

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	Consultant Neurologist with Special Interest in Parkinson's Disease
Salary	£84,984 - £112,925 (pro rata)
Hours	Full Time – 40 hours per week
Contract Type	Permanent
Department	Neurology
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 prospective candidates who wish to better understand the role.

Please contact Dr Ondrej Dolezal, Consultant Neurologist on 01387 246246 (Ext 33628) or by e-mail at Ondrej.Dolezal@nhs.scot; or Dr Andrew Russell, Clinical Director for Medicine by e-mail at Andrew.Russell6@nhs.scot

Job Description

JOB PURPOSE

NHS Dumfries and Galloway are looking to appoint a dynamic Consultant to join the Neurology Team based at Dumfries and Galloway Royal Infirmary. The successful applicant will work as one of two Neurologists bases at Dumfries & Galloway Royal Infirmary and will be supported by the Neurology Specialist Nurses. The hours of duty are flexible and will be discussed and agreed with the successful applicant.

A detailed job plan will be agreed with the successful applicant on appointment, the main aspects of the role will include:

- Provision of outpatient clinics (Galloway Community Hospital (GCH) at Stranraer and Dumfries)
- Ward Referrals
- SPA
- Teaching
- Clinical Administration

This is a permanent post, based at Dumfries and Galloway Royal Infirmary. The successful applicant will join a team which will comprise of two Consultants, two Clinical Nurse Specialists (CNS), one for Multiple Sclerosis (MS) and one for Parkinson's Disease (PD) and an Associate Specialist in Care of the Elderly who holds clinics for movement disorders including Parkinson's Disease. There is also a non clinical educational epilepsy nurse who undertakes educational work with GPs.

The appointment will be on a whole-time basis under the terms of the new consultant contract. The job plan, which will be subject to review, will be offered on a 10 PA contract, including at least one allocated to supporting professional activities (SPAs) but this can be flexible. 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 participation in the General Medicine on-call rota. Additional SPA time for clinical and educational supervision will be allocated once the successful candidate has agreed to participate and has fulfilled eligibility for this activity.

THE DEPARTMENT

Neurology

The Department of Neurology provides a comprehensive service at Dumfries and Galloway Royal Infirmary. Out-patient services are also provided at the Galloway Community Hospital, Stranraer. The department supports patients with a range of conditions including MS, Parkinson's, Epilepsy, Headache and Motor Neurone Disease.

The MS Service is supported by a consultant and specialist nurse. This service includes specialist clinics for Disease Modifying Treatments, MS

clinics and long term follow up at home. The Parkinson's service is supported by an associate specialist and specialist nurse and includes ward support and outpatient clinics. Epilepsy services in Dumfries and Galloway are being redesigned with the support of an Epilepsy Specialist Nurse as we are aiming to increase the number of patients who are managed in the community. Headache and Motor Neurone Disease are managed as part of the general Neurology Service.

The Neurology department receives around 1200 new referrals per year and currently manages 200 MS patients. We are always striving to improve the service provision and benchmark well against national performance measures. We are also one of the highest rated services against the Healthcare Improvement Scotland Neurology Standards.

Staffing

The Neurology Team	
Dr Ondrej Dolezal	Consultant Neurologist (General Neurology, MS, Epilepsy)
Dr Shona Donaldson	Associate Specialist/PD
Joy Millar	MS Specialist Nurse
Liz Clark	MS Specialist Nurse
Rhona Sturrock	Epilepsy Specialist Nurse
Shona Graham	Parkinson's Specialist Nurse
Helen Lennox	MND Specialist Nurse

The General Manager for the Acute and Diagnostics Directorate is Carole Morton and the successful post holder will be managerially accountable to this person.

The Clinical Director for Medicine is Andrew Russell and the successful post holder will be clinically accountable to this person.

Medicine for the Elderly

NHS Dumfries and Galloway cover a wide geographic area. Like all areas of Scotland the population is steadily ageing; the demographic trends within Dumfries and Galloway highlight a reduction in the number of working-age people and an increase in the number of older people living alone and living with two or more long term conditions. Good joint working is needed across a range of professionals to help support older adults and Specialist Care of the Elderly needs to be able to input at many different stages and in many different places as close to home as possible.

The Department includes Stroke, Movement Disorder, Falls, Orthogeriatrics and Rehabilitation Medicine services, in addition to General Medicine for the Elderly and is based in Dumfries and Galloway Royal Infirmary (DGRI). A needs related admission policy is in operation. The majority of admissions are emergencies and are admitted via the Acute Medical Unit. Direct admissions can be taken during normal working hours. The patients are admitted via General Practice, Out-of-Hours service or

the Emergency Department. Medicine for the Elderly Services are provided from two core acute sites – Dumfries and Galloway Royal Infirmary, Dumfries and Galloway Community Hospital in Stranraer with input into nine cottage hospitals. The Clinical Lead is Dr Amy Conley.

Education

There is a weekly Medical Division meeting held on Thursday lunchtimes. Educational meetings occur each Wednesday and Friday.

Provision will also be made for postholder to attend CPD meetings. The postholder will also be involved in this department's (details below) teaching programme for the year including journal club, clinical cases and guest lectures.

The Department of Clinical Neurosciences is a supraregional centre providing comprehensive neurosurgical and neurological services to a population of 1.75 million in the South East, South West and Central Belt of Scotland.

General Provisions

- The successful candidate is required to work within the local management structure and co-operate with other professional colleagues to ensure the efficient running of the service and will take part, with other consultant colleagues in the medical contribution to management.
- Subject to the provision of terms and conditions of service, the postholder is required to observe the organisation's agreed Policies and Procedures, drawn up in consultation with the profession on clinical matters, and to follow the Standing Orders and Financial Instructions of the organisation.
- The postholder is required to ensure that there are adequate arrangements in place for hospital staff involved in the care of patients for contacting him/her when necessary.
- The postholder is required to comply with the Organisation's and the Department's Standing Operating Procedures including Health and Safety Policies.

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.

On call arrangements

There is no on call provision for this post.

Supporting Professional Activities

SPA is intended for activities such as revalidation, appraisal, personal audit, and professional development (occurring outwith the 30 days of study leave entitlement in any three year period). Time permitting, it may also cover minimal teaching, training and non-clinical administration. Any additional SPA allocation will require to be evidenced as being mutually beneficial and required by the department. Adjustment to the programme to incorporate additional SPA will require other activities to be reviewed to accommodate any increase as necessary. It will be requested that SPAs are delivered at the normal place of work, unless there are mutual advantages to it being performed elsewhere. The exact timing and location of SPAs, and flexibility around these, will be agreed during the 1:1 meeting with the Clinical Director/Associate Medical Director and included in the prospective job plan.

Private Practice

If the postholder wishes to undertake any private practice, he/she is obliged to inform his/her employer at the time of appointment of his/her intention to do so. This should be submitted in writing to the Medical Director.

The postholder shall be free to undertake private practice without approval provided such work is undertaken outside the time agreed in the job plan for programmed activities and is in accordance with the national terms and conditions to service. (Refer Section 6 of the New Consultant Contract).

Annual Appraisal and Job Planning

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.

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

THE POST

Indicative Job Plan (9+1 PA)

	<i>AM</i>	<i>PM</i>
Monday	Ward Referrals/Admin	Clinic
Tuesday	Clinic	Admin /ward referrals
Wednesday	Admin	SPA
Thursday	Clinic (PD)	Admin /ward referrals
Friday	MDT/Admin	Clinic (Botox)

JOB DESCRIPTION AGREEMENT

Job Holder's Signature:

Date:

Head of Department Signature:

Date:

Person Specification

ESSENTIAL	DESIRABLE
Qualifications: <ul style="list-style-type: none"> • MRCP 	<ul style="list-style-type: none"> • MD or PhD
Experience: <ul style="list-style-type: none"> • CCT or within 6 months of certificate or experience as established Consultant Neurologist • Proven track record of extensive general clinical neurological experience • Enthusiasm to develop teleneurology 	<ul style="list-style-type: none"> • Experience of ensuring patient safety & person centred approach
Personal Attributes: <ul style="list-style-type: none"> • Honest, trustworthy, hard working, ability to get on with colleagues. • Good communicator • Develop self awareness • Acting with integrity 	<ul style="list-style-type: none"> • Critical evaluation • Evidence of CPD (continuous professional development)
Personal Skills and Attitude: <ul style="list-style-type: none"> • Willing to work within various Teams • Empathy, sensitivity • Effective personal organisation • Ability to cope with pressurised environment 	<ul style="list-style-type: none"> • Developing networks • Ability to encourage contribution • Ability to lead teams • Ability to teach / train staff
Audit: <ul style="list-style-type: none"> • Well versed in audit process • Several audits completed 	<ul style="list-style-type: none"> • Publications and presentations • Clinical governance
Management Ability: <ul style="list-style-type: none"> • Organisational awareness • Ability to make decisions • Apply knowledge and evidence • Ability to improve services through change 	<ul style="list-style-type: none"> • Evaluate impact • Identifying context for change • Encouraging improvement and innovation • Experience of planning, managing resources & people

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:	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:	3 Calendar Months
Hours of Duty:	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>

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

