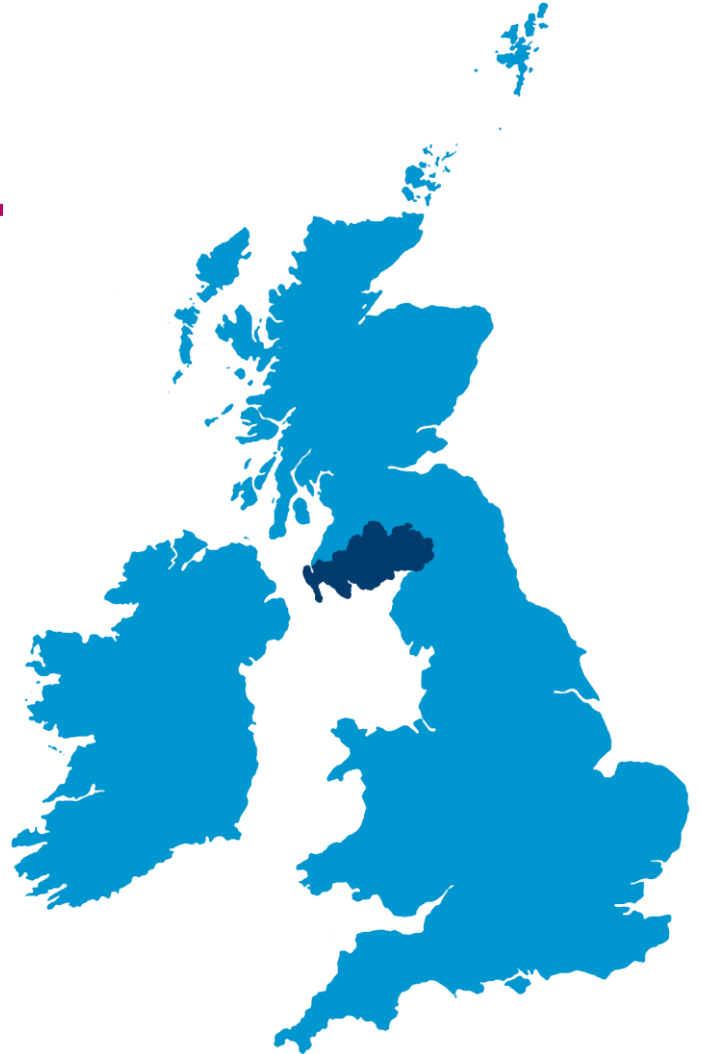


Consultant General Surgery

with interest in Colorectal Surgery

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 General Surgeon
Salary	£87,534 - £116,313 (pro rata)
Hours	Full Time 40 hours per week
Contract Type	Permanent
Department	General Surgery
Reporting to	Tom Geddes, Assistant General Manager
Base	Dumfries & Galloway Royal Infirmary

Contact Details

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

Please contact:

Mr Patrick Collins, Consultant General Surgery
E-mail - patrick.collins1@nhs.scot or telephone 01387 246246, 31380; or

Mr Stuart Whitelaw, Specialty Team Lead for General Surgery
E-mail - stuart.whitelaw@nhs.scot or telephone 01387 246246

JOB PACK PENDING APPROVAL BY EXTERNAL ADVISER

Job Description

JOB PURPOSE

NHS Dumfries and Galloway wish to appoint a General Surgeon with an interest in Colorectal surgery to join the General Surgery Team based at the new Dumfries and Galloway Royal Infirmary. They will participate in the emergency on-call rota. Experience in laparoscopic surgery is desirable to enable the successful candidate to contribute to the ongoing development of the laparoscopic service in our new, state-of-the-art integrated operating theatres.

THE DEPARTMENT

The Department of Surgery provides a comprehensive elective and emergency general surgical service at Dumfries and Galloway Royal Infirmary. Day case/endoscopy/outpatient services are also provided at the Galloway Community Hospital, Stranraer.

The combined Gastro-intestinal Services are largely provided by Surgeons with an Upper GI interest and colorectal interest and deals with 130 new cases of colorectal cancers and 40-50 oesophagogastric cancers per annum. The service is supported by experienced nurse endoscopists, clinical nurse specialists, ERAS and stoma nurses. The department has four Specialty Doctors and nine medical trainees from Edinburgh and Glasgow. We have a fully established and successful colorectal ERAS program and are currently further developing a pre-habilitation service. A colorectal screening programme is operational and is largely provided for by the department. Weekly colorectal MDT meetings are held with a visiting Specialist Oncologist from Edinburgh.

The post holder will join the general surgical Consultant On-Call Rota.

Education

Departmental educational meetings, mortality and morbidity meetings and journal club are held monthly (half day). There is close collaboration with the Lothian and South-East Scotland Educational Programme and the West of Scotland Education Programme and the Department participates regularly in region audit meetings. DGRI is the recognised Post-graduate Medical Centre for South West Scotland.

The postholder will be managerially accountable to Tom Geddes, Assistant General Manager for Acute and Diagnostics Directorate, and clinically accountable to Miss Maria Bews-Hair, Clinical Director for Surgical Services.

Dumfries and Galloway Royal Infirmary

Dumfries and Galloway Royal Infirmary includes the Departments of:

- Anaesthetics
- Cardiology
- Dermatology
- ENT Surgery
- General Medicine
- General Surgery
- Geriatric/Rehabilitation/Stroke Medicine
- Haematology
- Laboratory Services
- Neurology
- Obstetrics and Gynaecology
- Ophthalmology
- Oral and Maxillofacial Surgery
- Orthodontics
- Orthopaedic Surgery
- Paediatrics
- Palliative Care
- Radiology
- Renal Medicine
- Urology

Galloway Community Hospital

The Galloway Community Hospital is located in Stranraer, 75 miles from Dumfries. It opened in September 2006 replacing the former Dalrymple and Garrick Hospitals. The General Surgery department provides a weekly visiting service to this hospital.

Personal Professional Development

- Develop a Personal Development Plan to include skill areas of clinical expertise
- Adopt a personal lifelong learning culture
- Be fully involved in annual appraisal as dictated by NHS D&G and GMC

Professional Issues

- Work and practice at all times in accordance with the GMC code of Professional Conduct.
- Actively demonstrates a positive approach to sustaining and developing personal and professional knowledge required to undertake own role.

SYSTEMS AND EQUIPMENT

- PC and Microsoft office – Operational work.
- Email system – Day to day communications
- Intranet / Internet – Source of reference material and NHS D&G protocols
- Laboratory Computer interface for results of patient tests
- Computer based discharge letter system

- Resuscitation equipment
- e- Casenote
- HEPMA (hospital electronic prescribing medicines system)

DECISIONS AND JUDGEMENTS

- Ability to recognise scope of personal abilities and clinical judgement
- Ensure safety of practice at all times by liaison with other professionals and by adherence to national guidance and standards

COMMUNICATIONS AND RELATIONSHIPS

- Responsible for partnership working, involving all staff at the earliest opportunity to influence change if required and provide an efficient, effective and safe service
- Collaborate with a range of colleagues in provision of patient care and in personal professional development

KNOWLEDGE, SKILLS AND COMPETENCIES REQUIRED

- Leadership and relationship building
- Effective communication skills
- Effective interpersonal skills
- Good negotiation skills
- Clinical Management skills
- Influencing skills
- Teaching/supervision and mentoring

PHYSICAL DEMANDS OF THE JOB

- Ability to think ahead and plan
- Ability to make holistic patient centred decisions based on multiple sources of information
- Ability to cope with stressful and emotional situations
- Resilience

KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- GMC registered
- Fellowship of The Royal College of Surgeons or equivalent College
- CCT or within 6 months of certificate or experience as established Consultant General Surgeon
- Endoscopy skills
- Honest, trustworthy, hard working, ability to get on with colleagues
- Good communicator
- Develop self awareness
- Acting with integrity
- Willing to work within various Teams
- Empathy, sensitivity
- Effective personal organisation
- Ability to cope with pressurised environment
- Well versed in audit process

- Several audits completed
- Organisational awareness
- Ability to make decisions
- Apply knowledge and evidence
- Ability to improve services through change
- Computer literate

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"> • Fellowship of The Royal College of Surgeons or equivalent College 	<ul style="list-style-type: none"> • Higher Degree MD
<p>Experience:</p> <ul style="list-style-type: none"> • CCT or within 6 months of certificate or experience as established Consultant General Surgeon • Endoscopy skills 	<ul style="list-style-type: none"> • Advanced laparoscopic skills • Experience of ensuring patient safety & person centred approach
<p>Personal Attributes:</p> <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)
<p>Personal Skills and Attitude:</p> <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
<p>Audit</p> <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
<p>Management Ability</p> <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 £87,534 - £116,313 depending on experience, plus banding depending on rota.
Leave:	28 or 33 days annual leave dependant on experience pro rata plus 8 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 the Galloway Community Hospital 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:	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, Live, Play Digital Brochure](#).

