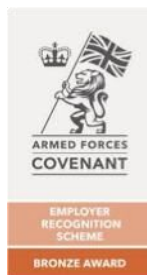


Specialty Doctor in Respiratory Medicine

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 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 in Respiratory Medicine
Salary	£41,986 - £78,294 (pro rata)
Hours	Full Time 40 hours per week
Contract Type	Fixed Term until end June 2022
Department	Respiratory
Reporting to	Peter Girvan, Assistant General Manager
Base	Dumfries & Galloway Royal Infirmary

JOB PACK PENDING EXTERNAL ADVISOR APPROVAL

Contact Details

We welcome informal contact from all prospective candidates who wish to explore this exciting opportunity.

Please contact Dr Catherine Rossiter, Speciality Team Lead for Respiratory Medicine on 01387 241334 or by e-mail at catherine.rossiter@nhs.scot; alternatively, please contact Peter Girvan, Assistant General Manager on 01387 241883 or by e-mail at peter.girvan@nhs.scot

Job Description

Specialty Doctor in Respiratory Medicine - Dumfries and Galloway Royal Infirmary (DGRI)

Are you passionate about outstanding patient care? Are you collaborative, team orientated and friendly? Are you looking to join an outstanding multi-disciplinary department that always seeks to achieve excellent patient outcomes through embracing new technology and implementing best practice?

If so, then our forward looking, multidisciplinary, Respiratory Service could be just the right place for you. DGRI has recently committed substantial additional investment to ensure that the innovative patient-centred work we have started continues to grow and develop. We would love to hear from you if you have novel ideas and energy, understand the benefits of a whole team approach, and want the opportunity to make a real difference to the Respiratory Health of the people of Dumfries and Galloway.

The successful candidate will work within the established multi-disciplinary Respiratory team, providing care for patients admitted with respiratory and general medical conditions, and outpatient respiratory care, under the direction of the team. The consultant-led service is comprised of senior clinicians and Speciality Doctors. Our Lead Respiratory Nurse co-ordinates and manages the work of the Integrated Respiratory Team. This outstanding and very capable team is made up of Specialist Nurses, Physiotherapists and Health Care Support Workers who work across both secondary care and the community.

DGRI provides excellent “garden style” modern patient accommodation with en-suite inpatient single rooms (leading to low HAI rates) and architect designed outpatient and office areas.

The Respiratory Department provides high quality inpatient and outpatient care at the DGRI, along with the following specialist services:

- A peer respected Sleep and Ventilation service supported by our Specialist Sleep Nurse and Respiratory Nurses.
- A Lung Cancer Service offering “one-stop” diagnostic assessments with CT and bronchoscopy, along with a weekly MDT and a dedicated Lung Cancer Specialist Nurse.
- A general respiratory outreach clinic in the Galloway Community Hospital, in Stranraer staffed by the DGRI Respiratory Consultants.

Applications for part-time or job share employment are always welcome. Visits for prospective candidates to DGRI can be arranged and we encourage applicants to either meet with us virtually or to come and see us to appreciate our outstanding facilities and friendly working environment.

Duties and Responsibilities

The successful candidate will work as a member of the Respiratory Medicine multidisciplinary team in NHS Dumfries & Galloway and be supervised by one of the senior members of the team. The main duties and responsibilities of this post include:

- Assessment, treatment and appropriate discharge of patients within the Respiratory ward
- Assisting with in-reach into the Acute Medical Unit
- Seeing Respiratory referrals on medical and surgical wards
- Weekly general Respiratory outpatient clinic to include new and return patients
- Weekly bronchoscopy list, with training as required
- Expectation of involvement in pleural procedures with training as required
- Contributing to departmental audit, clinical governance and patient safety developments
- Contribution to general medical out of hours cover to include evenings and weekends

Job Plan

The post will consist of ten programmed activities per week.

This will be divided into 9 direct clinical care sessions and 1 SPA per week. The post holder will provide on-call general medical cover on evenings and weekends, however there will be no requirement for night time cover.

Speciality doctor job plans are flexible and open to negotiation on appointment.

The job plan, which will be subject to review, will be offered on a 10 PA contract (or pro-rata for part-time working), including at least one PA allocated to supporting professional activities (SPA). Additional EPAs may be incorporated into the job plan, depending on the time required to support the successful candidate's professional activities and the needs of the service including out of hours cover.

Annual Appraisal

The successful candidate will be required to take part in annual appraisal. Objectives agreed following the appraisal process will be discussed and taken into account of during the annual job plan review.

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.

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.

THE DEPARTMENT

Inpatient Service

The Respiratory and General Medicine Ward (Ward B2) has 27 beds. Currently, 19 beds are under the care of the Respiratory Consultants. All Respiratory inpatient care is delivered by the multidisciplinary team. This team approach is supported by morning and lunchtime daily “dynamic discharge huddles”, ensuring good communication and a focus on timely and effective patient care and discharge. Most patients are admitted for emergency care from the Acute Medical Unit (AMU), but we also have a number of arranged admissions each week for the investigation and management of respiratory conditions, including lung cancer and pleural disease.

Day cases are regularly managed in our newly fitted state-of-the-art treatment room, which is situated near the entrance to the ward, or in the Ambulatory Care Unit.

Each Consultant has two formal ward rounds each week, with senior staff present on the ward each morning to assess newly admitted patients. During the working week Respiratory patients are assessed and treated by our Respiratory Specialty Doctors prior to transfer to the ward.

The ward is supported by our Respiratory Specialist Nurses, Specialist Respiratory Physiotherapists, Occupational Therapists and Social Work teams.

The ward nursing staff are skilled in delivering high flow nasal oxygen, and also are able to care and support patients on nocturnal non-invasive ventilation (NIV), with guidance from our specialist nurses.

Patients requiring acute NIV or other organ support are managed in the Critical Care Unit (CCU), but remain under the charge of their Respiratory Consultant. See our CCU section for more information on our CCU facilities.

Outpatients

In view of the Covid-19 pandemic, the Respiratory department has embraced the use of video appointments, using the NHS “Attend Anywhere” system. This service, along with the option for telephone only appointments, has been well received by patients. In order to support remote appointments, we are able to organise timely bloods (either at DGRI or community hubs), pulmonary function tests and X-rays.

It is recognised that there can be limitations when assessing patients remotely and we are easily able to accommodate ‘face-to-face’ appointments, where appropriate. X-rays and full pulmonary function tests are available alongside the same appointment on most days.

Most of our Respiratory Clinics are general respiratory clinics with both new and return patients. All outpatient Respiratory referrals are vetted by a Respiratory Consultant. Our Specialty Doctors attend a regular outpatient clinic. We also encourage trainees to attend clinic and have ample allocated clinic rooms to support this.

There is an established Ventilation Clinic which currently runs weekly. This is carried out by one of our Consultants and is also covered by the Specialist Sleep Nurses.

More recently, supported by our Respiratory Specialist Nurses, we have introduced a monthly Interstitial Lung Disease Clinic for patients on antifibrotics and a 3-monthly Asthma Biologics Clinic.

We encourage involvement in our specialist clinics and sleep service depending on prior experience and interest. Additionally we welcome other specialist interests and would encourage applicants to discuss these with us.

There is a fortnightly general outpatient clinic in the Galloway Community Hospital in Stranraer, this is covered by Consultant colleagues and managed through a combination of video/telephone and face-to-face appointments. There is support from a Specialist Respiratory Nurse based in the west of the region.

There are approximately 10 adult patients within the CF service in Dumfries, with excellent links to the central CF services in Glasgow and Edinburgh. We have recently renegotiated our shared care arrangement, so that patients with CF are required to contact Glasgow and Edinburgh in the first instance, and care is coordinated from there. Our Specialist Respiratory Nurses arrange regular line flushes and intravenous antibiotics when appropriate.

Lung Cancer Service

The unit deals with approximately 120 new lung cancer cases each year. There is a weekly lung cancer multidisciplinary team meeting (MDTM), attended by our visiting Oncologist from Edinburgh, with a video link to cardiothoracic surgery at the Golden Jubilee National Hospital in Clydebank. A Clinical Oncologist from the Edinburgh Oncology Centre will review all appropriate new lung cancer cases being considered for chemotherapy or radiotherapy. Chemotherapy is given on-site in the Macmillan Chemotherapy suite, adjacent to the oncology clinic with nursing staff trained in its administration. The lung cancer MDTM is well supported with attendance from Oncology, Radiology, Pathology and the Thoracic Surgeons. There is a full time Lung Cancer Nurse Specialist, who supports the work of the lung cancer MDTM.

Our bronchoscopy list takes place in the Endoscopy Suite at DGRI. Patients generally attend as a day case. We support a one-stop approach

for the assessment of new patients and can arrange for assessment, CT and bronchoscopy on the same day. Endobronchial ultrasound (EBUS) and PET CT scanning take place in Edinburgh. Radiotherapy is delivered in Edinburgh, and accommodation is provided for our patients for the duration of their treatment.

Integrated Respiratory Team

Specialist respiratory nursing is well-developed in the region. We are fortunate to have a fully integrated respiratory team comprising of a lead respiratory nurse specialist, six nurse specialists, three physiotherapists and five healthcare support workers who work within the acute and community setting. This team provides a robust early supported discharge service, with admission avoidance and a seamless transition between primary and secondary care. There is also a well-established pulmonary rehabilitation and outpatient respiratory physiotherapy service. The Respiratory specialist nurses support a number of clinics including IPF, biologics, COPD/asthma and the home oxygen service. There is a weekly MDT meeting, chaired by a Speciality Doctor with a Clinical Psychologist in attendance. This is a proactive team, with plans already in place to progress work around the application of bespoke digital patient self-management plans.

Sleep Medicine Service

The Sleep Medicine Service has been well-established for over ten years and evaluates approximately 300 new patients each year. Currently there are around 1200 patients on CPAP therapy and 130 patients with ventilatory failure on domiciliary nocturnal NIV. Initial sleep breathing assessment is largely undertaken by the Specialist Nurses in sleep disordered breathing. Patients are screened on an outpatient basis via home-based limited channel respiratory polygraphy; data is downloaded in the sleep clinic the following day, with direct initiation of CPAP therapy or NIV if indicated. Ongoing compliance and efficacy data are sent via mobile network to a remote monitoring platform for ongoing evaluation, facilitating early intervention. There is close liaison between the Specialist Nurses delivering the service and the medical staff who are able to offer advice as required when the patients attend following a study, or on follow-up visits. Most sleep breathing disorders clinic follow-up is nurse delivered, apart from weekly breathing support clinics for complex sleep/NIV patients.

Acute Medical Unit (AMU)

The Respiratory Specialty Doctors provide in-reach into the AMU every morning Mon-Fri, supported by the Consultants. This allows for a prompt specialist opinion and management, which can be continued downstream on the ward if required. We proactively manage placement into our Respiratory beds ensuring a 'right patient, right place' approach where possible. The Specialist Respiratory Nurses also in-reach into the AMU, providing input and assessment for early supported discharge of patients with COPD, assessment of asthma patients and oxygen reviews.

The AMU is co-located with the Emergency Department on the ground

floor of DGRI. There is a nurse triage area, a 10 bedded assessment area and 24 medical beds. There is also an area for ambulatory management of patients. Acute Physicians cover AMU from 8am to 8pm, Monday to Friday with an emphasis on early senior review and decision making. The AMU is supported by a strong multidisciplinary team, with dedicated Advanced Nurse Practitioners, Physiotherapists, Occupational Therapists and Pharmacy. There is also a Frailty Team based in AMU during the week to aid rapid multidisciplinary team assessment and input into the older frail patient.

Critical Care Unit (CCU)

The CCU is a 16 bedded unit with both high dependency and intensive care beds situated in the same unit. These rooms are large, state of the art single rooms with electrochromic glass fronts and big windows to maximise natural light and open views.

We have excellent links with our highly supportive Anaesthetic colleagues allowing us to offer level 2/3 care with their support. There is a dedicated junior doctor caring for the high dependency patients.

The unit also includes seminar and handover rooms, a relatives area with overnight accommodation and adjacent on call bedrooms.

Radiology

The radiology support is excellent, with multi-slice CT scanners both in DGRI and Galloway Community Hospital, and MRI scanning in Dumfries. We have an excellent CT guided biopsy service in Dumfries, with patients attending via our Ambulatory Care Unit. Our Consultant Radiologists are approachable and supportive. They will help with complex pleural procedures and are always happy to discuss patients.

Teaching and Education

Attendance at regional and national meetings is encouraged, and study leave supported. One of our Consultants is a faculty member for the national IMPACT programme and delivers this locally and regionally.

The appointee will have the opportunity to participate in, and contribute to, educational activities run by the Department and jointly with colleagues in the Division of Medicine. This involves Wednesday lunchtime educational session and Friday lunchtime Journal Club.

The postholder will contribute to the training of junior medical staff and other multi-disciplinary team members.

The hospital also hosts third and fourth year undergraduate medical students from Glasgow University and final year medical undergraduates from Edinburgh University. The postholder will be expected to provide informal clinical teaching to those students undertaking their rotations in Respiratory Medicine, being well supported by our Subdean for Medicine and Clinical Teaching Fellow, based in the Education Centre. This year

our teaching ratings placed us #1 for student satisfaction throughout the hospitals providing clinical teaching in the West of Scotland.

NHS Dumfries & Galloway is a partner in the Scottish Graduate Entry Medicine programme (ScotGEM). The programme is designed to develop doctors interested in a career as a generalist practitioner within NHS Scotland. It offers a unique and innovative four-year graduate entry medical programme, where students spend periods of time living and studying in Dumfries and Galloway, from their second year onwards.

THE MEDICAL DIRECTORATE

The sub-specialties of the current Physicians are:

- Acute Medicine
- Acute Rehabilitation
- Cardiology
- Care of the Elderly
- Dermatology
- Diabetes and Endocrinology
- Gastroenterology
- Haematology
- Infectious Diseases
- Nephrology
- Neurology
- Palliative Care
- Respiratory Medicine
- Rheumatology

JOB DESCRIPTION AGREEMENT

Job Holder's Signature:

Date:

Head of Department Signature:

Date:

Person Specification

ESSENTIAL	DESIRABLE
Qualifications: <ul style="list-style-type: none"> • Full GMC Registration and Licence to Practice 	<ul style="list-style-type: none"> • Relevant Post Graduate Qualification
Experience: <ul style="list-style-type: none"> • At least 12 months exposure to UK general medicine • Ability to communicate effectively with all levels of staff and patients • Ability to work efficiently and timeously • IT literacy 	<ul style="list-style-type: none"> • Exposure to respiratory medicine speciality training
Team Working: <ul style="list-style-type: none"> • Understand the multidisciplinary team • Ready to contribute to the team 	
Personal Development: <ul style="list-style-type: none"> • Evidence of relevant Continuing Professional Development • Evidence of satisfactory compliance with appraisal requirements 	
Teaching and Training: <ul style="list-style-type: none"> • Evidence of teaching experience 	
Research and Publications:	<ul style="list-style-type: none"> • Evidence of involvement in Research • Published research
Clinical Audit: <ul style="list-style-type: none"> • Evidence of interest and participation in clinical audit 	
Management and Administration: <ul style="list-style-type: none"> • Understands managerial role and responsibility of middle grade in general / respiratory medicine • Proven organisational skills 	<ul style="list-style-type: none"> • Proven management experience • Understanding of resource management and quality assurance.
Personal and Interpersonal Skills: <ul style="list-style-type: none"> • A willingness to accept flexibility to meet the needs of the patient • Effective communicator and negotiator • Demonstrate effective leadership • Ability to operate on a variety of different levels • Open and non-confrontational 	<ul style="list-style-type: none"> • Knowledge of recent changes in the NHS in Scotland

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 £41,986 - £78,294 depending on experience.
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 may be agreed. You may be required to work at any site within your employing organisation, including new sites.
Notice Period:	Three 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>

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 with Us Portal.

To access the Work with Us web pages, copy and paste the following link into your web browser:

www.nhsdg.co.uk/workwithus

