

# WORKING FOR NHS DUMFRIES AND GALLOWAY



Dr Halliday



Dr Andrews



Dr Renfrew



Follow us on Twitter @DGNHS



Find us on Facebook at <https://www.facebook.com/NHSDG/>



Visit our website: [https://www.nhsdg.scot.nhs.uk/Dumfries and Galloway NHS](https://www.nhsdg.scot.nhs.uk/Dumfries%20and%20Galloway%20NHS)

## Contents

<b>Sections</b>		<b>Page</b>
Section 1	Job Description	3
Section 2	Job Plan/Person Specification	12
Section 3	How to Visit and Guidance on completing the NHS Application Form	14
Section 4	An Overview of NHS D&G & our beautiful Region	17
Section 5	Main Terms & Conditions of Service	19
Section 6	Staff Benefits & Further Information	20

[Back to Contents Page](#)

## 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:	19.812 / 13616
VACANCY	Two Consultant Child & Adolescent Psychiatrists
SALARY:	£82,669 to £109,849 (pro-rata)
HOURS:	WTE 40 hours per week

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

Applications are invited for the posts of Consultant Child and Adolescent Psychiatrist in Dumfries and Galloway, Child and Adolescent Mental Health Service (CAMHS). Both posts are offered up to 10 PAs and are available immediately.

The two posts have been created by a consultant retiring in 2020 and a new post to work in our multidisciplinary team dedicated to children and young people with neurodevelopmental conditions. Although these posts would be best suited to candidates wishing to work fulltime, there is provision for part-time working.

The post holder will be principally based in The Willows in Dumfries. The consultants will join the existing 3.5 WTE consultant in serving the population of Dumfries and Galloway which is 148,190 with approximately 27,000 under 18 year olds.

The post will be managed by CAMHS within the Women, Children and Sexual Health Directorate. The directorate is accountable to the Children's Service Executive Group.

The post holder will provide clinical leadership and psychiatric input to multi-disciplinary teams of specialist healthcare professionals within D&G CAMHS. This will be achieved by working closely with colleagues across disciplines and with the service nurse manager, in addition to developing linkages with other key services. Consultant Psychiatrists, the Nurse Manager and Team Leads are responsible for the Clinical Governance of the services to ensure safety, quality and person-centred care.

CAMHS in Dumfries and Galloway is undertaking a programme of change in line with the Scottish Governments ambitions for improved mental health and wellbeing for all young people in Scotland. The improvement plans set out a series of projects to improve access with a shift to

early intervention. The development of a new assessment and diagnostic service for children and young people with neurodevelopmental conditions is a major service redesign to improve access to assessment and diagnosis and develop partnership working with our local communities. We are increasingly focussed on achieving good clinical outcomes and developing services in partnership with children and families with lived experience of CAMHS.

The post holder will be expected to contribute significantly to the continuing improvement of CAMHS in Dumfries and Galloway.

New developments are supported by our relationship with the West of Scotland CAMHS Regional Network and the Mental Health Access Improvement Support Team, Healthcare Improvement Scotland.

## **JOB DESCRIPTION**

Consultant Child and Adolescent Psychiatrist

### **Introduction**

This is an exciting opportunity to work within NHS Dumfries and Galloway's Child and Adolescent Mental Health Service and expand the consultant compliment of the team. The successful candidates will join an established CAMHS and work alongside 3.5 WTE Consultant Psychiatrists. They will be responsible for delivering the consultant care to children and families living in D&G.

The post holder will provide clinical leadership and psychiatric input to multi-disciplinary teams of specialist healthcare professionals within D&G CAMHS. This will be achieved by working closely with colleagues across disciplines and with the service nurse manager, in addition to developing linkages with other key services. Consultant Psychiatrists, the Nurse Manager and Team Leads over see the Clinical Governance of the services to ensure safety, quality and person-centred care.

CAMHS in Dumfries and Galloway is undertaking a programme of change in line with the Scottish Governments ambitions for improved mental health and wellbeing for all young people in Scotland. The improvement plans set out a series of projects to improve access with a shift to early intervention. The development of a new assessment and diagnostic service for children and young people with neurodevelopmental conditions is a major service redesign to improve access to assessment and diagnosis and develop partnership working with our local communities. We are increasingly focussed on achieving good clinical outcomes and developing services in partnership with children and families with lived experience of CAMHS.

The post holder will be expected to contribute significantly to the continuing improvement of CAMHS in Dumfries and Galloway.

### **Service Structure**

CAMHS/ISSU 18 is a regional wide service with bases in Dumfries and Stranraer. It is one of several service that form the Women, Children's and Sexual Health Services Directorate and there are good working relationships with health partners across acute and community child health. The Dumfries services are all collocated in The Willows and a new based is presently being developed in Stranraer. Locality services are provided in a range of locations including local health centres and schools. Our close working relationships with General Practitioners, Health Visitors, School Nurses and Public Health, and our partner agencies enables the provision of services that are responsive to the needs of the local population.

ISSU 18 is a small team of workers with specialist skills in working with children and young people affected by alcohol and substance misuse.

The team has a full-time Clinical Nurse Manager, band 8 and two Team Leaders, band 7. The team has administrative staff, primary mental health workers, mental health workers, support mental health workers, a project officer (fixed term to support improvements) and participation lead.

CAMHS accepts referrals of 0 – 18 year olds in accordance with agreed criteria.

The specialist health and wellbeing team for looked after children, in addition to 0.6 WTE Consultant Psychiatric time, has Administrative staff, a Team Leader, Consultant Clinical Psychologist, Clinical Psychologist, Mental Health Workers, Paediatric Nurse and Consultant Paediatrician time. We have good working relations with our partners in Social Services and in Corporate Parenting.

The neurodevelopmental assessment and diagnostic service is a new team dedicated to providing a comprehensive assessment and diagnostic service to children up to the age of 18 with possible difficulties which includes Autistic Spectrum Disorders, Attention Deficit Hyperactivity Disorder, Foetal Alcohol Spectrum, Intellectual Disability and Tic Disorders. The team already has dedicated Speech and Language Therapy and 1.0 WTE Band 8a, Clinical Psychology time. One of the consultant post holders would provide psychiatric input to this service. The team will expand to include occupational therapy and paediatric time.

There are good working relationships with the Community Adult Mental Health Teams, the life span Learning Disability Team and the Child and Adolescent Psychology service which are all clinically governed within the mental health directorate.

Our commissioned child and adolescent inpatient facilities are in city of Glasgow (at the new Royal Hospital for Children, and Skye House, Stobhill Hospital respectively) however, we occasionally need to admit patients more locally. CAMHS has good relationships with colleagues from acute paediatrics at Dumfries and Galloway Royal Infirmary and adult psychiatric wards at Midpark Hospital, Dumfries.

## **CURRENT STAFFING**

### **Consultant Psychiatrists**

Current psychiatric input to CAMHS/ISSU 18 and the specialist service for looked after children comprise 3.5 WTE Consultants:

Dr Jennifer Halliday: (Clinical Director)	Looked after Children's Team 0.6 WTE 0.1 WTE
Dr Christopher Andrews:	Annandale and Eskdale, Nithsdale and Stewartry Localities 1.1 WTE
Dr Dawn Renfrew:	Wigtonshire Locality 0.6 WTE
Dr Carolyn Boyd:	Nithsdale, Upper Nithsdale and Stewartry Localities 1.1 WTE

**Psychiatric Trainees**

1 ST2 or ST3 from local psychiatry training scheme  
Dr Sophie Hall, ST4 from regional training scheme based in Glasgow

There are many opportunities to take part in educational activities from undergraduate trainees to supervision of higher trainees.

**Day time on call**

The consultant team is expected to provide senior input to the daily on call service provided by CAMHS from 9-5pm.

Out of hours service is provided to those over 16 years of age by the Community Assessment and Treatment Service (CATS) and by paediatrics for those under 16 year requiring hospitalisation

There is full access to paediatric, surgical and medical specialty services Dumfries and Galloway Royal Infirmary.

Regional / National paediatric and child/adolescent psychiatry services in Glasgow

All Consultants are expected to provide psychiatric support to those children with mild intellectual disability.

The Clinical Nurse Manager for CAMHS is Lynn Cuddihy, band 8.

The General Manager for Women, Children's and Sexual Health Services Directorate is Linda Williamson and the successful post holder will be managerially accountable to her.

The Associate Medical Director for Women, Children's and Sexual Health Services Directorate is Dr Heather Currie.

[Back to Contents Page](#)

## Job Plan

### Outline Job Plan – Consultant Child & Adolescent Psychiatrist Dumfries and Galloway

Position, location and scheduling of activities are indicative only. Actual times and locations may vary. A provisional job plan should be agreed with the Clinical Director prior to commencement.

#### Core weekly timetable

**Contract:** Full-time

**Principal place of work:** The Willows, Glencaple Road, Dumfries

**Core Direct Clinical Care (DCC) Activities:** 9

**Extra Programmed Activities:**0

**SPA (Programmed Activities):** 1

Post 1

DAY	LOCATION	ACTIVITY	HRS PER ACTIVITY
FROM / TO			
<b>Monday</b>		On call	
a.m.	The Willows	Out Patient Clinic (Return OPC)	4
p.m.	The Willows	Urgent / on call/ Ward reviews	2 2
<b>Tuesday</b>			
a.m.	The Willows	Return OPC	4
p.m.	Upper Nithsdale Clinic/Sanquhar	Return OPC/ travel	3/ 1
<b>Wednesday</b>			
a.m.	The Willows	Team meeting/SPA	2 / 2
p.m.	The Willows	Local clinical governance meeting/Consultant meeting	2/2
<b>Thursday</b>			

a.m.	The Willows	SPA Internal Teaching /medical students	2/2
p.m.	The Willows	Return OPC	4
<b>Friday</b>			
a.m.	The Willows	Return OPC	4
p.m.	The Willows	DCC Admin	4
<b>Total Hours</b>			
			40
<b>Times and days may vary, but it is expected that 9 to 5 Monday to Friday are covered or appropriate cross cover arrangements are in place</b>			

Post 2 Neurodevelopmental

<b>DAY</b>	<b>LOCATION</b>	<b>ACTIVITY</b>	<b>HRS PER ACTIVITY</b>
<b>FROM / TO</b>			
<b>Monday</b>			
a.m.	The Willows	Out Patient Clinic (Return ND OPC)	4
p.m.	The Willows	Out Patient Clinic (return ND OPC)	2 2
<b>Tuesday</b>			
		On call	
a.m.	The Willows	Out Patient Clinic (Return CAMHS OPC)	4
p.m.	The Willows	Urgent / on call/ Ward reviews	3/ 1
<b>Wednesday</b>			
a.m.	The Willows	Team meeting/SPA	2 / 2
p.m.	The Willows	Local clinical governance meeting/Consultant meeting SPA	2/2
<b>Thursday</b>			

a.m.	The Willows	Out patient Clinic (return CAMHS OPC)	4
p.m.	The Willows	Out patient clinic (return CAMHS OPC)	4
<b>Friday</b>			
a.m.	The Willows	ND Team meeting Return OPC ND	2/2
p.m.	The Willows	OPC ND/DCC Admin	2/2
<b>Total Hours</b>			40
<b>Times and days may vary, but it is expected that 9 to 5 Monday to Friday are covered or appropriate cross cover arrangements are in place</b>			

## TERMS & CONDITIONS OF SERVICE

The terms & conditions of service offered are those determined by the Consultant Contract 2008 Scotland (as amended from time to time).

The postholder should be approved under Section 22 of the Mental Health [Care & Treatment] Act 2003, or prepared and eligible to undertake this training.

### Salary scale

Basic Salary £82,669 to £109,849 (depending on seniority point). New entrants to the NHS or the consultant grade will normally commence on the minimum point of the salary scale (dependant on experience).

### Hours of duty

The hours of duty are 40 per week.

### Superannuation

You will automatically be entered to the NHS Superannuation Scheme, in accordance with Auto Enrolment legislation. Full information regarding the pension scheme including information on auto enrolment is available from the SPPA website [www.SPPA.gov.uk](http://www.SPPA.gov.uk).

### Expenses for candidates attending for interview/visit

Candidates who are required to attend an interview will be given assistance with appropriate travelling expenses. Re imbursement shall not normally be made to employees who withdraw their application or refuse an offer without good reason.

### Disclosure Scotland/PVG

This post is considered to be in the category of "Regulated Work" and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership which currently costs £59.00. The cost of the PVG Membership will be paid by NHS Dumfries and Galloway.

### Right to work in the UK

NHS Dumfries & Galloway has a legal obligation to ensure that it's employees, both EEA and non

EEA nationals, are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS D&G they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until the right to work in the UK has been verified. ALL applicants regardless of nationality must complete and return the Confirmation of Eligibility to Work in the UK Statement with their completed application form. You will be required provide appropriate documentation prior to any appointment being made.

### **Rehabilitation of Offenders Act**

The Rehabilitation of Offenders Act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Dumfries & Galloway. Any information given will be completely confidential.

### **Disabled Applicants**

A disability or health problem does not preclude full consideration for the job and applications from people with disabilities are welcome. All information will be treated as confidential. NHS Dumfries & Galloway guarantees to interview all applicants with disabilities who meet the minimum criteria for the post. You will note on our application form that we ask for relevant information with regard to your disability. This is simply to ensure that we can assist you, if you are called for interview, to have every opportunity to present your application in full. We may call you to discuss your needs in more detail if you are selected for interview.

### **Notice**

The employment is subject to three months’ notice on either side, subject to appeal against dismissal.

### **Medical negligence**

In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme.

### **Accommodation**

The post is non-resident, but temporary single accommodation may be available for a fixed period.

### **Job Planning**

This post is offered on a 9 direct clinical care sessions and 1 SPA split. It is expected that the time available with 1 SPA per week plus the annual study leave entitlement that this should be adequate for a consultant to maintain their CPD and meet appraisal and validation targets. It is anticipated that job planning will take place shortly after the appointee takes up post. Should the candidate have special interests and skills in teaching, supervision, audit, service development, or other managerial areas, and should the service requirement indicate the need for such skills, preliminary discussion about modification of the job plan to meet service needs will be possible.

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.

### **Qualifications**

All candidates are required to be on the GMC Specialist Register for Child and adolescent psychiatry

The candidate will hold a CCT in child and adolescent psychiatry, will be within 6 months of obtaining the certificate, or will be an established consultant.

### **Enquiry Arrangements & Arrangements to come and visit NHS D&G**

We would welcome applicants who wish to come and visit NHS Dumfries & Galloway prior to their interview. Advice in this regard can be sought from the NHS D&G Visits Policy which is available from the SHOW website next to this information, or from the Medical Staffing Department.

For any informal enquiries or any candidate wishing to visit the service, please contact:

Dr Jennifer Halliday 01387 244 327 or Dr Christopher Andrews 01387 244 327

[Back to Contents Page](#)

## Section 2: Person Specification

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
<p><b>Qualifications &amp; Training</b></p> <p>Level of education, professional Qualifications, training and learning programmes/courses</p>	<p>Medical graduate</p> <p>Current full registration with the GMC with a license to practice</p> <p>Higher medical professional qualification (MRCPsych or equivalent)</p> <p>Evidence of continued professional development or higher training in Child and Adolescent Psychiatry</p> <p>Eligible for, or willing to seek, Approval under section 22 of the Mental Health (Care and Treatment) (Scotland) Act 2003.</p>	<p>Additional post graduate qualifications</p> <p>E.g. MD, PhD, etc</p>
<p><b>Experience</b></p> <p>Length and type of experience, level at which experience was gained</p>	<p>Experience as an established consultant in specialty or within 6 months of CCST</p> <p>Experience of clinical governance</p> <p>Evidence of continuing professional development</p> <p>Experience of patient safety initiatives</p> <p>Experience of planning</p> <p>Experience of building and maintaining working relationships</p>	<p>Additional experience or proven interest in neurodevelopmental specialty</p> <p>Experience of person centred quality initiatives</p> <p>Evidence of sub specialty interest development</p> <p>Experience of service development</p>

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
<p><b>Knowledge</b></p> <p>Depth and extent of knowledge</p>	<p>In depth knowledge of Child and Adolescent Psychiatry</p> <p>In depth knowledge of the UK health care sector strategies and service provision.</p> <p>Well versed in audit processes or quality improvement activities (several audits completed)</p>	<p>Knowledge of national and international research and clinical management guidelines</p> <p>Understand economic constraints and requirements of financial planning and business governance processes.</p>
<p><b>Skills/ Abilities</b></p> <p>Range and level of skills, i.e. communication (oral, written, presentation), planning/ organisation, numeracy, leadership etc</p>	<p>Experience and able to demonstrate successful team leadership/ motivation of others</p> <p>Demonstrate innovative thinking and vision, including an ability to build organisation capacity and capability</p> <p>Effective interpersonal skills including tact and diplomacy</p> <p>Computer literate</p> <p>Effective communicator</p> <p>Ability to apply knowledge and evidence in practice</p> <p>Ability to make decisions</p> <p>Full Driving Licence</p>	<p>Experience in departmental and organisational planning</p> <p>Demonstrate understanding of complex clinical work streams across multiple disciplines, localities, operational and regional boards</p> <p>Politically aware of competing complex agendas and able to understand the wider stakeholder views across the network</p> <p>Ability to identify the context for change</p> <p>Ability to work across regional, local and national organisational boundaries</p>

[Back to Contents Page](#)

## 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 244143 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)

### 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](http://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](mailto: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](mailto: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.

[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 Drummorie 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)

[Back to Contents Page](#)

## ‘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.

<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>	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 The Willows, The Crichton, Glencaple Rd, Dumfries, DG1 4TG. 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>	3 Calendar Months
<b>Hours of Duty:</b>	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>

[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>
NHS Staff Benefits	NHS Staff can access a range of benefits, money saving deals and vouchers.	Further information can be found <a href="http://www.nhsstaffbenefits.co.uk">http://www.nhsstaffbenefits.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](#)