
Dear Candidate,

Thank you for taking the time to read more about who we are and the opportunity we have on offer to join our team.

NHS Dumfries and Galloway is one of 14 territorial Health Boards in Scotland covering the region of South West Scotland.



Our District hospital and Mental Health hospital are based in Dumfries with our smaller community hospital with some acute services based in Stranraer. In addition to this we have several smaller cottage hospitals.

The District hospital (DGRI) has been purpose built to suit the needs of the staff and patients.

One question I often get asked is, why would a medic choose to come to a small district hospital or our small community hospital?

My top three answers to that would be:

- The teams are smaller which gives you more of a sense of community within the workplace, where you are known by name and supported more in your role.
- We have heavily invested in front line equipment and technology meaning you can get on and do the job you love.
- We have a strong nursing and advanced practitioner workforce to help support us with excellent twice daily huddles in the acute setting to problem solve.

Our medical community across the Health Board have opportunities to develop their skills as we are committed to supporting CPD and development of new skills. We have created a culture of shared learning and best practice with weekly lunch time Journal clubs and educational talks led by our own staff or guest speakers. Our education centre is one of the centres to be fully kitted out and include a clinical skills and observation /control room.

One of the key achievements and something we do well at D&G is the introduction of new models of workforce to make a sustainable future for our community. Recently we have introduced the new SCOTGEM rural medicine programme which has attracted a new talent of medical students to the area as well introducing a Clinical Development Fellows programme where we have added an additional 20+ staff giving additional support at lower to middle grades.

Whatever your specialty we hope that you will take the time to come and visit us and see for yourself why working at D&G is the right choice for you.

Kind regards,

Ken

*Ken Donaldson,
Medical Director,
NHS Dumfries & Galloway*

The Opportunity

Job Title:	Speciality Doctor
Salary:	£64,158 - £99,975 (pro rata)
Hours:	Full Time 40 hours per week
Contracted Type:	Permanent
Department:	Obstetrics & Gynaecology
Reporting to:	Lyn Durrant, General Manager for Women's and Childrens Directorate
Base:	Dumfries & Galloway Royal Infirmary

Contact Details

We welcome informal contact from prospective candidates who wish to better understand the role.

Please contact:

Dr Philip Dutton, Consultant Obstetrician and Gynaecologist, Clinical Director for Obstetrics and Gynaecology. Tel: 01387 241058

Dr Ben Rayen, Associate Medical Director for Women and Children's Directorate. Tel: 01387 246246

Job Description

JOB PURPOSE

Applications are welcome for a Speciality Doctor post in Obstetrics and Gynaecology working 10 sessions per week at Dumfries & Galloway Royal Infirmary. The post-holder will work a resident 1:7 on-call rota including day, night and weekend cover. The successful applicant will be encouraged to develop special skills, be involved in specialist services and take an active part in service review and implementation of service development.

Applicants should have at least two years ST3+, or equivalent, experience within Obstetrics and Gynaecology. MRCOG part 1, or equivalent, is required and MRCOG part 2, or equivalent, is preferred. All applicants must hold valid registration with the GMC.

The successful applicant will join an enthusiastic team of five Consultants, four Speciality Doctors and three specialty trainees.

THE DEPARTMENT

The department, based at DGRI, provides a wide range of Obstetric and Gynaecological services. Special interest clinics are held in Infertility, Gynaecological Oncology, Colposcopy, Hysteroscopy, Menopause, Vulval disease, Urogynaecology, Maternal and Fetal medicine. Dumfries and Galloway Royal Infirmary is fully equipped for minimal access Gynaecological surgery. A full range of ultrasound scanning equipment is available.

The women's outpatients department currently provides the base for all Antenatal and gynaecological out-patients and for patients having medical management of miscarriage and medical termination of pregnancy. The Department also admits to a surgical ward, Day Surgery and the 23 Hour Unit. The main theatre suite is used for all gynaecological surgery. Gynaecological in-patients are cared for in a surgical ward where gynaecology emergencies are also seen in a Gynaecology assessment area.

The Maternity Wing has six LDRP (labour, delivery, recovery, post-partum) beds in its delivery suite. There is a dedicated Obstetric theatre and recovery facility. The unit also has 12 beds in its maternity suite, to provide ante-natal and post-natal in-patient care. The annual delivery rate is approximately 1150. The ante-natal out-patient services include day case and Ultrasonography facilities.

The Neonatal Unit is also located next to the Maternity Wing and there are close links with the Paediatric department.

The Obstetrics and Gynaecology Department medical staff establishment currently consists of:

Consultants	
Dr C McCormack	<i>Special interest in fetal medicine, obstetric ultrasound and high risk pregnancy</i>
Dr P Dutton	<i>Clinical director. Special interest in Gynaecology, Colposcopy and Fertility</i>
Dr C Barlow	<i>Special interest in Vulval diseases and Urogynaecology. Lead for Clinical Risk</i>
Dr E Anderson	<i>Special interest in Early Pregnancy Care and Hysteroscopy. RCOG District Tutor</i>
Dr H Currie	<i>Special interest in Menopause and Colposcopy</i>
Other Permanent Medical Staff	
Vacancy – this post	<i>Speciality Doctor</i>
Dr S Ansari	<i>Speciality Doctor</i>
Dr H Elsheikh	<i>Speciality Doctor</i>
Dr S Altaf	<i>Specialty Doctor</i>
Dr U Salma	<i>Specialty Doctor</i>

In addition, Dr Sara Proudfoot, GP and Specialty Doctor in Sexual Health, provides Menopause sessions, and Dr Soosan Romel, Locum Consultant in Sexual Health, provides sessions for Termination of pregnancy.

The General Manager for the Women and Children's Directorate is Mrs Lyn Durrant and the successful post holder will be managerially accountable to this person.

The Clinical Director for the Women Services is Dr Philip Dutton and the successful post holder will be clinically accountable to him.

The Directorate

Obstetrics, Gynaecology and Maternity Services are part of the Women, Children and Sexual Health Directorate.

The integrated Maternity Services of Dumfries and Galloway comprise:

The Maternity Wing at Dumfries and Galloway Royal Infirmary which has 18 maternity beds, 2 assessment rooms and 9 neonatal cots, two of which are Neonatal Intensive Care Cots.

In the west of the region, the community midwives are based at the Oaktree family centre in Stranraer. Whilst this is a community maternity unit with involvement of Midwives and General Practitioners, the service is managed from the Maternity Wing.

Job Plan: A typical Speciality Doctor job plan example is as follows:

	M	T	W	T	F	S	S
Week 1	Night	Night	Night	Night	Zero		
Week 2	Long day	Day	Day	Zero	Long day	Long day	Long day
Week 3	Zero	Zero	Zero	Zero	Zero		
Week 4	Day	Day	Long day	Day	Night	Night	Night
Week 5	Zero	Zero	Day	Long day	Zero		
Week 6	Day	Long day	Day	Day	Zero		
Week 7	Day	Day	Day	Zero	Day		

JOB DESCRIPTION AGREEMENT

Job Holder's Signature:

Date:

Head of Department Signature:

Date:

Person Specification

ESSENTIAL	DESIRABLE
<p>Education, Qualifications and Specialist Skills:</p> <ul style="list-style-type: none"> • Primary Medical Qualification. • GMC Registered with Licence to Practice • MRCOG Part 1 (or equivalent) 	<ul style="list-style-type: none"> • MRCOG Part 2 (or equivalent)
<p>Clinical Experience:</p> <ul style="list-style-type: none"> • Evidence of Working at ST3+, or equivalent, in the specialty. • Evidence of a substantial commitment to the specialty. • Ability to offer an expert clinical opinion within the specialty. • Ability to take independent responsibility for the clinical care of patients referred to the Department. 	<ul style="list-style-type: none"> • Completion of RCOG ATSMs (or equivalent)
<p>Management & Administration Experience:</p> <ul style="list-style-type: none"> • Involvement with management and project leadership within the specialty. • Evidence of involvement in authoring or reviewing clinical guidelines. • An understanding of Clinical Governance. 	<ul style="list-style-type: none"> • Proven management experience and understanding of management goals. • Evidence of leadership / project management. • Evidence of having implemented change. • Experience in developing and implementing new technologies.
<p>Teaching:</p> <ul style="list-style-type: none"> • Experience of Teaching and training Undergraduate/ Postgraduate and Junior Medical Staff 	<ul style="list-style-type: none"> • Attendance at courses to develop teaching skills. • Postgraduate qualification in medical education.
<p>Research & Audit:</p> <ul style="list-style-type: none"> • Evidence of involvement in and understanding of research methodology and publication of findings. • Research/critical review of literature. • Publications in the last five years • Evidence of participation in auditor alternative quality improvement projects 	<ul style="list-style-type: none"> • Higher degree. • Evidence of having changed practice as a result of audit. • Evidence of having revisited the audit to assess improvement.
<p>Personal Attributes:</p> <ul style="list-style-type: none"> • Alignment with the Board's Core & Professional Behaviours (as outlined on page 6). • Flexible approach to service delivery and committed approach to development. • Committed to share in professional, managerial and teaching responsibilities necessary to fulfil the obligations of the Directorate to the Board and its workforce. • A commitment to personal / unit CPD. 	

Terms and Conditions

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 £64,158 - £99,975 depending on experience, plus OOH supplement if applicable.
Leave:	28 or 33 days annual leave dependant on experience pro rata plus 8 public holidays pro rata. Entitlement to 30 days study leave over a 3 year period.
Occupational Sick Pay:	<ul style="list-style-type: none">• 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
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 Dumfries & 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.
Notice Period:	3 Calendar Months
Hours of Duty:	The working pattern for this post is 40 hours per week.

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

Staff Benefits

At NHS Dumfries & Galloway, we want to give a warm welcome to new colleagues and aim to provide support to those moving to the region.

Relocation Package

We offer a supportive and flexible package to help with the cost of relocating. We also have a dedicated team who can offer advice and guidance on everything from activities and attractions in the local area; to travel, housing, education and employment opportunities for family members.

International Candidates

We are a Tier 2 sponsorship employer and as such, welcome applications from international candidates.

We are committed to supporting colleagues to fully integrate into the society of our region. We want to support staff to feel part of the community – this means in their personal life, as well as at work.

There are various community groups, social gatherings and opportunities to meet other people within our region. For example, the Dumfries Multicultural Association is an active group in the local area. Furthermore, you will find activities and events in the towns and villages of Dumfries & Galloway are very welcoming to new members of the community.

Find Out More

For information on NHS Dumfries & Galloway, including details of further staff benefits, our facilities and beautiful surroundings, check out our new [Work, Live, Play Digital Brochure](#).

To access the brochure, copy and paste the following link into your web browser:

www.nhsdg.co.uk/workwithus

