

Consultant in Cardiology

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 enjoyable as 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

1. Job Identification

Job Title	Consultant in Cardiology
Band	Consultant Grade
Salary	£84,984 - £112,925 (pro rata)
Hours	Full Time 40 hours per week
Contract Type	Permanent
Department	Cardiology
Reporting to	Patsy Pattie, Assistant General Manager
Base	Dumfries & Galloway Royal Infirmary

JOB PACK PENDING EXTERNAL ADVISOR APPROVAL

Contact Details

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

Please contact Patsy Pattie, Assistant General Manager on 01387 241790 or by e-mail at Patsy.Pattie@nhs.net; or Sue Bryant, Cardiology Team Lead on 01387 241149 or by e-mail at suebryant@nhs.net

Job Description

JOB PURPOSE

Applications are invited for a dynamic and enthusiastic Cardiology Consultant to join our forward thinking multidisciplinary Cardiology team in NHS Dumfries and Galloway, encompassing three Consultants, a Speciality Doctor, two rotating Middle Graders, two Cardiology Nurse Specialists, Rehabilitation Team and Heart Failure Nurses. The Clinical Team provides a broad range of Cardiology services to a population of 148,000 across 2,500 square miles of South West Scotland. If desired, the successful applicant may negotiate spending one day each week (2PAs) pursuing their sub-specialty interest.

Based in Dumfries and Galloway Royal Infirmary there is a full range of investigative and treatment facilities on-site which can be found in the Job Description. An example of some of the facilities include; treadmill exercise testing, transthoracic and transoesophageal echocardiography with Doppler, with facilities for stress echocardiography and 3-D imaging (3 echo machines including Philips IE33), tilt-testing, holter monitoring (including 4-5 community-based sites for undertaking recordings with central analysis); CT coronary angiography.

The successful applicant will be part of a team responsible for making changes to enhance our current service and make a significant contribution to key clinical changes for our state-of-the-art hospital.

Prospective candidates will require to be on the GMC Specialist Register.

Applications for part-time or job share employment are also welcome.

This post will require the successful applicant to obtain Non Disclosure Criminal Conviction Declaration / Standard Disclosure / PVG Clearance.

THE POST

The successful applicant will be part of a team of three consultants, a speciality doctor, two rotating middle graders, two cardiology nurse specialists, a rehabilitation team and heart failure nurses, and will contribute to the further development of an established and progressive multidisciplinary service. This position offers an exciting opportunity, working closely with excellent GPs, to play a major role in the further development of cardiology services in the region.

The consultant job plan is flexible and open to negotiation on appointment. The job plan will be offered on a 10 PA contract (the balance between direct clinical care and supporting professional activities will be discussed and agreed between the Board and the successful applicant). Additional

EPAs may be offered on appointment for participation in the General Medical on-call rota.

Any non-invasive subspecialty interest will be considered, and for the successful candidate encouraged, but a specialist interest in pacing would be particularly welcome.

If desired, the successful applicant may negotiate spending one day each week (2PAs) pursuing their sub-specialty interest.

Discussion on the job plan will include provision of:

- Ward Rounds
- Outpatient Clinics
- Diagnostic Sessions
- Clinical Administration
- Supporting Professional Activities
- Participating in a peripheral cardiology clinic at the Galloway Community Hospital (Stranraer) one day per month

The agreed job plan will be open to review throughout to ensure the needs of both the department and the successful applicant is being met.

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

The postholder will be expected to take part in the supervision and training of medical students, junior medical and other professional staff, as well as clinical audit.

THE DEPARTMENT

The postholder will share responsibility for the management of cardiac patients in Critical Care during weekdays, and be responsible for contributing to the regular update of guidelines and protocols for Acute Coronary Care. The team also takes all new cardiac chest pain admissions from the Combined Assessment Unit, offers a 5-day referral service to all departments, and looks after cardiology in-patients (mostly in one of the medical wards). There are regular out-patient clinics for general cardiology, rapid access chest pain, open access echocardiography, stress echocardiography and CT coronary angiography as well as a technician-led pacemaker clinic, and we plan to commence a nurse-led AF clinic. We enjoy good working relationships with our Regional Genetics service, the regional service for Adult Congenital Heart Disease with visiting Consultants, and work closely with the Advanced Heart Failure Service at the Golden Jubilee National Hospital.

There is a full range of investigative and treatment facilities on-site including treadmill exercise testing, transthoracic and transoesophageal echocardiography with Doppler, with facilities for stress echocardiography and 3-D imaging (3 echo machines including Philips IE33 and Epic 7), tilt-

testing, Holter monitoring (including 4-5 community-based sites for undertaking recordings with central analysis), loop event recorders (external and implantable) and ambulatory BP monitoring. A pacemaker implantation and follow-up services together with complex device follow up is led by the lead clinical physiologist.

We are part of the West of Scotland Optimal Reperfusion Service, with Primary PCI being facilitated at University Hospital Hairmyres in Lanarkshire. Non-urgent intervention undertaken at the Golden Jubilee National Hospital, Clydebank, Glasgow.

The Cardiology Department is part of the Managed Clinical Network for Coronary Heart Disease across NHS Dumfries & Galloway, one of the first to be established in the UK and a pilot site for Scotland. A full CHD strategy is being developed which will influence and support service delivery over the next five years. There are two Clinical Nurse Specialists in Cardiology, four Cardiac Rehabilitation nurses, and two Heart Failure Nurse Specialists. There is support for active participation and collaboration in research with Research nurse support and we have participated in both local and multi-site clinical trials.

There is a Cardiology Specialty Management Team which meets every 3 months and department meetings are held monthly. Within the cardiology unit there is a weekly MDT/Education meeting to discuss difficult cases, and provide shared responsibility for difficult clinical decisions.

THE DIVISION OF MEDICINE

The sub-specialties of the current Physicians are:

Acute Medicine	Dr S Finlay Dr A MacDonald Dr S Irvine Vacant Post
Acute Rehabilitation	Dr A McKendrick
Cardiology	Dr A Mackay Vacant Post Vacant Post
Care of the Elderly	Dr A Conley Dr I Hay Dr R Holden
Dermatology	Dr C Malone Dr L Yeo
Diabetes / Endocrinology	Dr F Green Dr M Mohamed Vacant Post
Gastroenterology	Dr I Murray
Haematology	Dr M Crowther Dr P Ames Dr R Thomas
Infectious Diseases	Dr G Jones Dr M Munang
Nephrology	Dr K Donaldson Dr M Kelly Dr Muniraju
Neurology	Dr O Dolezal Vacant Post
Palliative Care	Dr S Pickstock
Respiratory Medicine	Dr C Rossiter Dr M Ali Dr S Little
Rheumatology	Dr A Russell Dr R Akintayo

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 • Entry onto the GMC Specialist Register (within 6 months from the date of the AAC). • Appropriate Royal College Membership 	<ul style="list-style-type: none"> •
<p>Clinical Experience:</p> <ul style="list-style-type: none"> • Evidence of experience in the specialty including Acute coronary care. • Evidence of a substantial commitment to the specialty. • Ability to offer an expert clinical opinion within the speciality. • Ability to take independent responsibility for the clinical care of patients referred to a tertiary centre. 	<ul style="list-style-type: none"> • Evidence of experience in a sub-specialty interest would be supported (eg in coronary intervention, stress echocardiography, devices/electrophysiology or cardiac imaging), subject to Regional Strategy
<p>Management and 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:</p> <ul style="list-style-type: none"> • Evidence of involvement in and understanding of research methodology and publication of findings. 	<ul style="list-style-type: none"> • Higher degree.

<ul style="list-style-type: none"> • Research/critical review of literature. • Publications in the last five years. 	
<p>Audit:</p> <ul style="list-style-type: none"> • Evidence of participation in audit. 	<ul style="list-style-type: none"> • 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 14). • 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. • Ability and willingness to work the on-call rota. • Ability and willingness to work a more flexible pattern of working in the future if required, including evening and weekend 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.

Salary:	The current salary applicable to a full time post is £84,984 - £112,925 depending on experience, plus banding depending on rota.
Leave:	6 weeks annual leave dependant on experience pro rata plus 10 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

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.

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, Live, Play Digital Brochure**.

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

www.nhsdg.co.uk/workwithus

