

WORKING FOR NHS DUMFRIES AND GALLOWAY



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Section 1: Job Description

Workforce Directorate
Human Resources
Recruitment Team
High East, Crichton Hall, Dumfries DG1 4TG
Email: dg.applications@nhs.net



JOB DESCRIPTION for the following vacancy:

VACANCY REF No: 14208

VACANCY: Consultant in Radiology

SALARY: £82,669 to £109,849 (pro-rata)

HOURS: Full Time 40hpw/10PAs
Permanent

JOB PURPOSE / ADVERT FOR POSITION INCLUDING ANY ADDITIONAL DETAILS:

INTRODUCTION

NHS Dumfries and Galloway are looking to appoint a Consultant to join an outstanding radiological services department. Based in Dumfries and Galloway Royal Infirmary, the successful applicant will work as part of a 7 strong Radiologist team. The main aspects of the role will include:

- Plain image reporting
- Ultrasound scanning
- CT and MR reporting
- Supervision and training of radiographers
- Teaching of medical and radiography students
- Clinical audit
- Weekly multi-disciplinary meetings

Dumfries & Galloway Royal Infirmary, a 352 bed district general hospital serving a population of 150,000, carrying out 90,000 Radiology exams per year and is based in the University town of Dumfries. The region offers beautiful countryside, from rugged cliffs and sandy beaches to forests, hills and rolling plains. There are a wide range of activities on offer, with watersports, fishing, birdwatching, golf, mountain-biking or cycling along the network of rural roads and much more. House prices are low, schools are good and you are within 2 hours of Edinburgh, Glasgow, Lake District and Newcastle.

STAFFING

<u>Consultants</u>	<u>Special Interest</u>
Dr David Hill	Ultrasound scanning, DEXA scanning
Dr Petr Hrobar	CT, non-vascular intervention
Dr Barbara Brauer	Breast radiology
Dr Pavel Handrk	Cross-sectional and cardiovascular
Dr Jozef Lastik	Cross-sectional and interventional radiology
Dr Asheesh Gupta	Cross-sectiona, Ultrasound Scanning and MSK imaging
Vacancy	General Radiologist, any subspecialty welcome
Vacancy (new post)	
Interim Service Manager – Valerie Grierson	
General Manager - Carole Morton	
Diagnostics Clinical Director – Dr Martin Connor, Consultant Microbiologist	

THE RADIOLOGY DEPARTMENT

The Radiology Department based at Dumfries and Galloway Royal Infirmary, was opened in December 2017.

Radiology equipment comprises:

Plain film radiography (3 DR rooms)

Dental radiography plus OPT

Mammography : Hologic FFD Mammography unit. Symptomatic breast clinics only.

Ultrasound:

Toshiba Aplio 400 , in the breast imaging suite.

1 x GE Logiq E9

Philips Affiniti 70G.

Samsung HS 85

Samsung HS40 – portable machine

CT Scanner : Cannon Prime SP installed Dec 2017

MR Scanner: Seimens Aera 1.5T Installed Dec 2017

Inteventional/Angio suite : Philips ALLURA XPER FD20 installed Dec 2017

DEXA Scanner – GE IDEXA

Services are also provided at Galloway Community Hospital, Stranraer (opened January 2007), where there are 22 surgical and 20 medical beds. Equipment here comprises DR general

radiography, Toshiba Aquilion 16-slice CT scanner and a Toshiba Aplio 400 ultrasound machine. The Galloway Community Hospital is fully integrated into the regionwide PACS. Images are reported by radiologists at DGRI. Ultrasound scanning is carried out by sonographers.

Nuclear medicine referrals are to Carlisle and Edinburgh. There are no current plans to provide this service in Dumfries.

Dumfries and Stranraer are filmless environments with Carestream RIS and PACS, supported by DR and CR in Dumfries, and DR at Stranraer

Home access to PACS and RIS for on call is available via broadband VPN. Equipment is installed to allow teleconferencing with teleradiology and telepathology for multidisciplinary meetings with Edinburgh.

Vascular interventional radiology is currently provided by the local vascular surgeons.

There are regular multi-disciplinary meetings in general surgery, gastro-intestinal, breast and lung oncology, haematology and urology. There are regular educational and social meetings with radiology colleagues in Cumbria.

Role extension for radiographers is encouraged, with the following currently being in place:

A red dot system is in operation for A&E films.

There are 4 trained sonographers + 1 vacant posts, who currently carry out and report on general abdominal/pelvic and vascular ultrasound in Radiology (18 PAs/week). They carry out obstetric ultrasound scanning in the adjacent Maternity wing (16 PAs/week) and provide the aortic aneurysm screening programme scanning. Sonographers also visit Stranraer regularly. Radiographers provide a videofluoroscopy service for patients with swallowing disorders.

Radiographers are trained to carry out intravenous contrast injections for CT examinations.

3 radiographers, 2 in Dumfries and one in Stranraer, report A&E trauma images.

THE DUTIES OF THE POST

The consultant job plan is flexible and open to negotiation on appointment. The job plan will be offered on a 10PA contract (the balance between direct clinical care and supporting professional activities will be discussed and agreed between the Board and the successful applicant) with an opportunity for 1 EPA if desired. The current on call commitment is 1 in 6 with prospective cover, becoming 1 in 7 after these appointments, attracting a 5% availability supplement which is in line with the National agreement.

An indicative job plan is detailed below:

	AM	PM
Monday	SPA	CT Scanning
Tuesday	Clinical sessions depending on special interest	Duty reporting radiologist
Wednesday	Clinical sessions depending on special interest	CT scanning
Thursday	Clinical sessions depending	Clinical sessions depending on

	on special interest	special interest
Friday	MR scanning	MR scanning

Plans are currently being developed to allow extended working days in CT and MR scanning. There will be subsequent discussions regarding how that will be supported by radiologists.

Clinical commitments are flexible to cover essential services during colleagues' leave.

The post-holder will share in the general work of the department, including plain image reporting, ultrasound scanning, CT and MR reporting. Simple non-vascular intervention and biopsy skills would be desirable, but not essential. The exact weekly timetable will be drawn up following discussion with the successful candidate and current post-holders. There will be scope for the post-holder to maintain or develop any special interests. The symptomatic breast radiology service is currently dependent on locum staff, so applications from candidates with this special interest would be particularly welcome.

The post-holder will be expected to take part in the supervision and training of radiographers, teaching of medical and radiography students, junior medical and other professional staff, clinical audit and weekly clinico-radiological and multi-disciplinary meetings.

Each Consultant will have an individual office with the appropriate technical and secretarial support.

QUALIFICATIONS

The candidate must be fully registered with the General Medical Council, hold the Fellowship of the Royal College of Radiologists (or equivalent radiological qualification), and be entered on the specialist register at the time of commencing the appointment or be within 6 months of obtaining (CCT) Specialist Registration

See Selection Criteria for further details.

GENERAL PROVISIONS

POLICIES & PROCEDURES

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 and will take part, with other consultant colleagues in the medical contribution to management.

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 ensure that there are adequate arrangements in place for hospital staff involved in the care of patients for contacting him/her when necessary.

The postholder is required to comply with the Organisation's and the Department's Standing Operating Procedures including Health and Safety Policies.

The post-holder will be professionally accountable to the Clinical Director.

The post-holder will be managerially responsible to the Assistant General Manager.

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. Currently all Direct Clinical Care takes place at D&GRI.

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

The post holder will join a 1 in 7 On Call Rota, if these posts are filled.

SUPPORTING PROFESSIONAL ACTIVITIES

A minimum of two SPAs are included in the indicative job plan 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 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.

Section 2: Person Specification

Requirements	Essential	Desirable
Qualifications	<p>Hold a recognised medical degree</p> <p>CCST or within 6 months of certificate <i>or</i> experience as established Consultant Radiologist</p>	<p>Additional postgraduate qualifications. FRCR or equivalent.</p>
Experience	<p>Wide general experience in all aspects of general radiology, including CT, MR and Ultrasound</p> <p>Able to liaise effectively with colleagues both locally and in other centres.</p> <p>Able to co-ordinate imaging investigations and tailor them to patients needs.</p> <p>Previous experience in Breast Radiology.</p>	<p>Well developed special interest</p> <p>Experience of ensuring patient safety & person centred approach</p> <p>Experience in specialist areas of reporting required to complement and support the skills of the existing post holders</p>
Personal attributes	<p>Honest, trustworthy, hard working, ability to get on with colleagues.</p> <p>Good communicator</p> <p>Develop self awareness</p> <p>Acting with integrity</p> <p>Evidence of CPD (<i>continuous professional development</i>)</p>	<p>Critical evaluation</p>
Personal skills and attitude	<p>Good command of English language, (oral & written).</p> <p>Hold PLAB or equivalent (if appropriate)</p> <p>Good communicator</p> <p>Good presentation skills</p>	<p>Developing networks</p> <p>Ability to encourage contribution</p> <p>Ability to lead teams</p> <p>Ability to teach / train staff</p>

Requirements	Essential	Desirable
	<p>Ability to get on with and work with others as part of a team</p> <p>Ability to manage stressful situations</p> <p>Time management skills</p>	
knowledge/ understanding	<p>Compatible with that expected of a practicing Consultant Radiologist</p> <p>Demonstrable understanding & acceptance of the principles of Clinical Governance</p> <p>Awareness of new developments in the specialty with ability to critically assess the impact of these on the service.</p> <p>Clinical Audit</p>	<p>Evidence of participation and involvement in Clinical Research</p> <p>Computer confident</p> <p>Enthusiasm for service development</p>
Management Ability	<p>Organisational awareness</p> <p>Ability to make decisions</p> <p>Apply knowledge and evidence</p> <p>Ability to improve services through change</p> <p>Ability to use email and IT systems</p>	<p>Evaluate impact</p> <p>Identifying context for change</p> <p>Encouraging improvement and innovation</p> <p>Experience of planning, managing resources and people.</p>

Section 3: How to Arrange a Visit & Guidance on completing the NHS Application Form

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 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

General guidance on completing the NHS Application Form

If you are using a paper copy version of our application form, please use black ink and write clearly in BLOCK CAPITALS. This makes the form much easier to read and clearer when we process this.

The job reference number can be copied from the job advert as can the job location.

We will insert the candidate number once you have returned the form to our office.

The people who look through your completed form (short listing team) to see if you have the skills and abilities needed for the job, will only see 'Part C' of your application. They will only see your candidate ID number and all personal details will be anonymous.

Please fill in all sections of the application form. If some parts are not relevant, write 'not applicable' or 'N/A' in that space. If you need more space to complete any section, please feel free to use extra sheets of paper. Please do not put your name or any identifying information on this as this also needs to remain anonymous. Please secure this to the relevant section, where we will add a candidate number to this once received.

Personal Details section

This gives us your contact details such as name and address. Under 'title' you would put either Mr, Mrs, Ms, Dr or just leave blank if you prefer.

We may need to contact you at some time throughout the recruitment process. Please let us know the most suitable method of contacting you, for example a text message, email or phone call and, the most convenient time.

Applications from candidates who require a Tier 2 Certificate of Sponsorship (formerly Work Permit) will only be considered if no suitable UK or EEA national is identified for this post. For further information on the UK Border Agency's new Points Based System which now governs the way individuals from outside the EEA can work in the UK please visit www.bia.homeoffice.gov.uk or telephone 0870 606 7766 for more information. NHS Dumfries and Galloway will not provide maintenance in relation to Visa applications.

Declarations

You must tell us about all convictions and cautions regardless of how long ago the offence may have occurred. Convictions from other countries must also be notified. If in doubt please email us at dumf-uhb.medicaldentaladmin@nhs.net

Please note that having a conviction will not automatically disqualify you from securing employment with the Board. Careful consideration will be given to the relevance of the offence to the particular post in question. However, if you are appointed, and it is found that you did not reveal a previous conviction you may be managed through a conduct process where the outcome may be a warning up to and including dismissal.

Remember to read, consider and sign the declaration at the bottom of page 3.

Qualifications section

When completing your application you should give full details of your qualifications, training and experience. This must include a full employment history, detailing any gaps within your employment history.

Employment History section

This is where you provide information on all the jobs you have done previously.

Please provide an explanation for any gaps in employment history.

Remember that if a job you have done in the past supports or is similar to the job you are applying for, please tell us more about it in your 'support of application' statement on page 6 of the application form – use a separate sheet if you require more space.

References section

Please provide the names and addresses of two referees, including **your two most recent employers** and covering **at least 3 years** previous employment (where applicable).

Your referees **will not** be contacted unless you are the 'preferred candidate' after interview. The preferred candidate is someone who is the preferred choice for the job, subject to satisfactory pre employment checks.

Driving Licence

You only need to complete this if the job for which you are applying requires you to drive. Please check the job description / person specification. For example, some jobs with the Transport Dept may require you to be able to drive class C1 and D1 vehicles.

Statement in support of your application

This is one of the most important parts of the form. In here you say why it is you want this job, and can list all your skills and abilities that you think help to match up you against the 'person specification'.

Where did you see the advert section

Please advise where you heard about this job, and tick the relevant box. The information you give will help us find out how good our advertising is.

Equal opportunities monitoring

Please note that all details provided on this section (Part D) will remain totally anonymous. It will be detached from the rest of the form as soon as we receive it and remain anonymous.

We want to ensure that there are no barriers to joining our workforce. As an employer, NHSScotland aims to be fully inclusive. One way we can ensure this is to analyse all the data provided in this section and ensure that job opportunities are being accessed by as wide a community as possible.

We do prefer to receive email applications to dg.applications@nhs.net - however we also accept paper copy applications, please could send your paper application to: Recruitment Team, Human Resources, Mountainhall Treatment Centre, Dumfries DG1 4AP

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.

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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

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‘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/>

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.

Salary:	The current salary applicable to a full time post is £82,669 - £109,849 depending on experience, plus availability supplement depending on rota
Leave:	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.
Occupational Sick Pay:	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 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>

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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: www.nhscreditunion.com
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: www.cyclescheme.co.uk
NHS Staff Benefits	NHS Staff can access a range of benefits, money saving deals and vouchers.	Further information can be found http://www.nhsstaffbenefits.co.uk
Lets Connect	The Board offers staff a Home Computer & Technology Salary Sacrifice Scheme	Further information can be found on: www.lets-connect.co.uk/
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

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