

Consultant ENT Surgeon

CANDIDATE INFORMATION PACK



Welcome

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 and is one of the only NHS hospitals in the UK to have all single en-suite rooms which has seen an increase in recovery time.

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:	Consultant ENT Surgeon
Salary:	£111,430 - £148,064 (pro rata)
Hours:	Full Time 40 hours per week
Contracted Type:	Permanent
Department:	ENT
Reporting to:	Katy Jeffery, Divisional Manager - Surgery
Base:	Dumfries & Galloway Royal Infirmary

Contact Details

For further information please contact:

Ms Maria Bews-Hair, Clinical Director, direct dial - 01387 241216; e-mail maria.bews-hair@nhs.scot,

Mrs Katy Jeffery, Divisional Manager – Surgery, e-mail katy.jeffery@nhs.scot

Mrs Samantha Henry, Service Manager – Surgery, e-mail Samantha.henry@nhs.scot

If you would like to visit the Department please contact our Medical Staffing Team at dg.medicaldentaladmin@nhs.scot, who will be more than happy to make arrangements for you.

Job Description

JOB PURPOSE

- NHS Dumfries and Galloway are currently recruiting for a Consultant ENT Surgeon.
- You will be integral to the delivery of an ENT service to the Dumfries and Galloway Region (population 148,000). Out-patient clinics are undertaken at Dumfries and Galloway Royal Infirmary (DGRI) and the Galloway Community Hospital (GCH) in Stranraer. Elective surgery is performed at DGRI and some minor cases are performed at GCH.
- The successful candidate will create a team of two Consultants, a Speciality Doctor and two GP trainees. Consultant ENT Surgeons will provide 1 in 2 on call during week days and weekend cover will be provided by Ayrshire's ENT Department. On Call attracts an 8% availability supplement, occasional prospective cover is at additional on call rates. The team will provide adult and paediatric services and we will be looking for complementary sub-specialist interests. Otology experience would be desirable.

THE DEPARTMENT

The department cover:

- Out-patient, elective and ENT Services
- Specialist clinics (head, neck, voice, paediatrics and audio)

Supervision and training of junior medical staff and multi-disciplinary meetings

THE POST

Prospective candidates will require being on the GMC Specialist Register and will holding a CCT or being within 6 months of obtaining the certificate, or will be an established ENT Surgeon.

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/>

JOB DESCRIPTION AGREEMENT

Job Holder's Signature:

Date:

Head of Department Signature:

Date:

Person Specification

Essential	Desirable
Education, Qualifications and Specialist Skills <ul style="list-style-type: none"> • Primary Medical Qualification • GMC Registered with Licence to Practice • Fellowship of Royal College of Surgeons or international equivalent 	
Eligibility <ul style="list-style-type: none"> • CCT or within 6 months of certificate or experience as established Consultant ENT Surgeon 	
Clinical Experience <ul style="list-style-type: none"> • CCT or within 6 months of certificate or experience as established Consultant ENT Surgeon • 	<ul style="list-style-type: none"> • Experience of ensuring patient safety and person centred approach • Interest or experience in Otology
Academic Research & Audit <ul style="list-style-type: none"> • Research skills: Demonstrates understanding of the basic principles of audit, clinical risk management & evidence-based practice • Understanding of basic research principles, methodology & ethics, with a potential to contribute to research • Audit: Evidence of active participation in audit 	<ul style="list-style-type: none"> • Experience of relevant academic and research achievements eg degrees, prizes, awards, distinctions, publications, presentations, other achievements. • Evidence of participation in risk management and/or clinical/laboratory research
Fitness to Practice <ul style="list-style-type: none"> • Is up to date and fit to practice safely without restriction 	
Health <ul style="list-style-type: none"> • Meets professional health requirements (in line with GMC standards/Good Medical Practice) and informs of any health issues or restrictions that may affect training 	
Personal skills and attitude <ul style="list-style-type: none"> • Willing to work within various teams • Empathy, sensitivity • Effective personal organisation • Ability to cope with pressurised environment 	
Management ability <ul style="list-style-type: none"> • Organisational awareness • Ability to make decisions • Apply knowledge and evidence • Ability to improve services through change 	<ul style="list-style-type: none"> • Evaluate impact • Identifying context for change • Encouraging improvement and innovation • Experience of planning, managing resources and people.

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 £111,430 - £148,064 (pro rata) depending on experience, plus banding depending on rota.
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	Three 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>

