

WORKING FOR NHS DUMFRIES AND GALLOWAY



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Section 1: Job Description

Workforce Directorate
Human Resources
Recruitment Team
High East, Crichton Hall, Dumfries DG1 4TG
Email: dg.applications@nhs.net



JOB DESCRIPTION for the following vacancy:

VACANCY **Consultant, Acute Medicine**
Dumfries and Galloway Royal Infirmary

SALARY: **£82,669 - £109,849**

HOURS: **Full Time 40 hpw/10 PAs**
Permanent

JOB PACK PENDING EXTERNAL ADVISOR APPROVAL

JOB PURPOSE / ADVERT FOR POSITION INCLUDING ANY ADDITIONAL DETAILS:

THE POST

NHS Dumfries and Galloway wish to appoint a new Acute Medicine Consultant based in the Combined Assessment Unit (CAU) in the new Dumfries and Galloway Royal Infirmary (DGRI). The service transferred to the new hospital in 2017 and is a 347 bed district general hospital in the University town of Dumfries, serving a population of 148,000.

The post holder will work closely with the three existing Acute Medicine Consultants to provide senior presence and clinical leadership within the CAU, and will join a team of Consultant Physicians providing services in Acute/General Medicine at DGRI. The post holder will contribute to the management of the CAU and work to develop changes in practice to improve the quality of patient care or facilitate early discharge. He/she will contribute to clinical governance and audit within the Unit and will provide teaching and supervision of nursing staff, junior medical staff and medical students. There will be an opportunity to maintain an existing specialty interest or Acute Medicine Special Skill, subject to negotiation and local service needs.

The post holder will:

- Undertake the assessment and triage of acute medical patients referred from the Emergency Department or Primary care to the CAU. He/she will be supported in this role by dedicated junior medical staff rostered to the unit and will provide on-site clinical guidance for this team.
- Establish an initial investigation and clinical management plan for patients admitted to CAU.
- See and assess selected patients in an Ambulatory Emergency Care setting within the CAU.
- Work with the existing Acute Medicine Consultants to develop alternatives to in-patient admission, supported by rapid access to diagnostic services.
- Help to provide a Monday to Friday rapid access review service for patients referred from Primary Care.

- Facilitate the rapid discharge of appropriate patients, including early transfer to Community Hospitals when appropriate.
- Develop links with the Emergency Department and Intensive Care Unit, as detailed in the Royal College of Physicians of London documents, *“The Interface of Accident & Emergency and Acute Care Medicine”*, *“The Interface between Acute Medicine and Critical Care”* and *“Acute Medical Care ‘the right person, in the right setting – first time’”*.
- Partake in the general medical on-call rota at a frequency of 1 in 12 (1 in 6 weekends)

The post holder will also provide a key leadership role for the clinical services represented within the CAU. This will entail working with lead nurses and AHPs to develop protocols and care pathways. Participation in initiatives to improve clinical effectiveness and maximise the use of hospital facilities will be an important part of the job, and there will be opportunities to develop new initiatives to improve patient care. The post holder will be expected to participate in the delivery of educational programmes for medical and nursing staff within the CAU.

Within the CAU the post holder will work alongside surgical colleagues in the Combined Assessment Unit which accommodates medical and surgical patients undergoing initial assessment. The Surgical Assessment Unit (SAU) is clinically managed by the surgical team.

The appointment will be on a whole-time basis under the terms of the new consultant contract. The job plan, which will be subject to review, will contain 9+1 programmed activities, including one allocated to supporting professional activities (SPAs). Additional SPAs may be incorporated into the job plan, depending on the time required to support the successful candidate’s professional activities and the needs of the service.

Acute Medicine Services

It is increasingly recognised that the most effective CAUs are staffed by dedicated consultants who are specialists in early acute medical care, and there is growing evidence that the presence of such consultants improves the quality of patient care and reduces length of stay. In recent years this has led to the development of the new specialty of Acute Medicine. By its very nature, Acute Medicine is a developing and dynamic specialty, with a requirement for innovative thinking and clinical leadership in every post.

The CAU in Dumfries and Galloway Royal Infirmary consists of 41 single rooms, of which 9 are used for initial assessment/triage of medical patients and 8 for surgical patients. There is also an Ambulatory Emergency Care / Rapid Assessment area which is run by Advanced Nurse Practitioners with the support of the Acute Medicine consultants. Within the Assessment Area of CAU, patients are rapidly assessed by a senior clinical decision-maker, undergo diagnostic tests, and begin appropriate management. They are transferred to a short-stay ‘Pod’ bed if remaining in hospital, and if their expected length of stay is greater than 48 hours, they are then transferred to an in-patient bed. Acute Medicine enjoys a close working relationship with the Emergency Department, Critical Care, and the other consultant physicians.

The Division of Medicine

Within the Division of Medicine there are currently 28 Consultant Physicians.

We have 17 Critical Care Unit beds which provide Intensive Care and High Dependency to the surgical and medical specialties.

The following table summarises the 159 medical beds across DGRI (excluding outpatient and Critical Care beds)

Ward	Sub-specialty	Beds
CAU	Acute Medicine & Assessment	32 x Beds & 10 x Assessment Beds
D8	Renal, Cardiology, Diabetes	28
C5	Gastroenterology, Haematology, ID, Rheumatology	28
B2	Respiratory, Care of the Elderly	28
D7	Care of the Elderly, Stroke & Rehabilitation	14
C4	Care of the Elderly	28
CCU (Critical Care Unit)	Combined Intensive Care, High Dependency and Coronary Care Unit	17
Renal (Mountainhall site)	Haemodialysis unit for renal patients	18-station

Out-patient clinics are held at DGRI and in a number of peripheral locations throughout the region.

The undergraduate teaching commitment is principally to Glasgow and Edinburgh University students during their final two years and to elective students from other Universities, with an increasing number of students applying to undertake Special Study modules. We attract postgraduate Clinical Attachments and have an active programme of teaching for SHOs preparing for MRCP examinations.

Education/Training/Personal Development/Research

The post holders will:

- Participate in the teaching of undergraduates from the Universities of Glasgow and Edinburgh. This will include formal clinical/bedside teaching in addition to ad hoc teaching of acutely ill patients as they are admitted.
- Make use of the rapid assessment service for student teaching.
- Participate fully in postgraduate education.
- Respond to external requests for teaching on issues related to acute medicine, where possible, within the service needs.
- Participate in in-service training for hospital staff.
- Seek to develop research based practice.
- Adopt a supervisory role for the junior medical staff on the CAU. This should ensure timely

assessment, initiation of therapy and discharge or transfer out of patients of the CAU.

The post holders will maintain their own personal development through:

- Maintenance of a high level of specialist knowledge in acute medicine.
- Fulfilment of the relevant commitment to continuing professional development
- Active participation in clinical audit.
- Encouragement of research within the specialty.

Informal Contact Details:

For any further details please contact either:

Dr Sian Finlay, Acute Medicine Consultant

Telephone 01387 241009, e-mail address - sian.finlay@nhs.net

Dr Alex McDonald, Acute Medicine & Critical Care Consultant

Telephone 01387 246246 ext 31528, email address – alexander.mcdonald@nhs.net

Dr Andrew Russell, Clinical Director

Telephone 01387 246246, e-mail address andrew.russell6@nhs.net

Arrangements to visit the department can be made through Claire Wall, Medical Staffing Officer on 01387 246246, ext 34143, (email: dumf-uhb.medicaladmin@nhs.net)

Section 2: Person Specification

Requirements	Essential	Desirable
Qualifications & Training	<ul style="list-style-type: none"> ▪ MBChB or equivalent ▪ MCRP(UK) or equivalent ▪ On Specialist Register for Acute Medicine or General Internal Medicine or within 6 months of obtaining CCST in either specialty at time of interview ▪ Current full registration with the GMC with a licence to practise 	<ul style="list-style-type: none"> • Additional post graduate qualifications e.g. MD, PhD
Experience	<ul style="list-style-type: none"> ▪ Extensive experience in managing acute medical receiving ▪ Experience of clinical governance ▪ Evidence of continuing professional development ▪ Experience of patient safety initiatives ▪ Experience of building and maintaining effective working relationships 	<ul style="list-style-type: none"> ▪ Proven interest in Acute Medicine ▪ Experience of a formal teaching role ▪ Experience in departmental and organisational planning ▪ Experience of service development ▪ Publications in peer-reviewed journals
Knowledge	<ul style="list-style-type: none"> ▪ In depth knowledge of the UK health care sector strategies and service provision. ▪ Well versed in audit processes (<i>several audits completed</i>) 	<ul style="list-style-type: none"> ▪ Knowledge of national and international clinical management guidelines ▪ Understanding of economic constraints and requirements of financial planning and business governance processes

Skills and Abilities	<ul style="list-style-type: none"> ▪ Competent in all practical procedures relevant to Acute Medicine ▪ Able to demonstrate successful team leadership/ motivation of others ▪ Evidence of innovative thinking, including an ability to build organisation capacity and capability ▪ Effective interpersonal skills ▪ Computer literate ▪ Interest in teaching 	<ul style="list-style-type: none"> ▪ Understanding of complex clinical work streams across multiple disciplines, localities, operational and regional boards ▪ Politically aware of competing complex agendas and able to understand the wider stakeholder views across the network ▪ Ability to work across regional, local and national organisational boundaries
Personal Attributes	<ul style="list-style-type: none"> ▪ Self motivated with a commitment to service development ▪ Honest, trustworthy ▪ Ability to cope in pressurised environment ▪ Ability and enthusiasm to teach and train staff from multi-disciplinary staff groups ▪ Reliable 	<ul style="list-style-type: none"> ▪ Commitment to the empowerment of staff ▪ Positive outlook

Section 2: How to Arrange a Visit

How to Visit

If you would like to visit the Department please contact our Medical Staffing Team on 01387 244143 or by e-mail to dumf-uhb.medicaldentaladmin@nhs.net who will be more than happy to make arrangements for you.

All personal data processed by NHS Dumfries and Galloway for the purpose of recruitment is performed in line with our Data Protection Notice. This is available from:

http://www.nhsdg.scot.nhs.uk/Departments_and_Services/Data_Protection_Notices

Interview Guarantee Scheme

NHS Dumfries & Galloway is positive about disabled people and as such we provide job opportunities for disabled people. NHS Dumfries & Galloway operates a Job Interview Guarantee (JIG) which means that if a candidate advises us that they have a disability, and meet the minimum criteria outlined within the Person Specification, they will be guaranteed an interview. Reasonable adjustments will be made for disabled candidates at both the application and selection process stages.

WORKING FOR NHS DUMFRIES AND GALLOWAY

About us

NHS Dumfries and Galloway serves a population of 148,190 within a large geographical area about 2,400 square miles. Dumfries and Galloway stretches from Langholm in the East to Drummore in the West, and from Kirkconnel and Carsphairn in the North down to Sandyhills on the Solway Coast. The Health Board employs around 4500 staff excluding GPs and Dentists.



Our Services

We have recently moved into our new hospital, as state of the art purpose built facility situated on the Garroch Site, on the western outskirts of the town. This new hospital has 344 single rooms, an emergency care centre, a critical care unit and a new combined theatres complex.

Full information on the NHS Dumfries & Galloway Change Programme can be found on our Change website – <http://www.dg-change.org.uk/>



Our new Dumfries & Galloway Royal Infirmary is the main hospital for the region, providing a wide range of inpatient and outpatient health services.

The Galloway Community Hospital serves Stranraer and the west of the region, is an intermediate unit providing maternity services, and medical & surgical beds, ambulatory care, theatres and renal. There are bedded units within eight cottage hospitals which provide care services such as minor injuries units. Midpark Hospital provides inpatient facilities for mental health patients.

Find out more about NHS Dumfries & Galloway by visiting our website which is at this web address: http://www.nhsdq.scot.nhs.uk/Dumfries_and_Galloway_NHS

‘Our Region’

The region is home to an abundance of rare wildlife, lush green forests and sandy beaches, many of which form part of the UNESCO Biosphere covering Galloway and Southern Ayrshire. In 2009 the Galloway Forest Park was also unveiled as the UK’s first, and Western Europe’s largest, Dark Sky Park.



The area is the warmest part of Scotland and the undiscovered 200 miles of coastline along the Solway Firth are often referred to as the Scottish Riviera thanks to its secluded rocky coves and quiet beaches.

It is home to fewer than 150,000 warm and welcoming people whose love of getting together to share good times have earned the region its reputation as a happy and friendly place.

In addition to spectacular countryside and outside pursuits Dumfries and Galloway offers you and your family beautiful and affordable housing, schools which perform consistently well in national rankings and easy and convenient commutes for a more relaxed quality of life.

Many of our staff have been drawn to the region by the exceptional career opportunities, plus the improved work life balance and focus on family life are also great attractions.

The region offers all the advantages of life in local towns with friendly and safe neighbourhoods and good quality facilities on your doorstep. In addition, the main city centres are within reach if on occasion you want a little more.

For further information on schools, property and things to do in Dumfries & Galloway please follow the links below:

Schools: <http://www.dumgal.gov.uk/schools>

D&G Solicitors Property Centre: <http://www.dgspc.co.uk/>

Visit Scotland: <https://www.visitscotland.com/destinations-maps/dumfries-galloway/>

Big Burns Supper: <http://bigburnssupper.com/>

7Stanes: <http://www.7stanesmountainbiking.com/>

Spring Fling: <http://www.spring-fling.co.uk/>

Undiscovered Dumfries: <http://www.undiscoveredscotland.co.uk/dumfries/dumfries/>

Section 4: Main Terms and Conditions of Service

In accordance with the Terms and Conditions of Service for Hospital Medical and Dental Staff (Scotland) employed in the National Health Service, as amended by the Secretary of State for Scotland, and subsequently the Scottish Parliament, from time to time.

Salary:	The current salary applicable to a full time post is £82,669 - £109,849 depending on experience.
Leave:	6 weeks annual leave pro rata plus 10 public holidays pro rata. Entitlement to 30 days study leaves over a 3 year period.
Occupational Sick Pay:	During the first year of service – one months full pay (and after completing 4 months service) 2 months half pay During the second year of service – 2 months full pay and 2 months half pay During the third year of service – 4 months full pay and 4 months half pay During the fourth year of service – 5 months full pay and 5 months half pay During the fifth year of service – 5 months full pay and 5 months half pay After completing 5 years of service - 6 months full pay and 6 months half pay
Pension:	You will be automatically enrolled into the NHS Pension scheme (Scottish Public Pension Agency). The benefits of which can be found at http://www.sppa.gov.uk/
Base:	Your principal place of work is the Dumfries & Galloway Royal Infirmary. Other work locations and off site working including The Galloway Community Hospital may be agreed. You may be required to work at any site within your employing organisation, including new sites.
Notice Period:	3 Calendar Months
Hours of Duty:	The working pattern for this post is Full Shift rota. The terms and conditions of service as amended from time to time will apply to and govern this statement.

The full Hospital Medical and Dental Staff (Scotland) Terms & Conditions can be found at: <http://www.msg.scot.nhs.uk/pay/medical>

Section 5: Staff Benefits & Further Information

BENEFIT	DESCRIPTION	FURTHER INFORMATION
NHS Credit Union	The Board offers staff the opportunity to manage short/ longer term savings and to offer very competitive rates for personal loans	Further information can be found on: www.nhscreditunion.com
Cycle to Work Scheme	The Board offer staff the opportunity to buy a bike through a Salary Sacrifice Scheme	Further information can be found on: www.cyclescheme.co.uk
Lets Connect	The Board offers staff a Home Computer & Technology Salary Sacrifice Scheme	Further information can be found on: www.lets-connect.co.uk/
Relocation Expenses	Board Relocation entitlement up to £8,000 in accordance with current policy	Further Information can be gained from the Medical Staffing Department dumf-uhb.medicaldentaladmin@nhs.net
Accommodation	Single accommodation available for first 12 weeks	Further information can be gained from the Residence Officer graham.walker8@nhs.net