

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 in General Adult Psychiatry
Salary:	£111,430 - £148,064 (pro rata)
Hours:	Full Time 40 hours per week (Part Time Considered)
Contracted Type:	Permanent
Department:	Psychiatry
Reporting to:	Dr Esther Mackenzie
Base:	Midpark Hospital

AWAITING APPROVAL FROM EXTERNAL ADVISOR

Contact Details

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

Please contact Dr Esther Mackenzie, Associate Medical Director – Mental Health, by e-mail at Esther.Mackenzie@nhs.scot or tel. 01387 244118

Job Description

JOB PURPOSE

NHS Dumfries & Galloway provides mental health services to a total population of 150,000 in a beautiful rural area of South West Scotland. We are seeking to recruit two Consultant Psychiatrists in General Adult Psychiatry for community and in-patient work.

The service includes in-patient beds at Midpark Hospital, Dumfries, which is a state of the art, purpose-built hospital opened in 2012, and community services across the region provided by five generic locality community mental health teams, and specialist teams for addictions and intellectual disability psychiatry. There are additional services for primary care mental health, general hospital liaison, perinatal mental health, early intervention for first episode psychosis, eating disorders and forensic psychiatry. There is strong multi-disciplinary and multi-agency working across the service. The post-holder(s) will be based at Midpark, but the clinical work will include some sessions in the community, and the option of some remote working. The job plan can be tailored to the individual and will be finalised by negotiation with the successful candidate(s).

Midpark Hospital is the centre for local audit, research and teaching activities. Strong academic links exist between the Hospital and universities of Dundee, Edinburgh and Glasgow. NHS Education for Scotland and the Scotland Postgraduate Deanery oversee core and higher specialist training in psychiatry, with psychiatric, GP and foundation trainees placed within the service. Medical students are attached from Dundee, Edinburgh and the Scottish Graduate Entry (ScotGEM) medical programmes.

Dumfries & Galloway is an area of outstanding natural beauty with considerable local amenities. Although a pleasant rural area, Edinburgh and Glasgow are each only 75 miles from Dumfries town. The climate is generally the mildest and most pleasant in Scotland.

Applicants should have full GMC registration and a licence to practise, and at least three years' experience in core training in psychiatry, or equivalent. MRCPsych and training as an Approved Medical Practitioner (under the Mental Health (Care & Treatment) (Scotland) Act 2003) would be desirable. Enthusiasm for medical education is essential.

THE DEPARTMENT

MENTAL HEALTH SERVICES

Mental health services in Dumfries & Galloway are managed within the Mental Health Services Directorate (which includes intellectual disability, specialist drug & alcohol, rehabilitation, forensic, and liaison services as well as generic community and hospital services for working age and older adults, and prison

healthcare) which comes under the NHS Dumfries & Galloway / Dumfries & Galloway Council Integrated Joint Board. Child & Adolescent Mental Health Services are managed within the Women & Children's Directorate but there are professional links with mental health services as a whole.

Adult services are based around Community Mental Health Nursing Teams and are supported by other disciplines, including psychiatry, occupational therapy and clinical psychology. Consultant input is in the form of direct patient contact, consultation and supervision. There are good working relationships with social work and third sector providers. There are five teams, covering five localities, and both working age and older adult populations.

Acute beds are in Midpark Hospital: Etrick and Nithsdale wards (mainly for patients under 65 years old, aligned to locality) – 34 beds; Glencairn ward (mainly for patients over 65 with functional conditions) – 15 beds; Cree ward (dementia assessment) – 16 beds; Balcary ward (IPCU) – 6 beds, and Dalveen ward (rehabilitation, including functional and organic rehab., and low secure step-down beds) – 8 beds plus 3 supported self-care flats.

Crisis and home-based treatment services, and general hospital liaison services are provided by the crisis mental health nursing team with consultant psychiatrist consultation and supervision. They offer 24/7 access to all age groups for emergency assessment in A&E, and between 9.00am and 9.00pm urgent home assessments and home-based treatment (where admission might otherwise be needed).

CURRENT MEDICAL STAFFING

Currently, we have 7 whole time equivalent senior medical staff and 1 longer term locum in post. In addition, we have 3.5 WTE specialty doctors, 2 higher trainees and 17 junior trainees (including 7 core trainees, 4 GP trainees, 1 broad based trainee, 2 clinical development fellows, 1 clinical teaching fellow and 2 foundation year 2 doctors).

THE POST

This post is for a consultant in general Adult Psychiatry. The post includes time for supporting professional activities (such as CPD). This is a permanent post. On call duties are included.

An exact job plan for the post-holder will be negotiated with the successful applicant on appointment, taking account of experience, qualifications and professional interests.

Although full time, any candidate wishing to work part time would also be considered.

ADMIN SUPPORT

The post-holder will have access to general secretarial support as is required for the post. There is currently a team of 7 (5.85 WTE) admin staff, including 1 Business Administration Manager, 4 Senior Medical Secretaries and 2 Admin. Assistants, who support Consultants, Specialty Doctors and Trainees in adult and

older adult mental health services.

The post-holder will have an office in the same location as other consultant and support staff as well as access to hot desks in other locations.

QUALIFICATIONS

The post-holder must have full GMC registration with a licence to practise and be on the specialist register with membership of the Royal College of Psychiatrists or equivalent. Recognition as an Approved Medical Practitioner under S22 of the Mental Health (Care & Treatment) (Scotland) Act 2003 is also desirable, and this training would be supported for the appointee once in post if needed. Experience of medical student teaching and wider educational support, including supervision of trainees, is also desirable.

DISCLOSURE SCOTLAND / PROTECTION OF VULNERABLE GROUPS

This post is in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups (PVG) scheme enhanced membership.

Person Specification

ESSENTIAL	DESIRABLE
Qualifications: <ul style="list-style-type: none"> • GMC registration & licence to practise • Entry on the specialist register • MRCPsych (or equivalent) 	<ul style="list-style-type: none"> • MHA S22 approved
Experience: <ul style="list-style-type: none"> • Full training and experience in psychiatry • Experience of multidisciplinary working 	<ul style="list-style-type: none"> • Experience of clinical leadership in MDT • Experience of medical education and supporting learners
Personal Attributes: <ul style="list-style-type: none"> • Compassionate approach • Honest, trustworthy and reliable • Reflective and open to learning • Team Worker 	
Personal Skills and Attitude: <ul style="list-style-type: none"> • Evidence of high quality clinical communication • Professional manner with patients and staff 	<ul style="list-style-type: none"> • Ability to cope with work stress and take responsibility in complex clinical situations
Practical Requirements: <ul style="list-style-type: none"> • Active involvement in annual appraisal (or trainee equivalent) 	<ul style="list-style-type: none"> • Ability to travel independently of public transport
Audit / Research: <ul style="list-style-type: none"> • Understanding of role and importance of clinical governance and clinical evidence 	<ul style="list-style-type: none"> • Audit experience • Publications
Management Ability:	<ul style="list-style-type: none"> • Experience of committee work

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.

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

Salary:	The current salary applicable to a full time post is £111,430 - £148,064 depending on experience, plus banding depending on rota.
Leave:	33 days plus 8 public holidays; pro rata. Entitlement to 30 days study leave over rolling 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 Midpark Hospital, Dumfries and community outpatient settings as required. Other work locations, including off-site and home-working, may be agreed. You may be required to work at any site including new sites within your employing organisation.
Notice Period:	3 Calendar Months
Hours of Duty:	The working pattern for this post is full time – 10 PAs per week. (Part-time considered)

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

You may be eligible for 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.

Accommodation

Single accommodation is available for the first 12 weeks of employment.

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 with Us Portal.

To access the Work with Us web pages, copy and paste the following link into your web browser:

www.nhsdg.co.uk/workwithus

