CLINICAL NURSE SPECIALIST - EPILEPSY AND LEARNING DISABILITY
Department of Neurology
Queen Elizabeth University Hospital

Job Reference: 0000052584N
Closing Date: 27 July 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: Clinical Nurse Specialist in Epilepsy and Learning Disability
Responsible to Lead Nurse, Institute of Neurological Sciences
Department(s): Neurology
Directorate: Regional Services
Operating Division: Acute Services

2. JOB PURPOSE

Form a leading role as part of a dynamic specialised nursing resource operating at a highly specialized tier 4 level to people with complex epilepsy and learning disability.

The post holder is responsible for developing and implementing highly specialist clinical nursing assessment offering specialist assessment treatment and review of epilepsy.

The post holder will assist in the development of range of high quality education packages on all aspects of the treatment and management of epilepsy in learning disability, both internally and to partnership organizations, and will contribute to the wider training agenda regionally.

Be a source of expertise resource and advice to tier 3 professionals throughout GGHB The post holder is responsible for implementing advising on and monitoring standards of epilepsy care for learning disability nurses and other professionals at tier 3 and partnership organizations, this is achieved through actively undertaking clinical audit and research and developing evidence based approaches.

DIMENSIONS

The Post Holder will: -

(a) Provide a consultative, highly specialized nursing service, with clinical assessment of epilepsy and provision of a care plan to adults (16-64 years) and where appropriate children approaching transition to adult services living in the NHS Greater Glasgow area who have a learning disability and (suspected) associated complex seizure disorders, the needs of which are not being met by tier 3 Learning disability services.

(b) Collaborates with and provides advice to appropriate clinicians at all levels, including senior nursing and medical professionals

(c) Prioritise and respond to referrals through agreed referral criteria.

(d) Provide expert advice, and highly specialised support, information and education to Learning Disability professionals within CHCP’s in particular to community nursing, PAMS, social work and psychiatric medical services.
(e) Provide highly specialized client specific advice and support to Community Health Partnership staff and services.

(f) Responsible for the management of their own defined caseload that includes the assessment, planning and evaluation of treatments.

(g) Offer a telephone specialist advice service to all statutory and non-statutory service staff.

(h) Evaluates own practice and service outcomes, and makes recommendations.

(i) Undertake regular clinical audit and contribute to the research agenda for the service.

The Epilepsy and Learning Disability Specialist Nursing Service will support:

- 10 fully established Adult Learning Disability Teams
- 6 Council Areas: Glasgow City, East Dunbartonshire, South Lanarkshire, North Lanarkshire, East Renfrewshire, West Dunbartonshire
- 4 Inpatient Assessment Units (36 beds) and the Glasgow Learning Disability Partnership Social Work Residential Facility

4. ORGANISATIONAL POSITION

5. ROLE OF DEPARTMENT

The Epilepsy and Learning Disability Specialist Nursing Service forms part of the Greater Glasgow Primary Care Division Learning Disabilities Directorate. The service operates on a
NHS Greater Glasgow wide basis. The Service delivers a series of interventions that help achieve the wider organisational objectives of the Directorate, through:

(a) Provision of tier 4 level specialist care to people with a learning disability, their carers and families.
(b) A lead source of clinical expertise within the directorate
(c) Promotion of evidence based practice
(d) Promotion of standards of epilepsy care for learning disability professionals across GGHB CHCP’s
(e) Access for all partnership service staff to advice, education, training and support regarding epilepsy care management for people with a learning disability in relation to:
   • Best Practice in epilepsy Care Management
   • Improved Partnership Working Practice
(f) Improved access for people with a learning disability to highly specialized epilepsy services.
6. KEY RESULT AREAS

Expert Practice

(a) Needs Led and Collaborative Expert Leading Specialist

The post holder will screen each referral made to the Epilepsy and Learning Disability Specialist Nursing Service and determine level of clinical intervention. Individuals who require admission to the Service will go through the Services full care management process. This includes:

- Completion of a highly specialist clinical assessment of epilepsy particular to the needs of the individual with a learning disability
- Appropriately triaged referrals to other clinical services for further investigative procedures where required.
- Analysis of all assessment findings and provision of a final specialist nursing diagnosis and analysis of the range of treatment options
- Development of a specialized care plan that outlines clinical care outcomes based on the synthesis of the initial assessment and further investigations.
- Completion of Care Plan following discussion with the client and/or carer/advocate and relevant partner agency staff.
- Circulation of approved Care Plan to GP and other relevant NHS and Social Services care professionals.
- Implementation of Care Plan
- On going monitoring and review of Care Plan. This involves monitoring the effects of Anti Epileptic Drug Therapy titration, providing evidence of side effects and advising on the adjustment of dose and efficacy of treatment.

This is autonomous nursing practice that operates at a highly level. It is conducted in a range of domiciliary and clinical settings that includes the Services nurse-led Epilepsy Clinic. There is at present no other clinician employed within the NHS Greater Glasgow area that provides this particular level of clinical knowledge and service provision. All clinical decision-making is carried out independently at a nursing level and finalised in collaboration with colleagues and clients.

(b) Development of and Provision of Evidence Based Practice

Implementation of National protocols for clinical practice in nursing and other care settings based on current best practice approaches that draws upon key evidence such as SIGN, IASSID, NICE, Paediatric SIGN National Sentinel Audit for Epilepsy, Adults with Incapacity and Joint Futures. Propose policy changes locally to improve service provision.

(c) Improved treatment Adherence and Seizure Control

Assess and monitor effects of AED treatment
Development of increased patient and Carer awareness of condition and treatment through health promotion and education.

(d) Provision of vene-puncture services for anti-epileptic drug assays and general health surveillance.

(e) Promote and implement shared care guidelines
(f) Improved Access to Service Provision and Specialist Information

- Working within government guidelines to develop independent or supplementary prescribing.

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<td>Post holder will develop and contribute to a range of highly specialized systems including;</td>
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- Maintain standard for case not and audit and database matching
- Provide agreed information for other systems e.g. specialised assessment for the single shared assessment
- Provide data for monthly stats
- Clinical Portal

### 8. ASSIGNMENT AND REVIEW OF WORK

- The post holder works autonomously and is accountable for their own practice and the delivery and reputation of those aspects of the service for which they are responsible

- Referrals are screened by post holder for priority using prioritisation criteria, these criteria are reviewed and developed by post holder in conjunction with service lead

- The post holder will guide administrative services to organise and appoint new referrals, and will contribute to the development of criteria and standards and monitoring effectiveness

- Ongoing case management is autonomous and self determined

- Is responsible for developing and promoting the use of highly specialized risk assessment aimed at reducing injuries and preventing deaths in this population.

- Training schedule developed by post holder (for professionals providers) is self appointed according to service priorities, the post holder is expected to contribute to and inform the service priorities

- Post holder is required to respond flexibly to the challenges of managing highly complex clinical cases

- All nursing interventions are Autonomous at point of delivery

- Expected to be a contributing participant at professional meetings including West of Scotland Epilepsy Nurses.

- Additional learning support Nationally from Scottish Professionals in Epilepsy care (SPEC)

- Expected to be a member of Epilepsy Specialist Nursing Association ESNA or equivalent

- Post holder will use an evidence base to review work and will always refer to SIGN Paediatric SIGN, IASSID National Sentinel Audit

- Review of aspects of work load will take place through analysis of statistical returns

- Review of clinical work through clinical audit

- Post holder is expected to identify own training needs and develop PDP with Epilepsy service Lead
9. DECISIONS AND JUDGEMENTS

- The post holder is expected to routinely make unsupported/unsupervised expert clinical judgments and decisions.
- The outcomes of such judgments and decisions carry a high level of responsibility and can severely impact on the health and well-being of the patient.
- The post holder must independently implement assessment which necessitates decision making about which criteria and standard to use, they must decide which investigations are necessary to inform the assessment, and decide using a synthesis of experience knowledge and evidence protocol.
- Which treatment options to consider. Judgements about ongoing treatment or changes to treatment are made as a response to monitoring the effects of treatment options, when and to whom to refer on to.
- The post holder formulates a highly specialized individual care plans and is able to carry out highly complex risk assessment aimed at reducing morbidity and mortality rates in this population.
- The post holder leads in the provision of expert advice and provides consultancy and second opinion, when required and/or works in collaboration with tier 3 colleagues to ensure that epilepsy is managed with minimal risk.

The post holder must use initiative and judgement to make decisions about:
- Content and context of training
- Balancing clinical and training demands
- Advice which is sought by other professionals about their own cases or general epilepsy queries
- How and when to discuss highly sensitive information in the nurse patient relationship
- When to refer to other health and social care provider

The post holder must advise patients and carers of the rights with regard to treatment of the condition in line with Adults with Incapacity Act. And the Carers act.

The post holder actively seeks to evaluate own and service interventions in order to develop responsive and proactive epilepsy service which provides specialized support for people with learning disability and epilepsy.
10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

The post holder requires to:

- Address morbidity and mortality in individuals, by promoting and employing preventative educative strategies. Offer counselling to bereaved carers when there is an epilepsy related death
- On a daily basis make complex decisions about prioritisation, in a high demand service where priority status may change rapidly
- Assess a range of clinical symptoms which are often highly complex and open to interpretation (without subjective information from the patient because of severe communication difficulties) and further complicated by physical and additional health conditions, to assess the often very severe epilepsy, which can then be addressed. This is the most crucial factor in the treatment of epilepsy in this population relying on care providers to gather and present the necessary information in order to assess what to do next can often take long periods of time and sustained
- Provide highly complex and sensitive reports and letters on clinical condition under time constraints e.g. risk assessment to inform the development of a care package where there are budgetary deadlines.
- Impart highly sensitive information to patients and carers e.g. risks associated with Sudden Unexpected Death in Epilepsy SUDEP. Recommending behavioural/ environmental/ care support changes to reduce risk. This can often be highly contentious when recommendations may exceed budgetary expectations.
- Sensitively and confidently present clinical findings to medical and senior nursing colleagues and CHCP LD Leads, encouraging their action/ participation in the care plan.
- Review diagnosis, and impart life altering highly sensitive sometimes-contentious information, e.g. ‘seizures are not epilepsy’ but Non Epileptic attack or some other behavioural event. Or conversely where attacks are epileptic and were not previously thought to have been. Presenting information, which may bring conflict with the patient or carers.
- Challenge poor care practices when and where they arise, in all care settings
- Cary out risk assessment where poor outcomes can lead to increased risk of severe injury / death
- Balancing demands of clinical versus training and other demands
- Addressing differences in quality of care provider. Managing the effects of poor organisation and management from care providers upon epilepsy management.
- Partnership working, sensitively manage organisational and cultural differences in practice and approach to epilepsy care.

11. COMMUNICATIONS AND RELATIONSHIPS
Post holder will be expected to have a highly developed level of interpersonal skill and communicate extensively internally and externally to the learning disability directorate. The post holder will:

- Communicate complex information and ideas in writing to GP following assessment, checking for evidence based accuracy and accuracy of calculation particularly around drugs and prescribing advice, copies of assessment and additional reports to ALDT medical, nursing and care manager and to secondary care notes or consultant

- Highly sensitive or complex clinical information to GP, Consultant, may be followed up with phone call or face-to-face appointment.

- Organise joint visits with relevant professional where appropriate

- Communicate complex information to people with learning disabilities and carers about their condition in an accessible way and allow time for effective communication. Be skilled in non verbal and augmented modes of communication to address barriers to client understanding and involvement

- Counselling of risk and presentation of contentious findings from risk assessment, including recommendations on management strategies and care recommendations, which may be contentious.

- Provide written reports e.g. about risk to inform overall care provision

- Participate where appropriate in case reviews/discussions

- Telephone and e-mail advice line for internal and external partners

- Be able to provide and receive highly complex, sensitive or contentious information, using highly developed interpersonal skills. This may involve motivating and negotiating in a hostile or volatile situation.

- Attend and contribute at a range of clinical and strategic meetings

- Provide expert educational and training advice at a variety of levels both patient centred and strategic

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

Physical Effort
- Skills required, venepuncture, I.M injection train others in the technique for rectal diazepam and buccal midazolam
- Key board
- Driving Large geographical area GGHB, traffic
- Having to carry heavy training equipment extended distances from base to car and training venue.
- Operating video and training equipment including PowerPoint presentations, anatomical model
- May have to cope with real and threat of physical challenging behaviour

Mental Effort
Frequent and extended periods of intense concentration are required for:

- Assessment and review at nurse led clinic and domiciliary setting 1-2 hour consultations
- Listening analysing and problem solving
- Counselling
- Carefully and thoughtfully using evidence base, devising highly complex treatment protocols for acute seizures
- Comprehensive review of all previous medical and nursing notes, for evidence of epilepsy, history of seizure types, frequency, treatment and concomitant conditions.
- Schedule visits for clients
- Supporting patients and carers following initial diagnosis and in times of crisis
- Careful and thoughtful compilation of report writing and risk assessment using extensive history gathering and evidence gathering which may take place over long periods of time, using evidence base and checking calculations.
- Clinical letters using Dictaphone
- Clinical advice given on the phone
- Checking for quality and accuracy seizure recordings collating seizure information and drug dosages
- Analysing video evidence of seizures to aid definitive diagnosis of condition
• Collating evidence for report

• Collating and calculating audit frequencies and statistics

• Frequent teaching sessions as long as whole day (SQA course 4 days of teaching time)

• Making and giving highly complex presentations

• Unpredictability of clinical demand
• Management of challenging behaviours in clinical and domiciliary settings

Emotional Effort
Varying levels of Emotional effort will be experienced (some extreme) when:
• Frequent discussion of sensitive clinical matters, examples include Poor prognosis of seizure control, increased risk from sudden death, drowning in the domestic bath risk in pregnancy.

• Interviewing/ counselling bereaved carers in death associated with epilepsy

• Review of diagnosis which may be life changing and difficult to accept

• Sensitively negotiate through difficult family dynamics. Anger from People with learning disability themselves and carers. Occasional Aggression verbal towards post holder. Physical psychological abuse of client from others.

• Differential diagnosis (Seizure versus Behaviour) challenging pre conceived ideas or ones where people have invested much into the epilepsy condition

• Advocating on behalf of sub group people with Ld and EP in a variety of settings, including in organisations where others may lack understanding about the impact of either epilepsy or learning disability

• Trying to address inequalities in health provision while witnessing first hand the effects of poverty, poor housing and education on health and the effect on epilepsy.

• Conflicting with others care providers

• Coping with outcomes from a range of challenging behaviours

Physical conditions
• Domiciliary visits to patients with a marked range of living standards and therefor
potential risk from infestation / infection
- Occasional risk of exposure to bodily fluids
- Driving in hazardous weather conditions
- Frequent lone working
- Exposure to challenging behaviour in a variety of clinical and domiciliary settings

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

- Qualified as first level nurse in learning disability with valid NMC registration
- Post registration degree level or equivalent
- Masters level qualification or working towards (willing to undertake)
- Epilepsy Qualification Dip advanced practice in epilepsy care, ENB N45 or equivalent (desirable)
- At least 5 years post Registration experience at least 3 of which are at band 6
- The post holder must have highly developed specialist knowledge of epilepsy and associated conditions gained through working in multidisciplinary specialist teams and through specialist courses and apply this to a complex citywide case load
- Robust evidence of ongoing personal development and post basic study
- Highly developed interpersonal skills and demonstrable analytical competency and daily employment of evidence based practice
- Personal attributes of leadership, problem solving, reflective practice, academic interest and a willingness to continue to learn and develop knowledge and skills
- Teaching ability
- IT literate
- Car driver
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 Clinical Nurse Specialist - Epilepsy and Learning Disability

Job reference number 0000052584N

Closing date 27 July 2018

Vacancy enquiries to For information specific to the role, contact: Graham Christie, 07855270769

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 Queen Elizabeth University Hospital

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.
## 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 legislation**

The information supplied by your application will only be processed by authorised NHS Greater Glasgow and Clyde personnel involved in relevant stages of the recruitment process. *Applications submitted via the NHS Scotland Application form will be imported into the NHS Greater Glasgow and Clyde recruitment system.* The information you provide will be retained by NHS Greater Glasgow and Clyde and will be used for the purpose of processing your application and for statistical and audit purposes. NHS Greater Glasgow and Clyde will process the information for the stated purposes in regards your application for employment. If your application is unsuccessful, your information will be retained securely for 12 months from the completion of the recruitment process and then confidentially destroyed.
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