coordinate the programme Scotland-wide and to lead on national initiatives relevant to work based learning for all AHPs.

### 6. KEY RESULT AREAS

**Capacity Building and Planning**

1. Maximise the opportunities of the workplace as a learning environment, balancing capacity and demand for pre registration practice placements, post-graduate education, return to practice, adaptation placements and Continuing Professional Development (CPD) for qualified and support staff.

2. Establish / explore strategies to enhance the work based learning environment.

3. Evaluate current access to practice education opportunities with particular emphasis on equity of access.

4. Put in place appropriate protocols to target practice education and development for individuals/departments not currently having equitable access to CPD opportunities.

5. Engage in strategic partnership working with service managers, HEIs/Colleges and practice Education Coordinators to facilitate the exchange of expertise in meeting learning needs of key stakeholders. Replicate this partnership approach with other key stakeholders across and out with NHS Greater Glasgow and Clyde and the Golden Jubilee National Hospital.

6. To collate information (obtained from e.g. Service managers) detailing baseline practice education activity and frequency for AHP staff members within the Health Board area.

7. To develop a structure appropriate to local service settings of practice education coordinators for each AHP and/or workplace.

8. To create an inter professional information sharing forum for practice education co
coordinators dealing with pre registration students, across AHPs in Health Board area

9. To liaise with HEIs and Health Boards regarding practice placement issues.

Education, Teaching and Event Facilitation

1. Develop and maintain partnership working with professional groups within the Health Board area from all AHP services and establish multi-disciplinary/multi-professional education initiatives.

2. Demonstrate involvement of staff, managers, students and service users at all stages of educational activity.

3. Support implementation of other NES sponsored AHP initiatives e.g. by contributing expert knowledge to “Flying Start” programme and by contributing educational solutions to AHP “mentors” identified to provide supervision/support to AHPs.

4. Establish, develop and co-ordinate audit and evaluation of work based learning within NHS Greater Glasgow and Clyde and the Golden Jubilee National Hospital and ensure systems are in place to resolve emerging issues.

5. To assist in the provision of learning opportunities for the coordinators and providers of practice education to pre registration students, liaising with higher education, further education and organisational training and development departments.

Research, Audit and Development

1. Map existing practice education provision and participation within the Health Board area.

2. Collaborate with key stakeholders to develop a robust evidence base to underpin Practice Education activity. Carry out research to add to the evidence base and co ordinate research activity within Health Board area, contributing to NES national research programmes within the field of practice education.

3. To analyse training and education needs of coordinators and clinicians providing practice education to pre registration AHP students and learners.

4. To audit views and experiences of people who rely on AHP services (eg service users and carers) and evaluate the impact of Practice Education on healthcare provision within health board area.

Leadership, Change Management and Policy Development

1. Contribute to the formation and development of local and national strategic plans and policies for the provision of Practice Education and Development.

2. Be responsible for interpreting and implementing a range of policies relating to practice-based education across Health Board area taking local factors into account.

3. Provide co-ordination for AHP practice education within the Health Board area. This includes supporting and developing existing and new roles to meet the educational needs of staff and contributing to strategic developments of the practice education infrastructure.

4. To contribute to the maintenance of a cohesive active partnership between NHS Greater Glasgow and Clyde and the Golden Jubilee National Hospital and the HEI providers to enhance the learning environment for students whilst on practice placement.
7a. EQUIPMENT AND MACHINERY

The post-holder will be required to use the following equipment in the course of their work.

Use of computer to

- Develop and gather information about key stakeholders, communication networks etc.
- Creation of posters, leaflets, documents, reports, fliers and presentations.
- Update and maintain data gathered during the course of the project.

Use of Audio visual equipment such as data projectors, tele conferencing, video conferencing, digital equipment, lap top computers, for the use in education and training.

7b. SYSTEMS

A working knowledge of the following software packages -

Access, Word, Excel, Power point, Publisher, Outlook, database construction and maintenance.

Maintain records of confidential student issues which are gathered and acted on with sensitivity.

8. ASSIGNMENT AND REVIEW OF WORK

The post holder will be line managed by AHP Practice Education Lead Coordinator. In addition to the operational line management, support and leadership will be available from the practice education AHP team employed by NES. Overall strategic leadership for practice education will be provided by the AHP Practice Education Programme Lead in NES with specific responsibility for practice education nationally. The post holder is expected to work autonomously in planning prioritising and settings objectives for his/her own work within a local and national practice education team.

9. DECISIONS AND JUDGEMENTS

The post holder is required to have:

- Excellent written skills, critical appraisal skills and the ability to disseminate complex, highly specialised contentious information.
- Excellent verbal communication and presentation skills, occasionally presenting contentious information to large groups.
- The ability to influence and motivate cultural change within Health Board Area in matters relating to AHP Practice Education and to present information to strategic groups in such a way to be able to influence decision making.
- The ability to negotiate with stakeholders on complex and sensitive issues.
- The ability to use own initiative and make own decisions.
10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Working across ten different professional groups, all with different professional bodies, national standards, modes of practice and training needs.
- Balancing the need for increased participation in education activities whilst ensuring quality of healthcare provision by the AHP workforce within the Health Board area.
- Balancing the need for increasing the availability of practice placements while ensuring a consistency in the quality of placements.
- Influencing AHP Service Heads and Practice Educators to continue to offer placements in times of great demands on clinicians and services and encouraging them to overcome barriers such as lack of funding, time and space for student placements.
- Managing time effectively to achieve the required outcomes of the post.
- Contributes to joint reporting to NES Project Management Group as well as local health board reporting structures.
- High degree of autonomy and ability to direct own work.

11. COMMUNICATIONS AND RELATIONSHIPS

The post holder will be expected to communicate with and develop effective working relationships with a wide range of stakeholders across a number of organisations including:

**Within NHS Greater Glasgow and Clyde and the Golden Jubilee National Hospital**
- Lead AHP, Heads of Service for each AHP profession, professional leads, Nursing Leads and Nursing Practice-based Education Facilitators, AHP registered staff and support workers, service users, carers and families using AHP Services.

**Within NHS Education for Scotland:**
- NES Associate Director with responsibility for AHPs, Practice Education Programme Lead, Practice Education Co-ordinators and other Practice Education Leads across the Board areas.

**Out with NHS:**
- Student AHPs, Higher Education and College Establishments, Lecturers and Practice Placement Supervisors, Scottish Government Health Department Officers, Services with AHP presence e.g. Social Work Departments, Local Authority Education Departments and Third Sector

12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

Physical Skills
• The post holder is expected to have standard keyboard skills and be able to produce a database collating all practice education information. May require to drive to reach more rural locations within Health Board area.

Physical effort

• The post holder is not expected to exert significant physical effort. He/she will be sitting at a keyboard producing reports and databases on occasions (eg weekly) and will be in a restricted position if driving over long distances. Occasional light lifting of files and equipment such as laptops and computers.

Mental effort

• The post holder will be required to analyse detailed statistics and to produce detailed, comprehensive reports into the nature and frequency of practice education undertaken by the AHP workforce for the range of AHPs employed within the health board area. This will amount to prolonged periods of concentration at regular intervals.
• Managing an unpredictable workload, meeting deadlines and prioritising workload.

Emotional Demands

• Post holder will have direct dealings with staff who are resistant to the changes in practice the project will recommend. The post holder will have a significant role in contributing to the change agenda e.g. in relation to role development and practice education issues. The post holder will also be indirectly exposed, on a regular basis (daily), to the full range of care settings and the emotional challenges present e.g. terminal illness, child protection, challenging behaviour as support to practice educators.

Environmental demands

• Post holder will be largely working in an office environment with little significant exposure to noise, fumes or other hazards.
• The post holder will be required to support the development of a safe environment for learning e.g. challenging inappropriate behaviour.
13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- Degree level professional qualification (or equivalent)
- Registration with Health & Care Professions Council (HCPC) as one of the 10 AHP professional groups
- Evidence of CPD relevant to AHP Practice Education
- Experience of working in a multi-disciplinary setting
- Demonstrates experience of practice placements and Practice Education issues
- Ability to collate, analyse and make informed judgements on information sets
- Experience in carrying out research and audit
- High level written, verbal and presentation skills
- Experience in workshop, project and change management
- Demonstrates commitment to team leadership
- Excellent communication and negotiation skills
- Demonstrates and understands the specialities within the team, their perspectives and issues
- IM&T skills
- Able to work independently and in a self directed manner within the remit and timescales of the project

14. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder’s Signature:  
Head of Department Signature:  

Date:  
Date:
## PERSON SPECIFICATION

**Job Title:** AHP Practice Education Facilitator  

**Department:**  

**Location:**

**THE PERSON SPECIFICATION MUST INCLUDE ALL ESSENTIAL AND DESIRABLE CRITERA REQUIRED FOR THE SUCCESSFUL CANDIDATE**

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<th>FACTOR</th>
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<th>DESIRABLE</th>
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| QUALIFICATIONS TRAINING REGISTRATIONS RESEARCH PUBLICATIONS | Registration with the HCPC as one of the 10 AHPs  
Educated to first degree level or equivalent | A postgraduate certificate/diploma in Education  
Masters degree or above |
| EXPERIENCE | Experience of practice education/student training within an AHP role  
Experience of teaching and/or facilitation  
Demonstrate an understanding of current workforce development/education and training issues in NHS Scotland | Experience of working in a learning environment  
Experience of interprofessional working and learning  
Contribution to research related activities |
| KNOWLEDGE AND SKILLS | Excellent communication, organisation and interpersonal skills  
Leadership skills  
Influencing and negotiating skills  
Presentation skills  
IT skills  
Critical appraisal skills | Experience of project development and management  
Information retrieval, analysis and report writing skills  
Change management skills |
| PERSONAL QUALITIES/OTHER | Ability to organise own workload and work to deadlines  
Ability to use initiative and work autonomously  
Proactive approach  
Ability to work with a range of stakeholders  
Ability to function and to support others in a rapidly changing environment | |
### Allied Health Professions Practice Education Facilitator

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<th>Person Specification</th>
<th>Means of Assessment</th>
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<td>Education &amp; professional Qualifications</td>
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<td>Educated to first degree level or equivalent</td>
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<td>Working towards a higher level qualification such as a Postgraduate Certificate/Diploma in Education, Masters Degree or equivalent</td>
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<td>A postgraduate certificate/diploma in education Masters degree or above</td>
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<td><strong>Experience /Training</strong> <em>(including research if appropriate)</em></td>
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<td>Experience of teaching, facilitation and working in a learning environment</td>
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<td>Understanding of current workforce development/education and training issues in NHS Scotland</td>
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<td><strong>Desirable</strong></td>
<td>Experience of AHP inter-professional working and learning</td>
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<td>Contribution to research related activities</td>
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<td><strong>Specific aptitude and abilities</strong></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: Allied Health Professions (AHP) Practice Education Facilitator

Job reference number: 0000051270G

Closing date: 27 April 2018

Vacancy enquiries to: For information specific to the role, contact: Elspeth Lee, 0141 951 8515

Agenda for Change band: Band 6

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: 22.50 hours per week

Base: Golden Jubilee National Hospital

Contract type: Fixed Term

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.
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 Vitaes (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: nhsggcruitment@nhs.net