



# 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

<b>Job Title:</b>	<b>Consultant in Infectious Diseases</b>
<b>Salary:</b>	<b>£91,474 to £121,548</b>
<b>Hours:</b>	<b>40 hours per week</b>
<b>Contracted Type:</b>	<b>Permanent</b>
<b>Department:</b>	<b>Infectious Diseases</b>
<b>Reporting to:</b>	<b>Peter Girvan</b>
<b>Base:</b>	<b>DGRI</b>

**AWAITING APPROVAL FROM EXTERNAL ADVISOR**

# Job Description

## The Post

Applicants will be considered from all backgrounds of Infection training but this is a clinically based role. The initial priority will be to support and develop a well established OPAT service across the region but other speciality interests will be supported.

The successful applicant will be part of a team of two Consultants, Nurse Consultant (BBV) + 0.5WTE BBV CNS, OPAT Service with 3 experienced CNS and a ward based Speciality/Clinical Fellow Doctor (to be appointed).

There is some flexibility within the job plan that will be open to negotiation on appointment. It will be offered on a 10PA contract (DCC/SPA to be discussed) with additional EPAs for participation in Acute Medical on-call rota.

## Job Plan

- 2 week rotation of ward cover/clinics, referrals & OPAT between Consultants
- Cross cover for holiday/professional leave
- Ward rounds – daily morning ward huddle; midday DDD; twice weekly complete ward round with teaching component.
- Daily review of new and unwell ward patients
- Weekly clinics (includes options for virtual clinic reviews via ‘Near Me’)
- Tuesday pm HBV (cohort ~ 80 patients) HCV (Targets achieved for SG elimination plan 2024); Prison in reach clinic and Community reviews with Specialist drug service are also provided
- Wednesday am HIV (cohort ~85 patients)
- Wednesday pm Virtual OPAT clinic (includes COPAT ~ 15-20 patients discussed)
- Thursday Gen Med/ID (includes Long COVID, Lyme, Ward follow up)
- Ward referrals, this includes CAU (on days when other ID experience is not available)
- CCU (Anaesthetic/Intensivist lead service) 18 bedded unit
- OPAT referrals from any adult ward
- Liaison meeting with Micro/ID
- Wed am 9.30-10.30 TEAMS based meeting involving Clinical, Lab based team (including Infection Control), Antimicrobial team and OPAT to discuss any new or complex patients, potential OPAT referrals, prescribing concerns, Outbreaks or community cases. New/changes to protocols can be discussed.

## Infectious Diseases Department

The post holder will share clinical responsibility for the management of Infectious diseases patients and selected general medical patients working closely with the nursing team on Ward C5, BBV service and OPAT.

## OPAT/COPAT

The service has recently expanded to 3 DGRI based CNS who have developed pathways of care with Community hospitals (Annan, Lochmaben and Castle Douglas) and Galloway Community Hospital (Stranraer). Majority of patients are referred by Orthopaedic team but there is an interesting spectrum from across all adult specialities. We have utilised a mixture of approaches including patient/relative self administration; elastomeric pumps and switch to monitored COPAT.

OPAT nursing team insert mid lines and we are well supported by Anaesthetic team for PICC and alternative central lines.

OPAT Expansion is to ensure equity of care across the region and for an ageing population with co-morbidities.

### **BBV Services**

HIV care is provided by the ID Team and we provide support to Sexual health services for complex Syphilis and concerns/complications with PreP. We have recently introduced long acting injectable treatment.

HIV NaSH module has recently been introduced to all Scottish HIV services We liaise with sexual health team around clinical concerns and contact tracing, within MCN for strategic development and have a TEAMS meet up every 6 months.

HCV elimination is a SG target for 2024. We aim to reach those diagnosed but untreated through new community initiatives and increase testing in the Specialist Drug services team over the next 24 months. We are planning to be able to double treatment numbers (if required) for local elimination target.

HBV clinic population remains stable with around 80-100 patients. Telephone interpretation service is available and often utilised in the clinic. Hepatoma surveillance scans are co-ordinated by the nursing/secretarial team.

Both BBV nurses are trained to perform Fibroscans and manage patients with liver disease.

Ward patients will predominantly be those with complex infection.

The ID team also provides care for neutropenic sepsis related to chemotherapy (Oncology services provided by Tertiary centres in Edinburgh and Glasgow with local ANPs/CNS). ID team provides care for infections associated with drug misuse including endocarditis and usually initiates investigations of patients with Pyrexia of unknown origin. Rheumatology team offices based on C5 and there is close liaison.

Scottish Government has promoted excellence in care through;

- Scottish Antimicrobial Prescribing group (SAPG) with local and national committees; promotion of antibiotic pharmacist and nursing role to support audit
- HIV clinical standards (national meetings with Regional clinical leads)
- HCV action plan with local BBV/Sexual health MCN and National network
- Infection control strategies (C Diff, SAB, E coli surveillance)

There has been excellent collaboration with the Microbiology Department (4.5 Consultant posts) which includes the Antimicrobial lead and the Infection Control Lead. A new post was recently created with collaboration between Acute Medicine and Microbiology providing a role to optimise infection management from the moment of admission.

We have well established links with larger ID Units in Glasgow (QEH) and Edinburgh (RIDU) as well as a National ID network meeting via TEAMS on a monthly basis. This proved valuable during the COVID-19 pandemic contributing to the development and distribution of guidelines.

A decision around HCID services for Scotland is pending. Both Glasgow and Edinburgh have expertise in Tropical and travel medicine.

There are also established links with Scottish Liver Transplant Unit and Hepatobiliary Network (Edinburgh); Cardiothoracic surgery (Glasgow) and Complex/Infected Orthopaedic surgery (Glasgow Golden Jubilee Hospital). The surgical units may repatriate D&G patients to the OPAT team and we now have good communication pathways.

### **In-patients**

Ward C5 is lead by Senior Charge Nurse Emma Watson and Deputies Chantal Burns, Samantha Service.

28 patients are in single bed facilities with a 5 bed horseshoe designed for higher level observation. Daily meetings include physiotherapy, OT and social work. The team are well supported by ward pharmacists who facilitate discharge and safer prescribing.

12 patients are managed by ID; 14 by General Medicine and the remainder under Gastroenterology with Rotating junior doctors (F1-ST1 level) gaining experience with each team. Haematology in-patients are admitted to the ward but are supported by their own Nursing/medical team.

### **Teaching and Training**

There is an excellent Post graduate Education centre and we provide teaching towards PACES and education/clinical supervision for all levels of trainees including GPST. Medical students primarily from Scot-Gem, Glasgow, and Edinburgh rotate through placements and are encouraged to be part of the ward team.

As a small hospital we rely on working across teams and applicants would be encouraged to speak with other departments.

### **Other Medical Specialities (Lead Contacts)**

Acute Medicine (Dr Sian Finlay also Medical Lead)

Cardiology (STL CNS Sue Bryant)

Care of Elderly (Dr Amy Conley)

Dermatology (Dr Lindsey Yeo)

Diabetes/Endocrine (Dr Fiona Green)

Gastroenterology (Dr Zahra Bayaty)

Haematology (Dr Ranjit Thomas)

Hepatology (Dr Mathis Heydtmann)

Neurology (Dr Ondrej Dolezal)

Palliative Care (Dr Sarah Pickstock)

Rehabilitation Medicine (Dr Alison McKendrick)

Renal STL (Dr Thalakunte Muniraju)

Respiratory Medicine (Dr Catherine Rossiter)

Rheumatology (Dr Anne Drever)

Surgery (Contacts JK Apollos, Maria Bews-Hair)

Orthopaedic Surgery (Contacts Subod Shrivastava, Amanda Hawkins)

Education Lead (Dr Nadeeka Rathmanala (Renal Physician))

### **Dumfries & Regional Interests**

The Region has beautiful coastal and hill walking (try Darren Flint's Guide books for routes) and Galloway and Southern Ayrshire is the first UNESCO Biosphere site in Scotland. Criffel is the prominent hill near Dumfries town (1870 ft) and is popular for

walkers and fell runners rewarded with views across the Solway to the Lake District and west towards Northern Ireland.

Mountain bikers can easily reach the Seven Stanes routes across the border region. Sailing options include inland Lochmaben (excellent youth coaching) and Kippford marina on the Solway firth. Rowing club on River Nith has trained successful youngsters and also offers novice group sessions.

There are numerous golf clubs across the region with two 18 hole courses within Dumfries and 9 hole courses opposite Mountainhall Treatment Centre.

Dumfries is home to numerous sports clubs – close to the hospital Nunholm Sports (Cricket, hockey, tennis and squash); Bannatyne's Gym and Crichton Park is home to Parkrun (Junior event Dock Park), Small swimming pool & spa. There are numerous running groups who welcome all levels of participants.

There is a vibrant Arts scene with regular exhibitions including Gracefield Arts Centre, Kirkcudbright Gallery; touring companies including Scottish Chamber Orchestra and Scottish Opera perform regularly. Bands perform at DG1 (Dumfries) and Sands Centre (Carlisle) and smaller venues such as Buccleuch Centre, Langholm.

Dumfries Photography Club welcomes new members and has National recognition particularly for wildlife photography.

There is good provision for childcare and nursery/pre-school education.

Primary school provision offers options from small rural schools to numerous town choices. State secondary schools deliver good quality education with a wide range of extra curricular activities. <https://www.scotsman.com/education/scottish-school-league-table-2022-scotlands-342-schools-ranked-from-best-to-worst-according-to-the-2022-high-school-league-table-3741254>

Further Education options include Dumfries College and nearby Crichton campus houses facilities for both University of West of Scotland, Glasgow University and the Carbon Centre for environmental research.

Road links have improved so that Glasgow is accessible in 1.5 hours, Edinburgh and Newcastle in 2 hours. Direct train and bus services from Dumfries to Glasgow and Carlisle and rapid trains from Lockerbie to both Glasgow/Edinburgh allow day visits to Royal College and other professional meetings as well as enjoying city amenities.

# Person Specification

Essential	Desirable
<b>Education, Qualifications &amp; Specialist Skills</b> <ul style="list-style-type: none"> <li>- Primary Medical Qualification.</li> <li>- GMC Registered with Specialist Registration.</li> <li>- Appropriate Royal College Membership</li> </ul>	
<b>Clinical Experience</b> <ul style="list-style-type: none"> <li>- Evidence of experience in the specialty.</li> <li>- Evidence of a substantial commitment to the specialty.</li> <li>- Ability to offer an expert clinical opinion within the specialty.</li> <li>- Ability to take independent responsibility for the clinical care of patients referred to a tertiary centre.</li> </ul>	
<b>Management &amp; Administration Experience</b> <ul style="list-style-type: none"> <li>- Involvement with management and project leadership within the specialty.</li> <li>- Evidence of involvement in authoring or reviewing clinical guidelines.</li> <li>- An understanding of Clinical Governance.</li> </ul>	<ul style="list-style-type: none"> <li>- Proven management experience and understanding of management goals.</li> <li>- Evidence of leadership / project management.</li> <li>- Evidence of having implemented change.</li> <li>- Experience in developing and implementing new technologies.</li> </ul>
<b>Teaching</b> <ul style="list-style-type: none"> <li>- Experience of Teaching and training Undergraduate/ Postgraduate and Junior Medical Staff</li> </ul>	<ul style="list-style-type: none"> <li>- Attendance at courses to develop teaching skills.</li> <li>- Postgraduate qualification in medical education.</li> </ul>
<b>Research</b> <ul style="list-style-type: none"> <li>- Evidence of involvement in and understanding of research methodology and publication of findings.</li> <li>- Research/critical review of literature.</li> <li>- Publications in the last five years.</li> </ul>	<ul style="list-style-type: none"> <li>- Higher degree.</li> </ul>
<b>Audit</b> <ul style="list-style-type: none"> <li>- Evidence of participation in audit.</li> </ul>	<ul style="list-style-type: none"> <li>- Evidence of having changed practice as a result of audit.</li> <li>- Evidence of having revisited the audit to assess improvement.</li> </ul>

**Personal Attributes**

- Alignment with the Board's Core & Professional Behaviours (as outlined on page 14).
- Flexible approach to service delivery and committed approach to development.
- Committed to share in professional, managerial and teaching responsibilities necessary to fulfil the obligations of the Directorate to the Board and its workforce.
- A commitment to personal / unit CPD.
- Ability and willingness to work the on-call rota.
- Ability and willingness to work a more flexible pattern of working in the future if required, including evening and weekend work.

# 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 £91,474 - £121,548 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"><li>• During the first year of service – one month full pay (and after completing 4 months service) 2 months half pay</li><li>• During the second year of service – 2 months full pay and 2 months half pay</li><li>• During the third year of service – 4 months full pay and 4 months half pay</li><li>• During the fourth year of service – 5 months full pay and 5 months half pay</li><li>• During the fifth year of service – 5 months full pay and 5 months half pay</li><li>• After completing 5 years of service - 6 months full pay and 6 months half pay</li></ul>
Pension	You will be automatically enrolled into the NHS Pension scheme (Scottish Public Pension Agency). The benefits of which can be found at <a href="http://www.sppa.gov.uk">http://www.sppa.gov.uk</a>
Base	Your principal place of work is Dumfries & Galloway Royal Infirmary. Other work locations may be agreed. You may be required to work at any site within your employing organisation, including new sites.
Notice Period	3 Calendar Months

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](http://www.nhsdg.co.uk/workwithus)

