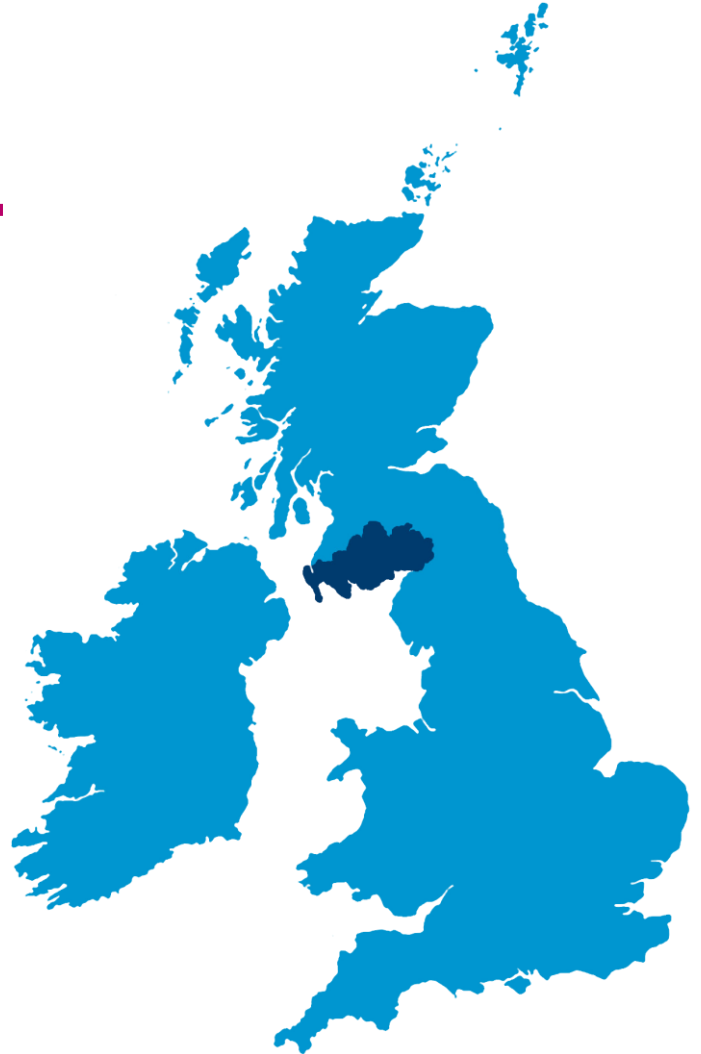


Specialty Doctor Paediatrics

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	Specialty Doctor Paediatrics
Salary	£41,986 - £78,294 (pro rata)
Hours	Full Time 40 hours per week
Contract Type	Fixed Term – 6 Months
Department	Paediatrics
Reporting to	Dr Ben Rayen – Clinical Lead
Base	Dumfries & Galloway Royal Infirmary

Contact Details

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

Please contact Dr Ben Rayen, Clinical Director on 01387 244529 (secretary 01387 241308); or Dr Andy Mitra, Consultant Paediatrician on 01387 241054 (secretary 01387 241963).

Job Description

JOB PURPOSE

This post is part of the middle grade tier of acute paediatric staffing for Dumfries and Galloway Royal Infirmary. We currently have 3 permanent doctors who contribute to the middle grade on call rota, as well as two speciality trainee posts, which are part of the West of Scotland Paediatric rotation. Our current model involves developing a daytime interest as well as being part of the on-call rota. The hospital based component involves care for children with a wide range of acute and long-term conditions in the children's ward, Neonatal unit, Outpatient and Ambulatory Care facility and provide advice to the Accident and Emergency Department as well as General Paediatrics. For this post the successful candidate can also spend some time undertaking duties in general paediatric or community paediatric clinics. Additional training can be provided if required.

THE DEPARTMENT

General Hospital Paediatric Services

The Children's Ward at Dumfries and Galloway Royal Infirmary is of a standard ward design with single beds throughout the ward. There are 12 inpatient beds in the ward plus 8 beds as 23-hour care and 4 assessment beds totalling to a 24 bedded Children's ward. Surgical beds are shared between general surgery and orthopaedic surgery. There are admissions from ENT, ophthalmology and sporadically from other specialities seeing children.

Neonatal Care

Consultant Paediatricians are in charge of the care of the new born at the neonatal unit and the maternity wing. Dumfries & Galloway has approximately 1,300 live births per year.

The new maternity wing has been designed to provide 12 beds, 6 labour delivery rooms and 2 assessment rooms. The new neonatal unit has 9 cots comprising of 3 intensive care, 6 special care and 2 transitional care rooms. Neonatal problems arising in any babies born in the small GP/midwife lead maternity unit in Stranraer, are transferred to the neonatal unit at the DGRI. Intensive care, including ventilation, is carried out when necessary but there is a policy of antenatal transfer, usually to Queen Elizabeth Hospital in Glasgow, or Glasgow Royal Maternity Hospital, when delivery is expected at less than 30-32 weeks.

Out-Patient Clinics

Consultant out-patient clinics are currently held at Dumfries and Galloway Royal Infirmary and in the health centres at Newton Stewart, Kelloholm, Annan and Stranraer.

Specialist Out Patient Clinics and Managed Clinical Networks

A number of outpatient clinics take place at 3 to 6 monthly intervals in

Dumfries and Galloway Royal Infirmary. Specialists from tertiary centres (generally Glasgow or Edinburgh) lead these clinics and consultant staff and trainees take part. Attending these clinics are patients who have been referred by Consultant Paediatricians or who are receiving some form of shared care. There are likely to be more such clinics in the future as MCNs develop.

TABLE

Ambulatory Paediatrics

An ambulatory care centre has been established adjoining the paediatric ward at Dumfries and Galloway Royal Infirmary. We aim to provide a responsive paediatric day care and assessment service, which is tailored to the specific needs of children and their families. This has helped reduce admission rates.

Combined Child Health Services

Combined Child Health Services are responsible for all child health services in the area, including acute and community paediatrics, children's development team, school health service and the child and adolescent mental health service (CAHMS).

Child Development Centre

The Child Development Centre in Dumfries has recently moved to The Willows, an extensively renovated building on the site of Crichton Royal Hospital. The new building provides excellent accommodation for community paediatric services alongside CAMHS, paediatric therapists, looked after children's health services and community midwifery services.

The Child Development Service is multi-disciplinary with Consultant and specialist therapist input. In addition, both centre-based and out-reach therapies and a family support service are offered. Members of the Social Services Department's Children's Disability Team and the Child Protection Team are co-located within the Child Development Centre.

Community Paediatrics

Staffs are based at The Willows (less than 3 miles away) 10 minutes drive from Dumfries and Galloway Royal Infirmary. Services provided there include adoption and fostering, child development, school medicine and CAMHS. Also co-located at The Willows are speech and language therapy, a joint department of occupational therapy and physiotherapy and the school nursing service.

At present 3 of the seven general paediatric consultants contribute approximately 4 programmed activities to the Community Child Health Service per week. We believe the children of Dumfries and Galloway are best served by integrated child health services and the Acute Paediatric team are expected to work closely with the Community Paediatric team.

Acorn House

Acorn House is a family respite unit for children with complex disabilities. This is a modern, domestic style bungalow located approximately one mile from the hospital. It has recently been extensively refurbished.

Child and Adolescent Mental Health Service

Following a review of services for children and adolescents in Dumfries and Galloway, a community Child and Adolescent Mental Health Service delivers care across the region at Tier II and Tier III.

Tier II services are provided by locality focussed mental health workers and support staff. The team is co-ordinated centrally with offices and clinic rooms at The Willows. Allocation to Tier III services results in a clinical appointment being offered, in a variety of settings in Dumfries and in other towns.

This team is currently involved in multi-agency development of an Integrated Substance Misuse Service.

On the West of Scotland Consortium basis, Tier IV children's inpatient services are provided by Yorkhill and adolescents in-patient services by Gartnavel Hospital in Glasgow.

There are 4 Consultant Psychiatrists.

Meet the Team

The current Consultant complement of the acute department is 6.8 WTE. A further new 0.9WTE Consultant has now been recruited and who is planning to start from January 2019. All of the consultants are general paediatricians and most have developed special interests and links with specialist MCN's.

All Consultants take part in Child Protection duties when on-call. There are a number of training grade posts and non-consultant posts within the department:

West of Scotland training programme ST3 or ST4 trainees
Junior rota 3 FY2s and 2 GP ST2s, 1 APNP

Teaching and Training

The University of Edinburgh sends 3 students for a 5 weeks attachment as part of their educational need in Child Life and Health.

All consultants are expected to contribute to the teaching of the undergraduates on ward rounds and out patients.

Each Consultant supervises one or more FY2 /GPST2 trainees and is expected to help mentor their progress and complete their portfolio assessments. All consultants are expected to provide a good learning environment for the trainees and encourage their progress.

Fixed educational commitments are to the paediatric ward “grand rounds” 10.00 to 1130 every Thursday and the paediatric postgraduate meeting 1130 to 1230 every Thursday. There is also a Paediatric department educational session every Wednesday and opportunity is there for other general interest meetings including the RCPE evening symposia by videoconference.

Other Duties

This job description is not exhaustive and may be amended.

You may be required to deputise for absent colleagues and exceptionally be available for irregular commitments for extra work in occasional emergencies and unforeseen circumstances.

Accountability

The post holders will be accountable to the Clinical Director for Paediatrics & Child Health.

JOB DESCRIPTION AGREEMENT

Job Holder's Signature:

Date:

Head of Department Signature:

Date:

Person Specification

ESSENTIAL	DESIRABLE
<p>Qualifications:</p> <ul style="list-style-type: none"> Registered with GMC Have previous work experience providing acute neonatal and acute paediatric care 	<ul style="list-style-type: none"> MRCPCH/MRCP (or equivalent)
<p>Expertise:</p> <ul style="list-style-type: none"> Completed core training NLS/PALS/APLS Provider course (or equivalent) 	<ul style="list-style-type: none">
<p>Teaching:</p> <ul style="list-style-type: none"> Experience of undergraduate and postgraduate teaching Formal training in teaching skills Evidence of innovation in teaching 	<ul style="list-style-type: none">
<p>Management Skills</p> <ul style="list-style-type: none"> Evidence of basic management skills 	
<p>Clinical Governance</p> <ul style="list-style-type: none"> Evidence of involvement in multi-disciplinary audit Understanding of clinical governance 	<ul style="list-style-type: none"> Formal audit training
<p>Personal Skills</p> <ul style="list-style-type: none"> Good organisational skills Good communication skills Ability to develop good working relationships as part of a team Commitment to continuing professional development Self-starter 	
<p>Practical Requirements:</p> <ul style="list-style-type: none"> Computer skills Ability to perform paediatric medical procedures including phlebotomy, intravenous cannulations, neonatal intubations, etc. 	

Terms and Conditions

Salary:	The current salary applicable to a full time post is £41,986 - £78,294 depending on experience, plus banding depending on rota.
Leave:	5 or 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 including Galloway Community Hospital may be agreed. You may be required to work at any site within your employing organisation, including new sites.
Notice Period:	1 Calendar Month
Hours of Duty:	<p>The working pattern for this post is Full Shift rota. The terms and conditions of service as amended from time to time will apply to and govern this statement.</p> <p>The Clinical Development Fellow is also required to cover for Annual Leave and Study Leave and short periods of sick leave of colleagues.</p>

The Clinical Development Fellow accepts that they will also perform duties in occasional emergencies and unforeseen circumstances at the request of the appropriate Consultant(s). It has been agreed between the professions and the Scottish Office that while juniors accept under this paragraph that they perform such duties it is stressed that additional commitments arising under this paragraph are exceptional and in particular that juniors should not be required to undertake work of this kind for prolonged periods or on a regular basis.

In accordance with the Terms and Conditions of Service for Hospital Medical and Dental Staff (Scotland) employed in the National Health Service, as amended by the Secretary of State for Scotland, and subsequently the Scottish Parliament, from time to time.

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

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](#).

