

# Working for NHS Dumfries & Galloway

## Speciality Doctor Paediatrics



& Galloway

## Contents

Section	
Section 1	Job Description
Section 2	Person Specification
Section 3	Visit
Section 4	Main Terms & Conditions of Service
Section 5	Staff Benefits
Section 6	Further Information



Dumfries  
& Galloway

## Section 1: Job Description

### **Introduction to the Post**

These posts are part of the middle tier of acute paediatric staffing for Dumfries and Galloway. We currently have 2 permanent doctors who contribute to the middle grade on call rota, as well as two trainee posts, which are part of the West of Scotland Paediatric rotation. Our current model involves developing a daytime interest as well as being part of the on-call rota. The hospital based component involves care for children with a wide range of acute and long-term conditions in the children's ward, Neonatal unit, Out-patient and Ambulatory Care facility and provide advice to the Accident and Emergency Department as well as General Paediatrics. For this post the successful candidate can also spend some time undertaking duties in general paediatric or community paediatric clinics. Additional training can be provided if required.

### **General Hospital Paediatric Services**

The Children's Ward at Dumfries and Galloway Royal Infirmary is of a standard ward design with single beds throughout the ward. There are 12 inpatient beds in the ward plus 8 beds as 23-hour care and 4 assessment beds totalling to a 24 bedded Children's ward. Surgical beds are shared between general surgery and orthopaedic surgery. There are admissions from ENT, ophthalmology and sporadically from other specialities seeing children.

### **Neonatal Care**

Consultant Paediatricians are in charge of the care of the new born at the neonatal unit and the maternity wing. Dumfries & Galloway has approximately 1,300 live births per year.

The new maternity wing has been designed to provide 12 beds, 6 labour delivery rooms and 2 assessment rooms. The new neonatal unit has 9 cots comprising of 3 intensive care, 6 special care and 2 transitional care rooms. Neonatal problems arising in any babies born in the small GP/midwife lead maternity unit in Stranraer, are transferred to the neonatal unit at the DGRI. Intensive care, including ventilation, is carried out when necessary but there is a policy of antenatal transfer, usually to Queen Elizabeth Hospital in Glasgow, or Glasgow Royal Maternity Hospital, when delivery is expected at less than 30-32 weeks.

### **Out-Patient Clinics**

Consultant out-patient clinics are currently held at Dumfries and Galloway Royal Infirmary and in the health centres at Newton Stewart, Kelloholm, Annan and Stranraer.

### **Specialist Out Patient Clinics and Managed Clinical Networks**

A number of outpatient clinics take place at 3 to 6 monthly intervals in Dumfries and Galloway Royal Infirmary. Specialists from tertiary centres (generally Glasgow or Edinburgh) lead these clinics and consultant staff and trainees take part. Attending these clinics are patients who

have been referred by Consultant Paediatricians or who are receiving some form of shared care. There are likely to be more such clinics in the future as MCNs develop.

Specialty	Frequency
Paediatric Cardiology	Monthly
Motor Disorders (Neurology)	4 Monthly
Epilepsy (Neurology)	3 Monthly
Endocrinology	6 Monthly
Rheumatology	3 Monthly
Gastroenterology	3 Monthly
Nephrology	3 Monthly

### **Ambulatory Paediatrics**

An ambulatory care centre has been established adjoining the paediatric ward at Dumfries and Galloway Royal Infirmary. We aim to provide a responsive paediatric day care and assessment service, which is tailored to the specific needs of children and their families. This has helped reduce admission rates.

### **Combined Child Health Services**

Combined Child Health Services are responsible for all child health services in the area, including acute and community paediatrics, children’s development team, school health service and the child and adolescent mental health service (CAHMS).

### **Child Development Centre**

The Child Development Centre in Dumfries has recently moved to The Willows, an extensively renovated building on the site of Crichton Royal Hospital. The new building provides excellent accommodation for community paediatric services alongside CAMHS, paediatric therapists, looked after children’s health services and community midwifery services.

The Child Development Service is multi-disciplinary with Consultant and specialist therapist input. In addition, both centre-based and out-reach therapies and a family support service are offered. Members of the Social Services Department’s Children’s Disability Team and the Child Protection Team are co-located within the Child Development Centre.

### **Community Paediatrics**

Staffs are based at The Willows (less than 3 miles away) 10 minutes drive from Dumfries and Galloway Royal Infirmary. Services provided there include adoption and fostering, child development, school medicine and CAMHS. Also co-located at The Willows are speech and language therapy, a joint department of occupational therapy and physiotherapy and the school nursing service.

At present 3 of the seven general paediatric consultants contribute approximately 4 programmed activities to the Community Child Health Service per week. We believe the

children of Dumfries and Galloway are best served by integrated child health services and the Acute Paediatric team are expected to work closely with the Community Paediatric team.

### Acorn House

Acorn House is a family respite unit for children with complex disabilities. This is a modern, domestic style bungalow located approximately one mile from the hospital. It has recently been extensively refurbished.

### Child and Adolescent Mental Health Service

Following a review of services for children and adolescents in Dumfries and Galloway, a community Child and Adolescent Mental Health Service delivers care across the region at Tier II and Tier III.

Tier II services are provided by locality focussed mental health workers and support staff. The team is co-ordinated centrally with offices and clinic rooms at The Willows. Allocation to Tier III services results in a clinical appointment being offered, in a variety of settings in Dumfries and in other towns.

This team is currently involved in multi-agency development of an Integrated Substance Misuse Service.

On the West of Scotland Consortium basis, Tier IV children's inpatient services are provided by Yorkhill and adolescents in-patient services by Gartnavel Hospital in Glasgow.

There are 4 Consultant Psychiatrists.

### Meet the Team

The current Consultant complement of the acute department is 6.8 WTE. A further new 0.9WTE Consultant has now been recruited and who is planning to start from January 2019. All of the consultants are general paediatricians and most have developed special interests and links with specialist MCN's.

Name	Grade	Sub-Specialty
Dr Jean McKnight	Consultant Paediatrician	Oncology, Epilepsy
Dr Jed Bamber	Consultant Paediatrician	Rheumatology, LAC, SCOTGEM
Dr Andrew Mitra	Consultant Paediatrician	Respiratory, Neurodevelopment, Research and Training

Dr Andrew Eccleston	Consultant Paediatrician	Gastro-enterology, Neonatology, Cardiology, Adoption and Fostering
Dr Rajendran Shyam	Consultant Paediatrician	Allergy, Renal, Endocrine, Medical Students
Dr Lisa Finlay	Consultant Paediatrician	Respiratory, Child Protection
Dr Loveline Ayuk	Consultant Paediatrician	Diabetes and Endocrinology
Dr Ben Rayen	Associate Specialist Paediatrician	Community Paediatrics, Diabetes Clinical Director & Governance
Dr Sima Svirpliene	Specialty Doctor Paediatrics	Acute Paediatrics
Dr Lisa McClelland	Specialty Doctor Paediatrics	Acute Paediatrics
Dr Matthais Okposio	Specialty Doctor Paediatrics	Acute Paediatrics
Dr Isobel Hay	Associate Specialist Paediatrician	Community Paediatrics
Dr Avril Forbes	Specialty Doctor Community Paediatrics	Community Paediatrics

All Consultants take part in Child Protection duties when on-call.

There are a number of training grade posts and non-consultant posts within the department:

West of Scotland training programme ST3 or ST4 trainees  
Junior rota 3 FY2s and 2 GP ST2s, 1 APNP

### Teaching and Training

The University of Edinburgh sends 3 students for a 5 weeks attachment as part of their educational need in Child Life and Health.

All consultants are expected to contribute to the teaching of the undergraduates on ward rounds and out patients.

Each Consultant supervises one or more FY2 /GPST2 trainees and is expected to help mentor their progress and complete their portfolio assessments. All consultants are expected to provide a good learning environment for the trainees and encourage their progress.

Fixed educational commitments are to the paediatric ward “grand rounds” 10.00 to 1130 every Thursday and the paediatric postgraduate meeting 1130 to 1230 every Thursday.

There is also a Paediatric department educational session every Wednesday and opportunity is there for other general interest meetings including the RCPE evening symposia by video-conference.

### **Other Duties**

This job description is not exhaustive and may be amended.

You may be required to deputise for absent colleagues and exceptionally be available for irregular commitments for extra work in occasional emergencies and unforeseen circumstances.

### **Accountability**

The post holders will be accountable to the Clinical Director for Paediatrics & Child Health.

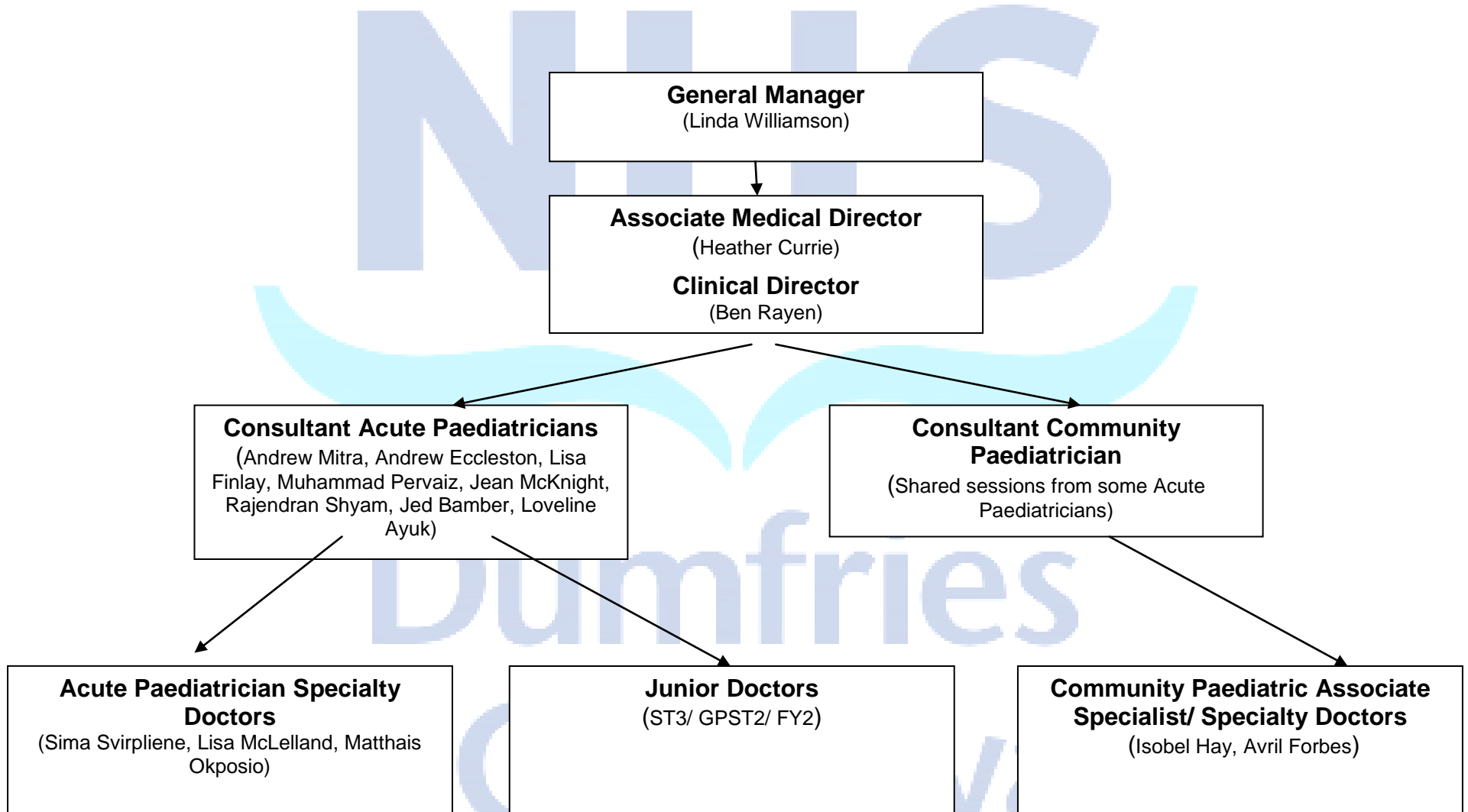
### **Further Information**

For informal enquiries, please contact Dr. Ben Rayen, Clinical Director –01387 244529 (secretary 01387 241308) or Dr Andy Mitra, Consultant Paediatrician - 01387 241054 (secretary 01387 241963)



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## Organisational Chart



## Section 2: Person Specification

	Essential	Desirable
Qualifications	Registered with GMC. Have previous work experience providing acute neonatal and acute paediatric care	MRCPCH/MRCP (or equivalent)
Expertise	Completed core training NLS/PALS/APLS Provider course (or equivalent)	
Teaching	Experience of undergraduate and postgraduate teaching Formal training in teaching skills Evidence of innovation in teaching	
Management skills	Evidence of basic management skills	
Clinical Governance	Evidence of involvement in multi-disciplinary audit Understanding of clinical governance	Formal audit training
Personal skills	Good organisational skills Good communication skills Ability to develop good working relationships as part of a team Commitment to continuing professional development Self-starter	
Practical requirements	Computer skills, Ability to perform paediatric medical procedures including phlebotomy, intravenous cannulations, neonatal intubations etc.	

## Section 3: How to Arrange a Visit

### **How to Visit**

If you would like to visit the Department please contact the Medical Staffing Department on 01387 244143 or [dumf-uhb.medicaldentaladmin@nhs.net](mailto:dumf-uhb.medicaldentaladmin@nhs.net) with the date you intend to visit and arrangements will be put in place.

### **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.

The logo for NHS Dumfries & Galloway is centered on the page. It features the letters 'NHS' in a large, light blue, sans-serif font. Below 'NHS' is a stylized, light blue graphic that resembles a smile or a pair of wings. Underneath this graphic, the words 'Dumfries' and '& Galloway' are written in a larger, light blue, sans-serif font, stacked vertically.

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## Section 4: Main Terms and Conditions of Service

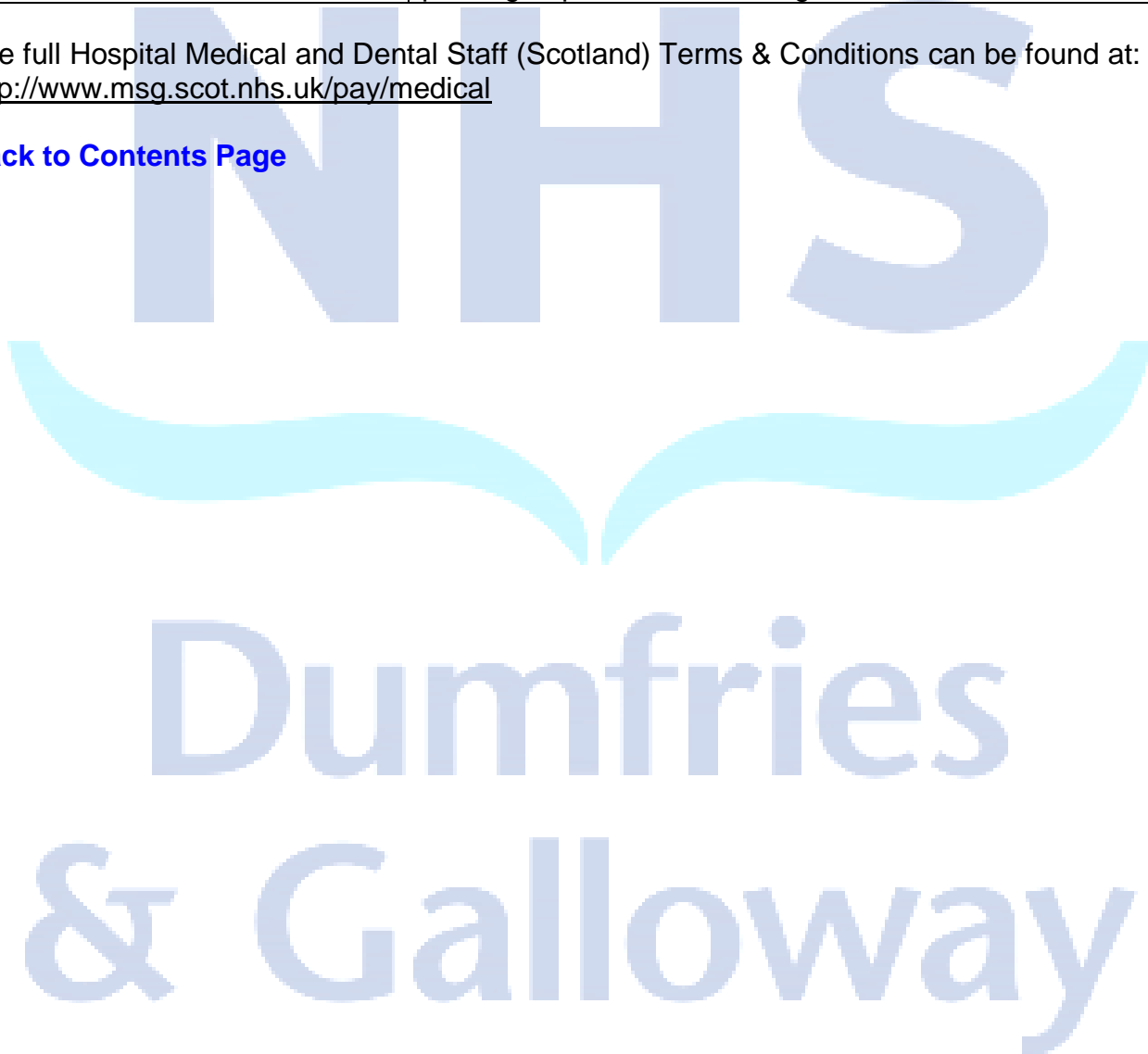
In accordance with the Terms and Conditions of Service for Hospital Medical and Dental Staff (Scotland) employed in the National Health Service, as amended by the Secretary of State for Scotland, and subsequently the Scottish Parliament, from time to time.

<b>Salary:</b>	The current salary applicable to a full time post is £40,842 - £76,161 depending on experience, plus banding depending on rota
<b>Leave:</b>	5 or 6 weeks annual leave dependant on experience pro rata plus 10 public holidays pro rata. Entitlement to 30 days study leaves over a 3 year period.
<b>Occupational Sick Pay:</b>	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
<b>Pension:</b>	You will be automatically enrolled into the NHS Pension scheme (Scottish Public Pension Agency). The benefits of which can be found at <a href="http://www.sppa.gov.uk/">http://www.sppa.gov.uk/</a>
<b>Base:</b>	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.
<b>Notice Period:</b>	1 Calendar Months
<b>Hours of Duty:</b>	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 Clinical Development Fellow is also required to provide cover for Annual Leave and Study Leave and short periods of sick leave of colleagues. The Clinical Development Fellow accepts that they will

	also perform duties in occasional emergencies and unforeseen circumstances at the request of the appropriate Consultant(s). It has been agreed between the professions and the Scottish Office that while juniors accept under this paragraph that they perform such duties it is stressed that additional commitments arising under this paragraph are exceptional and in particular that juniors should not be required to undertake work of this kind for prolonged periods or on a regular basis.
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The full Hospital Medical and Dental Staff (Scotland) Terms & Conditions can be found at:  
<http://www.msg.scot.nhs.uk/pay/medical>

[Back to Contents Page](#)



## Section 5: Staff Benefits

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: <a href="http://www.nhscreditunion.com">www.nhscreditunion.com</a>
Cycle to Work Scheme	The Board offer staff the opportunity to by a bike through a Salary Sacrifice Scheme	Further information can be found on: <a href="http://www.cyclescheme.co.uk">www.cyclescheme.co.uk</a>
Lets Connect	The Board offers staff a Home Computer & Technology Salary Sacrifice Scheme	Further information can be found on: <a href="http://www.lets-connect.co.uk/">www.lets-connect.co.uk/</a>
Relocation Expenses	Board Relocation entitlement up to £8,000 in accordance with current policy	Further Information can be gained from the Medical Staffing Department
Accommodation	Single accommodation available for first 12 weeks	Further information can be gained from the Residence Officer

[Back to Contents Page](#)

## Section 6: Further Information

For further information on schools in Dumfries & Galloway please follow the link below:

Schools: <http://www.dumgal.gov.uk/index.aspx?articleid=9059>

For further information on property in Dumfries & Galloway please follow the link below:

DGSPC: <http://www.dgspc.co.uk/>

For further information about Dumfries & Galloway and the surrounding area please see the links below:

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/>

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[Back to Contents Page](#)