



GENERAL PRACTITIONER PRISON HEALTHCARE HMP PRISONS, BARLINNIE, GREENOCK AND LOW MOSS

INFORMATION PACK

REF: 36921D

CLOSING DATE: NOON 3rd APRIL 2015

www.nhsggc.org.uk/medicaljobs

NHS
Greater Glasgow
and Clyde

As you may be aware, the new South Glasgow University Hospital and new Royal Hospital for Sick Children are due to open on the current Southern site early in 2015.

With this in mind, please note that positions based within the Victoria Infirmary, Mansionhouse Unit, the Western Infirmary and the current Royal Hospital for Sick Children at Yorkhill will change location and move to the new hospitals.

Gartnavel General Hospital and Glasgow Royal Infirmary will also have some services affected by moves to the new Hospitals.

These changes mean your base may change after joining us and you will be informed as soon as possible prior to any change of base.

SUMMARY INFORMATION RELATING TO THIS POSITION

POST: GENERAL PRACTITIONER PRISON HEALTHCARE

BASE: HMP PRISONS, BARLINNIE, GREENOCK AND LOW MOSS

NHS Greater Glasgow and Clyde Provides Healthcare Services to prisons in the local area. We have a number of opportunities for General Medical Practitioners in HMP Barlinnie, HMP Greenock and HMP Low Moss Prisons working on either permanent or fixed term sessional basis. We can offer weekday or weekend sessions either full time or part-time. For newly qualified GPs, we provide a session in General Practice for those wishing to work more than 4 sessions per week. Full time posts attract a session in a GP practice and a CPD session.

Please contact Jayne Miller, Service Manager on 0141 232 6429, or by email jayne.miller@ggc.scot.nhs.uk, to arrange an informal discussion.

TERMS AND CONDITIONS OF SERVICE

The conditions of service are those laid down and amended from time to time by the Hospital and Medical & Dental Whitley Council.

TYPE OF CONTRACT	Permanent
GRADE AND SALARY	<p>General Practitioner £ 63,102 - £81,798 per annum (pro rata)</p> <p>New Entrants to the NHS will normally commence on the minimum point of the salary scale, (dependent on qualifications and experience). Salary is paid monthly by Bank Credit Transfer.</p>
HOURS OF DUTY	Full Time 40.00 hrs (or sessional) 1 Session 4 hours
SUPERANNUATION	<p>You have the option to join the NHS Superannuation Scheme, to participate in the State Earnings Related Pension Scheme or to take out a Personal Pension. Employee's contributions to the NHS Scheme are Tiered based on your earnings and the employers contribution equates to 13.5 % of salary. Employees in the NHS Scheme are "Contracted-out" of the State Earnings Related Pension Scheme and pay a lower rate of National Insurance contributions. Employees who choose to participate in the State Earnings Related Pension Scheme pay the higher rate of National Insurance contribution. A Stakeholder Pension is also available. A Personal Pension is a private arrangement agreed with the pension provider that will be an organisation such as a Bank, Building Society or Insurance Company.</p>
REMOVAL EXPENSES	Assistance with removal and associated expenses may be given and would be discussed and agreed prior to appointment.
EXPENSES OF CANDIDATES FOR APPOINTMENT	Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imburement shall not normally be made to employees who withdraw their application or refuse an offer of appointment.
TOBACCO POLICY	NHS Greater Glasgow and Clyde operate a No Smoking Policy in all premises and grounds.
DISCLOSURE SCOTLAND	This post is considered to be in the category of "Regulated Work" and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership.
CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK	NHS Greater Glasgow and Clyde (NHSGGC) has a legal obligation to ensure that it's employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS GGC they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be

	<p>required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under not circumstances will they be allowed to commence until the right to work in the UK has been verified. ALL applicants regardless of nationality must complete and return the Confirmation of Eligibility to Work in the UK Statement with their completed application form. You will be required provide appropriate documentation prior to any appointment being made.</p>
REHABILITATION OF OFFENDERS ACT 1974	<p>The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Greater Glasgow and Clyde. Any information given will be completely confidential.</p>
DISABLED APPLICANTS	<p>A disability or health problems does not preclude full consideration for the job and applications from people with disabilities are welcome. All information will be treated as confidential. NHS Greater Glasgow and Clyde guarantees to interview all applicants with disabilities who meet the minimum criteria for the post. You will note on our application form that we ask for relevant information with regard to your disability. This is simply to ensure that we can assist you, if you are called for interview, to have every opportunity to present your application in full. We may call you to discuss your needs in more detail if you are selected for interview.</p>
GENERAL	<p>NHS Greater Glasgow and Clyde operates flexible staffing arrangements whereby all appointments are to a grade within a department. The duties of an officer may be varied from an initial set of duties to any other set, which are commensurate with the grade of the officer. The enhanced experience resulting from this is considered to be in the best interest of both NHS Greater Glasgow and Clyde and the individual.</p>
EQUAL OPPORTUNITIES	<p>The postholder will undertake their duties in strict accordance with NHS Greater Glasgow and Clyde’s Equal Opportunities Policy.</p>
NOTICE	<p>The employment is subject to three months’ notice on either side, subject to appeal against dismissal. Bank Doctors subject to one months’ notice.</p>
MEDICAL NEGLIGENCE	<p>In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme.</p>

FURTHER INFORMATION

For further information on NHS Greater Glasgow and Clyde, please visit our website www.nhsggc.org.uk

View all our vacancies at www.nhsggc.org.uk/medicaljobs

Register your details and search for jobs at www.medicaljobs.scot.nhs.uk

Applicants wishing further information about the post are invited to Jayne Miller on 0141 232 429 or Dr. Grace Campbell on 0141 762 with whom visiting arrangements can also be made.

HOW TO APPLY

To apply for these posts please include your CV and names and addresses of 3 Referees, along with the following documents; (click on the hyperlinks to open)

[Medical and Dental Application and Equal Opportunities Monitoring Form](#)

[Declaration Form Regarding Fitness to Practice](#)

[Immigration Questionnaire](#)

Alternatively please visit www.nhsggc.org.uk/medicaljobs and click on the “How to Apply” tab to access application for and CV submission information.

RETURN OF APPLICATIONS

Please return your application by email to nhsggcruitment@nhs.net or to the recruitment address below;

Medical and Dental Recruitment Team
NHS Greater Glasgow and Clyde
Recruitment Services, 1st Floor
Modular Building, Gartnavel Royal Hospital
1055 Great Western Road
GLASGOW
G12 0XH

CLOSING DATE

The closing Date will be noon 3rd April 2015

SESSIONAL GP'S—PRISON SERVICE

General Information



Primary medical care is available in all prisons in Scotland in order to meet health care needs and comply with prison requirements. Primary Care Health Services in prisons in Scotland are similar to primary care medical services found in community settings; a bespoke style of prescribing and pharmacy service, and a community team style of care for people with poor mental health and/or addictions problems.



Prison Primary Care Medical Services are designed around international codes and conventions that are set out in UN and Council of Europe documents in the main. The World Health Organisation (WHO) Health in Prisons Guide, Chapters 2 and 4, contains details. http://www.euro.who.int/InformationSources/Publications/Catalogue/20070521_1



Prison primary medical care is a complex undertaking in certain aspects, beginning with risk assessment for crisis (risk of self-harm) or acute drug withdrawal on admission, assessing and meeting health care needs for mental health problems, addictions (including drugs and alcohol), and a variety of health risk behaviours and long-term conditions which are more prevalent in the prison population than most others.

Barlinnie Prison is situated on the outskirts of Glasgow and is Scotland's largest, most complex penal establishment holding all categories of prisoners. However, its main purpose is to hold remand and short term prisoners sent by the West of Scotland courts. We also hold a significant number of long term prisoners who have just been sentenced, are awaiting transfer to another establishment or are here for a specific management reason.

Greenock Prison serves designated courts in the West of Scotland by holding male prisoners (both adult and under 21s) on remand, and short-term convicted prisoners. It provides a national facility for selected prisoners serving 12 years or over, affording them the opportunity for progression towards release. It also accommodates a small number of prisoners for a range of management and operational reasons. The establishment also holds remand, short-term and long-term convicted female adult prisoners from the west of Scotland.

Low Moss is the newest establishment in the SPS estate, having opened its doors in March 2012. HM Prison Low Moss provides 700 cells as well as facilities to help prisoners address their re-offending and re-integrate back into the community on their release from prison. It holds adult male convicted and remand prisoners primarily from the North Strathclyde Community Justice Authority area. The facilities include a link centre where prisoners are able to deal with matters relating to employment, housing, social work, throughcare addiction service, etc.

PRISONER, PATIENT, PERSON

The Prison Healthcare Team deliver primary care medical services, including assessment of new patients/prisoners requiring care when entering into custody, to a range of clients. Most patient/prisoners have had little or no regular contact with health services before entering prison and their lifestyles may be more likely to have put them at risk of ill health. Nationally, the evidence of health inequalities amongst patient/prisoners is strong. Many patient/prisoners have poorer physical and mental health than the general population.

A primary care nurse will usually triage patient/prisoners reporting new symptoms and if unable to deal with the symptoms may refer the patient to the General Medical Practitioner. Injured patient/prisoners will be assessed by a nurse. The General Medical Practitioner may be asked to review a patient if the nurse believes that a medical opinion is required.

The team is led by Dr. Grace Campbell, Lead Clinician, and offers first class practice and development opportunities. GP's committing for 6 months and able to work 10 sessions per week will have 1 of those sessions CPD and 1 other session will be based in a Community GP Training Practice. GP's committing to a minimum of 5 sessions for a 6 month period will have 1 of those sessions in a Community GP Training Practice.

General Medical Practitioner Service Provision

As a minimum requirement, a General Medical Practitioner is expected to attend the Prison as per their agreed schedule and healthcare timetable, including bank holidays. These will be referred to as the Core Hours.

In addition to GP services and support, a number of [Nurse Led services](#) exist to compliment the work of Health Care Team within the prison setting. These include:-

- *Diabetes*
- *Blood Borne Virus*
- *Tissue Viability*
- *Asthma*
- *Wellman / Anticipatory Care*
- *Weight Management*
- *Smoking Cessation*
- *Mental health*
- *Addiction*

The main GP session run is as follows:

Monday to Friday all Sites:

08:00 - 16:00hrs

09:00 - 17:00hrs

09:00 - 18:00hrs

09:00 - 16:00hrs

Saturday - Site Specific

Barlinnie 09:00 – 13:00hrs

Low Moss 14:00 – 16:00hrs

Brief Summary of Core Duties

The General Medical Practitioner is expected to undertake the following activities to a level of competence appropriate to a General Medical Practitioner:

- [Diagnosis and management](#) of new symptoms and conditions.
- [Follow-up and care](#) of chronic and recurrent conditions.
- [Prescribing](#) for the management of drug and alcohol dependence.
- [Medical examinations](#) of newly received patient/prisoners as requested by a triage nurse. Assessment of patient/prisoners to determine fitness for cellular confinement with respect to adjudication.
- [Assessment](#) of patient/prisoners recognised to be at risk of self harm.
- [Regular assessment and review](#) of patient/prisoners in agreement with the Health Care Manager.
- [Treatment](#) of Injured patient/prisoners.
- [Co-ordination of Services](#) for patient/prisoners at risk
- [Make appropriate and timely referrals](#) to other health and social care Services within the prison and outwith the prison in preparation for liberation.
- [Support the development of an effective multi-disciplinary team](#) including contributing to the development of health improvement services.