

# WORKING FOR NHS DUMFRIES AND GALLOWAY



## Contents

<b>Sections</b>		<b>Page</b>
Section 1	Job Description	3
Section 2	Person Specification	8
Section 3	How to Visit and Guidance on completing the NHS Application Form	9
Section 4	An Overview of NHS D&G & our beautiful Region	10
Section 5	Main Terms & Conditions of Service	12
Section 6	Staff Benefits & Further Information	13



## Section 1: Job Description

**Workforce Directorate**  
**Human Resources**  
**Recruitment Team**  
2<sup>nd</sup> Floor North, Mountainhall, DG1 4AP  
Email: dg.applications@nhs.net



### **JOB DESCRIPTION for the following vacancy:**

VACANCY (Post Title): **Locum Consultant, Orthopaedics**

SALARY: **£82,669 - £109,849**

HOURS: **Full Time 40 + 8 hpw**  
**Fixed Term Duration – 12 months**

#### **JOB PURPOSE/ADVERT FOR POSITION INCLUDING ANY ADDITIONAL DETAILS:**

An opportunity is available for a Locum Consultant in Orthopaedics at the new Dumfries and Galloway Royal Infirmary, located in the south west of Scotland.

The successful candidate will join a team which comprises seven Consultants (including this post), one Associate Specialist, and 8 middle graders. A 24-hour trauma service is provided at DGRI where in-patient facilities are provided for elective and trauma cases.

The job plans will include providing support in the provision of:

- Theatre sessions
- Outpatient clinics
- Trauma Clinics
- Clinical admin
- Ward round
- SPA

The General Manager for the Acute and Diagnostics Directorate is Carole Morton and the successful post holder will be managerially accountable to this person.

The Clinical Director for Surgery, including Orthopaedics is Miss Maria Bews-Hair and the successful post holder will be clinically accountable to this person. The Specialty Team Lead for Orthopaedics is Mr Subodh Srivastava.

It is an exciting time in Dumfries and Galloway as we relocated to a new District General Hospital in December 2017. The new hospital ensures NHS Dumfries & Galloway staffs are able to continue to provide high quality clinical care to the population of Dumfries & Galloway in a modern environment.

## **THE ORTHOPAEDIC DEPARTMENT**

The Department of Orthopaedic Surgery, based at Dumfries and Galloway Royal Infirmary (DGRI), provides a comprehensive elective and trauma service to the Dumfries and Galloway region. Outpatient and day case services are also provided at the Galloway Community Hospital in Stranraer with remote Trauma clinics via DGRI.

A 24-hour trauma service is provided at DGRI where in-patient facilities are provided for elective and trauma cases.

The Department consists of seven Consultants (Including this post), one Associate Specialist, and 8 middle graders.

### **THE DUTIES OF THE POST**

The successful candidate will join a team which comprises seven Consultants (including this post), one Associate Specialist, and 8 middle graders. A 24-hour trauma service is provided at DGRI where in-patient facilities are provided for elective and trauma cases.

The job plans will include providing support in the provision of:

- Theatre sessions
- Outpatient clinics
- Trauma Clinics
- Clinical admin
- Ward round
- SPA

The General Manager for the Acute and Diagnostics Directorate is Carole Morton and the successful post holder will be managerially accountable to this person.

The Clinical Director for Surgery, including Orthopaedics is Miss Maria Bews-Hair and the successful post holder will be clinically accountable to this person. The Specialty Team Lead for Orthopaedics is Mr Subodh Srivastava.

### **In-patient/Day Case Services**

The main provision of in-patient services covers the day to day treatment of significant musculo-skeletal trauma.

The majority of major elective surgery is joint replacement, arthroscopy, upper limb and paediatric surgery (*excluding spinal surgery*). Children from 4 months old are anaesthetised locally. Most orthopaedic elective surgery is carried out at the Dumfries and Galloway Royal Infirmary; some daycase elective Surgery is carried out at the Galloway Community Hospital.

A pre-admission assessment clinic is held weekly at DGRI as part of the Enhanced Recovery pathway which also includes Joint School.

### **Out-patient Clinics**

Out-patient services include combined elective and fracture clinics at DGRI. Peripheral clinics which are also mixed are available at the Galloway Community Hospital. Occasional consultations are made at Cresswell Maternity Wing for paediatric cases, as required.

X-ray and plaster facilities are provided at each of the peripheral out-patient clinics.

**Plaster Room**

There is a fully equipped Plaster Room staffed by one Charge Nurse and four Staff Nurses from 8.30am to 5.00pm Monday to Friday.

**Orthotic Services**

The orthotic service is contracted and is currently provided on a Monday and a Wednesday. The service usually operates within DGRI but visits Newton Stewart on the 1<sup>st</sup> Wednesday of the month and Stranraer on the 3<sup>rd</sup> Monday. We are also looking to expand the service to include Friday. Orthoses are prescribed by the Orthopaedic Consultant and administration handled by a full-time Appliance Officer.

**Physiotherapy**

There is a large Physiotherapy Department with 2.5 whole time qualified Physiotherapists and a 0.6 whole time Physiotherapy support worker allocated to the Orthopaedic department. This includes provision of services on wards, Day Surgery, Joint School and Fracture clinic.

**Occupational Therapy**

There is an Occupational Therapy Department to which occupational therapy requests can be made. An Occupational Therapist attends the Orthopaedic Consultant’s main weekly ward rounds. The Occupational Therapist also takes an active role in management of hand patients, vetting referrals and following patients up after surgery.

**Theatre**

There is a Theatre Suite of 6 Theatres (*ie 5 elective and 1 emergency*), two of which are equipped with "laminar flow". There is a dedicated staffed emergency theatre available at all times and 16 elective sessions per week allocated for Orthopaedic services.

**Staffing**

The Orthopaedic Department medical staff establishment currently consists of:

**7 Consultant Orthopaedic Surgeons and 1 Associate Specialist- *with a special interest in:***

• Miss A Hawkins	Children’s orthopaedics, arthroplasty and trauma
• Mr Shewale	Adult hip and knee surgery, trauma
• Mr R Ferdinand	Foot and ankle surgery, trauma
• Mr Srivastava	Adult hip and knee surgery, trauma
• Mr Ansara	Shoulder surgery, trauma
• Mr Cree	Knee surgery, trauma
• Mr Hatab	Adult Hip and Knee, Foot Surgery and trauma
<i>supported by:</i>	
• Mr Thomas (Associate Specialist)	Hand surgery

### **Junior staff**

2 Specialist Registrar from West of Scotland rotation

6 Specialty doctors

2 FY1s

### **Orthopaedic Bed Complement**

The Department has access to 29 beds in Ward C6 and the Day Surgery Unit. The service also has use of surgical beds in the paediatric ward.

A Combined Critical Care Unit is available for major trauma and post-operative cases.

### **Education, Research and Audit**

Departmental meetings are held weekly (*Thursday am*) and involve the Consultant's, Higher Surgical Trainee, Middle Grade Medical, Nursing, AHP and other staff as appropriate. These are used for weekly antibiotic ward round, clinical teaching, reviewing MRI/ other investigations for back pain and other departmental matters.

There is an active Research and Development Department *and* Clinical Audit Department within DGRI.

Audit is encouraged in the Orthopaedic Department. We support the Scottish Hip Fracture Audit, Scottish Audit for Surgical Mortality and Scottish Arthroplasty Register.

### **General Provisions**

- The successful candidate is required to work within the local management structure and co-operate with other professional colleagues to ensure the efficient running of the service.
- Subject to the provision of terms and conditions of service, the postholder is required to observe the organisation's agreed Policies and Procedures, drawn up in consultation with the profession on clinical matters, and to follow the Standing Orders and Financial Instructions of the organisation.
- The postholder is required to comply with the Organisation's and the Department's Standing Operating Procedures including Health and Safety Policies.

### **Travel**

Any travel allocation will be included within the Total Programmed Activities and will be determined by the location at which Direct Clinical Care and Supporting Professional Activities are carried out.

### **Research**

Research is encouraged and supported by an active Research and Development Committee. The appointee will be encouraged to develop research interests associated with their specialist interest.

### **Administration**

This activity covers the management of individual patients including out patient administration, results reporting, letters/phone calls to patients, carers, GPs and members of the wider multidisciplinary team involved in the patients care.

### **On call arrangements**

This post will include a 1 in 7 on call commitment.

### **Supporting Professional Activities**

A minimum of one SPA is included in the indicative job plan, amounting to 168 hours per annum which shall normally be sufficient to reflect activities such as revalidation, appraisal, personal audit, and professional development (occurring out with the 30 days of study leave entitlement in any three year period). Time permitting, it may also cover minimal teaching, training and non-clinical administration. Any additional SPA allocation will require to be evidenced as being mutually beneficial and required by the department. Adjustment to the programme to incorporate additional SPA will require other activities to be reviewed to accommodate any increase as necessary. It will be requested that SPAs are delivered at the normal place of work, unless there are mutual advantages to it being performed elsewhere. The exact timing and location of SPAs, and flexibility around these, will be agreed during the 1:1 meeting with the Clinical Director/Associate Medical Director and included in the prospective job plan.

### **Annual Appraisal and Job Planning**

You shall also be required to participate in annual appraisal. Job planning is linked closely with, but is separate to, the agreed appraisal scheme for consultants. The job plan review will take into account the outcome of the appraisal discussion and reflect the agreed personal development plan.

[Back to Contents Page](#)

## Section 2: Person Specification

<b>Requirements</b>	<b>Essential</b>	<b>Desirable</b>
<b>Eligibility</b>	Eligibility to Work in the UK	
<b>Qualifications</b>	MRCP, MRCPGP or FRCS	Higher Degree MD etc FRCS Tr & Orth
<b>Experience</b>	CCST or within 3 months of certificate <i>or</i> CESR Adult hip and knee (primary arthroplasty) and trauma	Additional experience or interest in related specialty Experience of ensuring patient safety & person centred approach
<b>Personal attributes</b>	Honest, trustworthy, hard working, ability to get on with colleagues Good communicator Develop self awareness Acting with integrity	Critical evaluation Evidence of CPD ( <i>continuous professional development</i> )
<b>Personal skills and attitude</b>	Willing to work within various Teams Empathy, sensitivity Effective personal organisation Ability to cope with pressurised environment	Developing networks Ability to encourage contribution Ability to lead teams Ability to teach / train staff
<b>Audit</b>	Well versed in audit process. Several audits completed.	Publications and presentations Clinical governance
<b>Management ability</b>	Organisational awareness Ability to make decisions Apply knowledge and evidence Ability to improve services through change	Evaluate impact Identifying context for change Encouraging improvement and innovation Experience of planning, managing resources & people

[Back to Contents Page](#)

## Section 3: How to Arrange a Visit

### **How to Visit**

If you would like to visit the Department please contact our Medical Staffing Team on 01387 272782 or by e-mail to [dumf-uhb.medicaldentaladmin@nhs.net](mailto: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](http://www.nhsdg.scot.nhs.uk/Departments_and_Services/Data_Protection_Notices)

**[Back to Contents Page](#)**

## 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 just 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](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/>

[\*\*Back to Contents Page\*\*](#)

## Section 5: 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 £82,669 - £109,849 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 month 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 Dumfries and Galloway Royal Infirmary. Other work locations and off site working may be agreed. You may be required to work at any site within your employing organisation, including new sites.
<b>Notice Period:</b>	Three Calendar Months
<b>Hours of Duty:</b>	The working pattern for this post is 40 +8 hpw

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 6: 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: <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>
Childcare Vouchers	The Board operates a Child Care Vouchers scheme, which entitles you to savings on your childcare costs. The vouchers are now available to staff paid by the Board.	Further information can be found: <a href="http://www.childcarevouchers.co.uk">www.childcarevouchers.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](#)