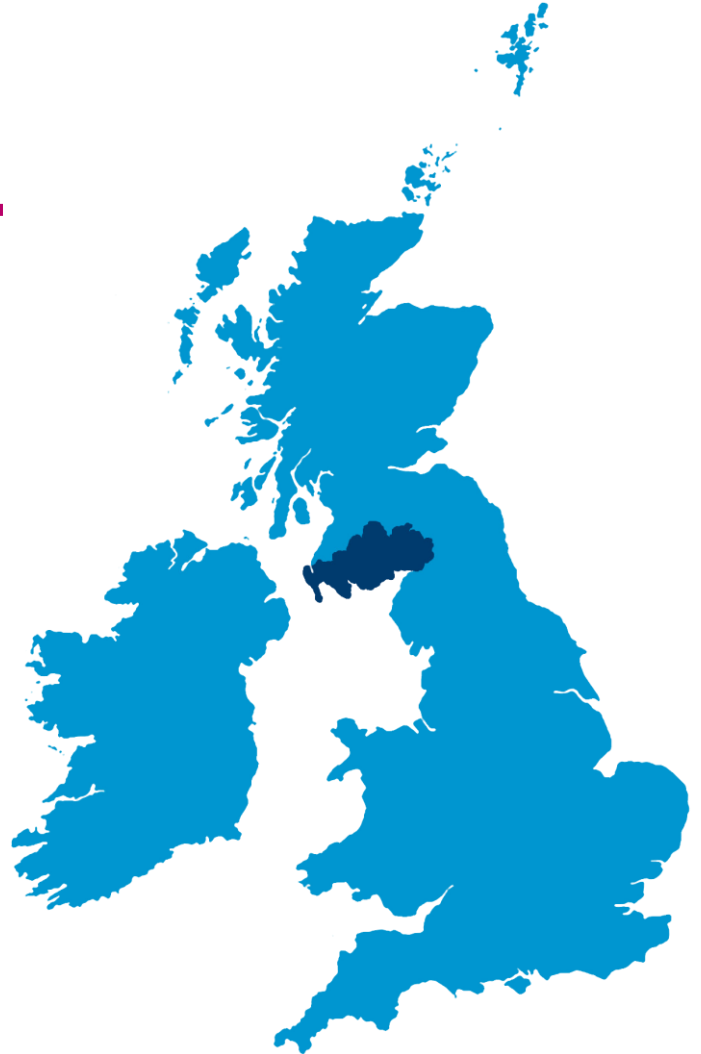


# Rural Hospital Doctor

## 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

<b>Job Title</b>	Rural Hospital Doctor
<b>Salary</b>	£89,573.10 - £102,673.15 (pro rata)
<b>Hours</b>	Full Time up to hrs per week/11 PAs
<b>Contract Type</b>	Permanent
<b>Department</b>	Galloway Community Hospital
<b>Reporting to</b>	Carole Morton, General Manager
<b>Base</b>	Galloway Community Hospital, Stranraer

## Contact Details

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

Please contact Dr Ken Donaldson, Medical Director on 01387 244001 or by e-mail at [Kenneth.Donaldson2@nhs.scot](mailto:Kenneth.Donaldson2@nhs.scot)

# Job Description

## **JOB PURPOSE**

NHS Dumfries & Galloway are looking for enthusiastic and innovative doctors to join our team providing in-patient and A&E cover in the Galloway Community Hospital in Stranraer. This post is an excellent opportunity to develop acute care skills, supported by a motivated and highly-skilled multi-disciplinary team, based in a modern and purpose-built hospital in one of the most beautiful areas in Scotland

Galloway Community Hospital consists of 20 inpatient beds in the Acute Ward, 24 beds in the Rehabilitation/Care of the Elderly Ward, Accident and Emergency Department, Day Case Surgical Theatre and recovery area, a Midwifery Suite with 2 delivery beds, Outpatient Clinic facilities, Dental Surgery, AHP Services, Laboratory and X-ray Departments (including CT Scanner) and a nurse led Renal Dialysis Unit. Palliative Care provision is provided in a 2 bedded Palliative Care Suite and Chemotherapy is provided from within the hospital via a consultant led, nurse delivered Chemotherapy Service.

The post holder will provide medical care to Accident and Emergency Services, Rehabilitation Ward and the Acute Ward.

## **THE DEPARTMENT**

The Emergency Department at Galloway Royal Infirmary deals with approximately 15,000 patients per year many with relatively minor conditions but occasionally severely ill or injured patients when rapid evacuation will be required. Supervision of the role in the Emergency Department is provided by Emergency Department Consultants from Dumfries and Galloway Royal Infirmary.

The Emergency Department is staffed by experienced nursing staff including 4 Emergency Care Practitioners who will support the post holder in providing Emergency Service – treating minor and moderate illness and injury, admitting selective patients for intermediate care within the Acute Ward, resuscitation and the transfer of more ill patients to Dumfries and Galloway Royal Infirmary by ambulance or for particularly patients with severe trauma contacting the Emergency Medical Retrieval Service in Paisley who will helicopter in a consultant led retrieval team to transfer the patient rapidly to Glasgow.

Admissions to the ward are covered by protocols with patients who might need a surgical intervention, extensive investigation or consultant level resuscitation and management transferred to Dumfries and Galloway Royal Infirmary. Cardiac Monitoring is available and low risk MIs are cared for after initial thrombolysis with transfer to Glasgow or Dumfries and Galloway Royal Infirmary if there is a failure of revascularization or challenging arrhythmia.

Close links are in place with Dumfries and Galloway Royal Infirmary and telephone advice or decision support can always be sought from experience middle grade and consultant staff in Dumfries and using the PACS system, opinions can be provided on X-rays and CT Scans. Consultant Physicians regularly visit the hospital primarily to deliver out-patient consultations and also provide opinions on patients within the ward and informal teaching.

In the acute ward a range of in-patients are admitted where they can be managed without direct consultant involvement, complex investigations, or without the need for a surgical opinion. Support is provided by regular visit Physicians and Surgical Consultants who are able to give advice.

The Rehabilitation Ward is mostly used for patients who are “stepping down” from acute admissions to the District General Hospital: care is overseen by a consultant geriatrician who visits twice a week.

The post holder may occasionally be required to provide medical support, in an emergency, to the midwife led Obstetric Unit, the nurse led Renal Dialysis Unit and nurse delivered Chemotherapy Service. In these settings no specialist knowledge of Obstetrics, Renal Dialysis or Chemotherapy will be expected: the standard required will be that of the ordinary doctor exercising due care.

## **THE POST**

The purpose of this role is to work with visiting consultants, permanent nursing staff and AHPs in providing the hospital with medical staff appropriately skilled to deal with a wide range of medical work encountered. In doing so you will assist in providing second tier of medical expertise in Wigtownshire for its population (30,000). This may involve airway management and transfer of critically ill patients.

The hospital also is the base for the Primary Care Out of Hours Service which is situated within the Emergency Department. During the Out of Hours periods and weekends, it is expected that the Out of Hours Primary Care GP and the Hospital Doctor will work together sharing, where appropriate the care of patients.

Currently there is a 24 -7 on-call Anaesthetist available.

Your hours of work will be 44 hours per week on a shift system. You will be expected to cover all aspects of the role including overnight work, daytime hospital work and weekend work, working in either the Emergency Department or the wards depending on the rota. You will have advance notice of your part in the rota and each member of the team will rotate through all aspects of the rota and there maybe additional shifts available for you to undertake and these will attract additional remuneration. GP trained doctors may also (if they wish) undertake shifts within the General Practice Out of Hours Service by separate arrangements via a web based

session booking system.

### Qualifications

All candidates are required to be on the GMC Specialist Register.

The candidate will hold a CCT or be within 6 months of obtaining the certificate in either Acute Medicine, Emergency Medicine, Anaesthetics or General Practice.

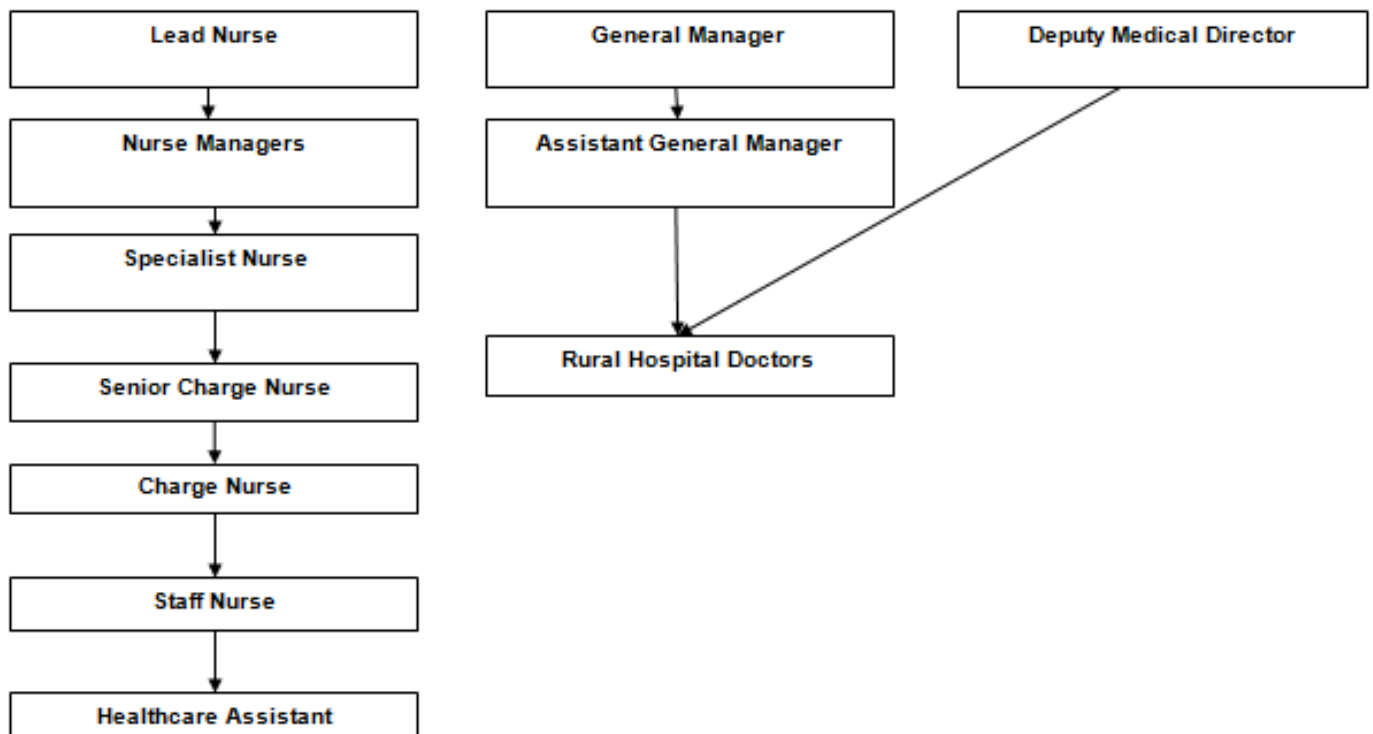
### Professional Development

You will be expected to undertake training as required in particular to maintain ALS, ATLS, EPLS and also accreditation and annual medical updates.

Professional development will be supported by the future plans which will see you regularly rotate through the consultant-led units in DGRI, particularly anaesthetics, A&E and acute medicine. While it is anticipated that for GP trained doctors, the bulk of your professional development will be sessions and informal teaching sessions from visiting consultants, study leave (maximum 5 days per annum) can be approved by advanced notification to the General Manager .

Other doctors on the specialist register will be supported to maintain their CPD and good standing with the appropriate Royal Colleges.

### Organisational Chart



### JOB DESCRIPTION AGREEMENT

Job Holder's Signature:

Date:

Head of Department Signature:

Date:

# Person Specification

ESSENTIAL	DESIRABLE
<p><b>Education, Qualifications and Specialist Skills:</b></p> <ul style="list-style-type: none"> <li>• Primary Medical Qualification</li> <li>• Full GMC Registration with a Licence to Practice</li> <li>• Entry onto the GMC Specialist Register (within 6 months from the date of the AAC) in Acute Medicine, Emergency Medicine, Anaesthetics or General Practice.</li> <li>• MRCP UK or equivalent</li> </ul>	
<p><b>Eligibility:</b></p> <ul style="list-style-type: none"> <li>• Eligibility to Work in the UK</li> </ul>	
<p><b>Clinical Experience:</b></p> <ul style="list-style-type: none"> <li>• Evidence of experience in Accident &amp; Emergency.</li> <li>• Resuscitation Skills</li> <li>• Airway management skills and experience</li> <li>• Awareness of own limitations and those of the unit</li> <li>• ATLS, ALS or equivalent</li> <li>• Evidence of a substantial commitment to the specialty.</li> <li>• Ability to offer an expert clinical opinion.</li> <li>• Ability to take independent responsibility for the clinical care of patients referred to a tertiary centre.</li> </ul>	
<p><b>Management and Administration Experience:</b></p> <ul style="list-style-type: none"> <li>• Involvement with management and project leadership.</li> <li>• Evidence of involvement in authoring or reviewing clinical guidelines.</li> <li>• An understanding of Clinical Governance.</li> </ul>	<ul style="list-style-type: none"> <li>• Proven management experience and understanding of management goals.</li> <li>• Evidence of leadership / project management.</li> <li>• Evidence of having implemented change.</li> <li>• Experience in developing and implementing new technologies.</li> </ul>

<p><b>Teaching</b></p> <ul style="list-style-type: none"> <li>• Experience of Teaching and training Undergraduate/ Postgraduate and Junior Medical Staff</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Attendance at courses to develop teaching skills.</li> <li>• Postgraduate qualification in medical education.</li> </ul>
<p><b>Research</b></p> <ul style="list-style-type: none"> <li>• Evidence of involvement in and understanding of research methodology and publication of findings.</li> <li>• Research/critical review of literature.</li> <li>• Publications in the last five years.</li> </ul>	<ul style="list-style-type: none"> <li>• Higher degree.</li> </ul>
<p><b>Audit</b></p> <ul style="list-style-type: none"> <li>• Evidence of participation in audit.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of having changed practice as a result of audit.</li> <li>• Evidence of having revisited the audit to assess improvement.</li> </ul>
<p><b>Personal Attributes</b></p> <ul style="list-style-type: none"> <li>• Alignment with the Board's Core &amp; Professional Behaviours.</li> <li>• Flexible approach to service delivery and committed approach to development.</li> <li>• Committed to share in professional, managerial and teaching responsibilities necessary to fulfil the obligations of the Directorate to the Board and its workforce.</li> <li>• A commitment to personal / unit CPD.</li> <li>• Ability and willingness to work the on-call rota.</li> <li>• Ability and willingness to work a more flexible pattern of working in the future if required, including evening and weekend work.</li> </ul>	

# 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.

<b>Salary:</b>	The current salary applicable to a full time post is £89,573.10 - £102,673.15 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 leave over a 3 year period.
<b>Occupational Sick Pay:</b>	<ul style="list-style-type: none"><li>• During the first year of service – one month full pay (and after completing 4 months service) 2 months half pay</li><li>• During the second year of service – 2 months full pay and 2 months half pay</li><li>• During the third year of service – 4 months full pay and 4 months half pay</li><li>• During the fourth year of service – 5 months full pay and 5 months half pay</li><li>• During the fifth year of service – 5 months full pay and 5 months half pay</li><li>• After completing 5 years of service - 6 months full pay and 6 months half pay</li></ul>
<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 Galloway Community Hospital. Other work locations and off site working including Dumfries & Galloway Royal Infirmary may be agreed in your Job Plan. You may be required to work at any site within your employing organisation, including new sites.
<b>Notice Period:</b>	Three Calendar Months
<b>Appraisal and Job Planning:</b>	A formal job plan will be agreed between the successful applicant and their Associate Medical Director and General Manager before commencing duty and reviewed annually thereafter, usually following an appraisal meeting.

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

