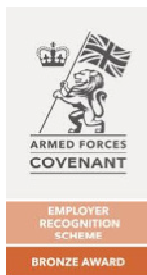
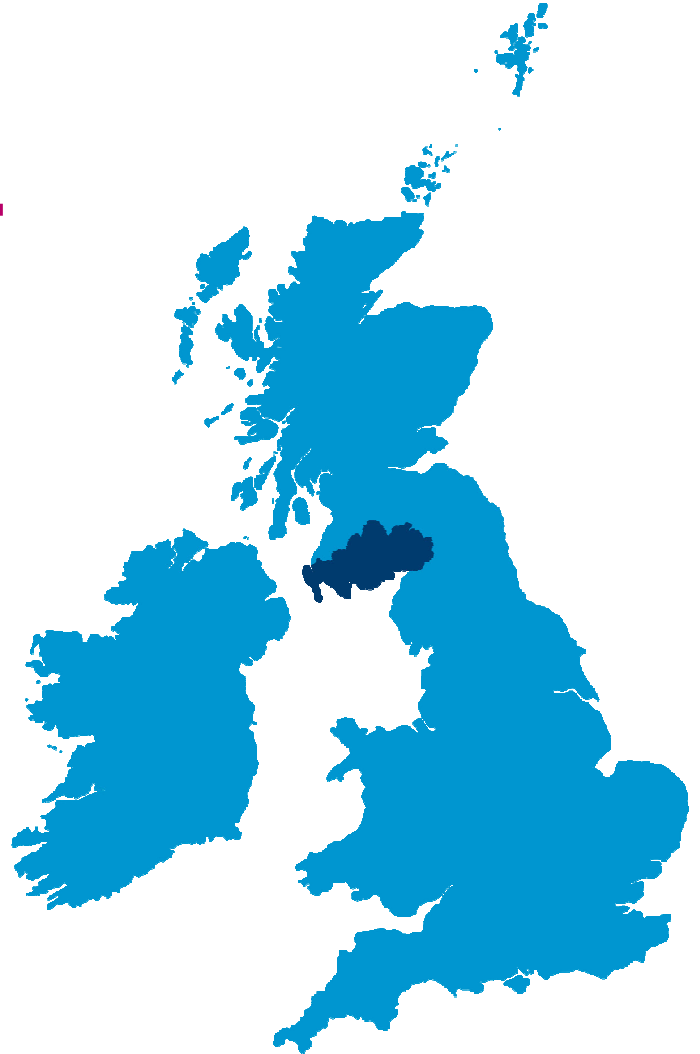


Consultant Radiologist

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	Locum Consultant Radiologist
Salary	£87,534 - £116,313 (pro rata)
Hours	Full Time 40 hours per week
Contract Type	Fixed Term – 23 Months
Department	Radiology
Reporting to	Alison Solley
Base	Dumfries & Galloway Royal Infirmary

Contact Details

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

Please contact Dr Jozef Lastik STL on 01387 241433 or by e-mail at Jozef.lastik@nhs.scot |

Job Description

JOB PURPOSE

NHS Dumfries and Galloway are looking to appoint a Locum Consultant to join an outstanding radiological services department. Based in Dumfries and Galloway Royal Infirmary, the successful applicant will work as part of a 7 strong Radiologist team. The main aspects of the role will include:

- CT and MR reporting
- Ultrasound scanning
- Plain film reporting
- Supervision and training of radiographers
- Teaching of medical and radiography students
- Clinical audit
- Weekly multi-disciplinary meetings, which are held locally or via teleconferencing with tertiary centre.

THE DEPARTMENT

The Radiology Department based at Dumfries and Galloway Royal Infirmary, has moved to a new site which was opened in December 2017.

Radiology equipment comprises:

- Plain film radiography (3 DR rooms)
- DR mobile radiography
- Dental radiography plus OPT
- Mammography – Hologic FFD Mammography unit. Symptomatic breast clinics only.
- Angiography unit - Philips Allura Exper FD20, installed 2017.
- Mobile fluoroscopy in the theatre setting.
- Toshiba Aplio 400 , in the breast imaging suite.
- Samsung RS80 EVO
- Philips Affiniti 70G.
- Samsung HS 85
- Samsung HS40 – portable machine
- CT Scanner – Cannon Prime SP installed Dec 2017
- MR Scanner- Seimens Aera Installed Dec 2017
- DEXA Scanner – GE IDEXA

Services are also provided at Galloway Community Hospital, Stranraer, where there are 22 surgical and 20 medical beds.

Radiology equipment comprises

- Plain film radiography (1 DR room)
- DR mobile radiography
- Dental imaging OPT/Lat Ceph
- CT Scanner-Cannon Prime installed Jan 19

- Ultrasound - Samsung RS 80 EVO ultrasound machine

The Galloway Community Hospital is fully integrated into the Scottish national PACS service. Images are reported by radiologists at DGRI. Ultrasound scanning is carried out by sonographers.

Nuclear medicine – this service is provided by Ayr, Edinburgh and Carlisle. Ayr also provide Fluoroscopy services such as Ba Swallow/meal exams. S< lead our VSW service which is imaged in our interventional room.

Dumfries and Stranraer are filmless environments with Philips RIS and PACS, supported by DR and CR in Dumfries, and DR at Stranraer

Home access to PACS and RIS for on call is available via broadband VPN. Equipment is installed to allow teleconferencing with teleradiology for multidisciplinary meetings with Edinburgh.

Vascular interventional radiology is currently provided by the local vascular surgeons.

There are regular multi-disciplinary meetings in general surgery, gastro-intestinal, breast and lung oncology, haematology and urology. There are regular educational and social meetings with radiology colleagues in Cumbria.

There is a team of sonographers, who currently carry out and report on general abdominal/pelvic and vascular ultrasound in Radiology (18 PAs/week). They carry out obstetric ultrasound scanning in the adjacent Maternity wing (16 PAs/week) and provide the aortic aneurysm screening programme scanning. Sonographers also visit Stranraer regularly.

The department actively encourages the extended role for Radiographers to support the Radiologist team. We have two Radiographers reporting MSK plain film imaging, 1 reporting on CT Colons and 1 training to report DEXA exams.

THE POST

The consultant job plan is flexible and open to negotiation on appointment. The job plan will be offered on a 10PA (9PA + 1SPA) contract (the balance between direct clinical care and supporting professional activities will be discussed and agreed between the Board and the successful applicant) with an opportunity for 1 EPA if desired. The current on call commitment is 1 in 3 with 4 Ways providing OOH cover 7 days per week.

An indicative job plan is detailed below:

Day	AM	PM
Monday	SPA	CT Scanning
Tuesday	Clinical sessions depending on special interest	Duty reporting Radiologist
Wednesday	Clinical sessions depending on special interest	CT Scanning
Thursday	Clinical sessions depending on special interest	Clinical sessions depending on special interest
Friday	MR Scanning	MR Scanning

Plans are currently being developed to allow extended working days in CT and MR scanning. There will be subsequent discussions regarding how that will be supported by radiologists.

Clinical commitments are flexible to cover essential services during colleagues' leave.

The post-holder will share in the general work of the department, including plain image reporting, ultrasound scanning, CT and MR reporting. Simple non-vascular intervention and biopsy skills would be desirable, but not essential. The exact weekly timetable will be drawn up following discussion with the successful candidate and current post-holders. There will be scope for the post-holder to maintain or develop any special interests.

The post-holder will be expected to take part in the supervision and training of radiographers, teaching of medical students, junior medical and other professional staff, clinical audit.

Each Consultant will have an individual office with the appropriate technical and secretarial support.

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"> • Hold a recognised medical degree • CCST or within 6 months of certificate or experience as established Consultant Radiologist 	<ul style="list-style-type: none"> • Additional postgraduate qualifications. FRCR or equivalent.
<p>Experience:</p> <ul style="list-style-type: none"> • Wide general experience in all aspects of general radiology, including CT, MR and Ultrasound • Able to liaise effectively with colleagues both locally and in other centres • Able to co-ordinate imaging investigations and tailor them to patients needs 	<ul style="list-style-type: none"> • Well developed special interest • Experience of ensuring patient safety & person centred approach • Experience in specialist areas of reporting required to complement and support the skills of the existing post holders
<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 • Evidence of CPD (continuous professional development) 	<ul style="list-style-type: none"> • Critical evaluation
<p>Personal Skills and Attitude:</p> <ul style="list-style-type: none"> • Good command of English language, (oral & written). • Hold PLAB or equivalent (if appropriate) • Good communicator • Good presentation skills • Ability to get on with and work with others as part of a team • Ability to manage stressful situations • Time management skills 	<ul style="list-style-type: none"> • Developing networks • Ability to encourage contribution • Ability to lead teams • Ability to teach / train staff
<p>Knowledge / Understanding:</p> <ul style="list-style-type: none"> • Compatible with that expected of a practicing Consultant Radiologist • Demonstrable understanding & acceptance of the principles of Clinical Governance 	<ul style="list-style-type: none"> • Evidence of participation and involvement in Clinical Research • Computer confident • Enthusiasm for service

<ul style="list-style-type: none"> • Awareness of new developments in the specialty with ability to critically assess the impact of these on the service. • Clinical Audit 	<p>development</p>
<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 • Ability to use email and IT systems 	<ul style="list-style-type: none"> • Evaluate impact • Identifying context for change • Encouraging improvement and innovation • Experience of planning, managing resources and 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:	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 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 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>

