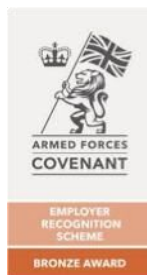
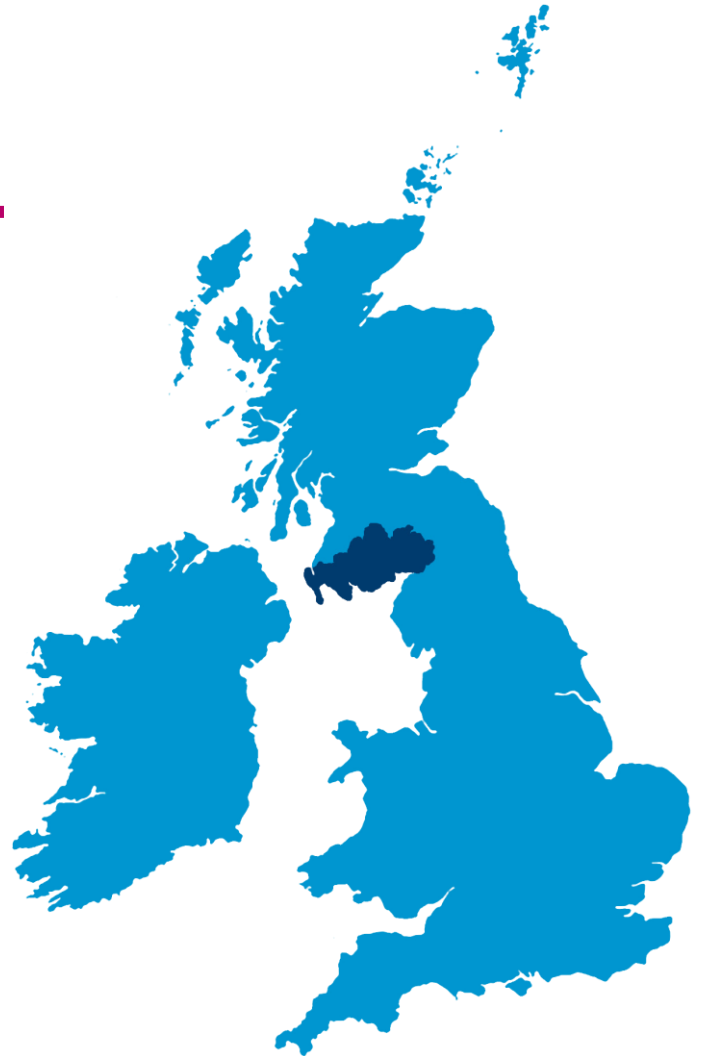


Specialty Doctor in Rehabilitation Medicine

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 Rehabilitation Medicine |
| Salary | £54,903 - £85,554 (pro rata) |
| Hours | Part Time 22 hours per week |
| Contract Type | Permanent |
| Department | Rehabilitation Medicine |
| Reporting to | Peter Girvan, Assistant General Manager |
| Base | Dumfries & Galloway Royal Infirmary |

Contact Details

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

Please contact Dr Alison McKendrick, Consultant in Rehabilitation Medicine on 01387 241843 or by e-mail at alison.mckendrick@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 Rehabilitation Medicine - Dumfries and Galloway Royal Infirmary (DGRI)

An opportunity due to retirement has arisen for a Speciality Doctor to join the Rehabilitation team. You will be working alongside Dr McKendrick Rehabilitation Consultant and the wider ward D7 multi-disciplinary rehabilitation team.

The successful candidate will provide in-patient care for the 7 level 2A acute rehabilitation beds and will also develop an out-reach service within the acute hospital for assessing referrals and providing advice. They will also be expected to undertake training to be able to work in the spasticity service and provide out-patients reviews and treatments in clinic.

Inpatient beds provide 2A level acute rehabilitation covering a range of major trauma, neurological, neurosurgical and amputee patients, plus step down patients requiring rehab from ICU. There is a talented and friendly multidisciplinary team with Nursing staff, PT, OT, Rehab Assistants, SLT, Psychology, Dietetics and a Trauma Rehab Co-ordinator. We have also input from Westmarc for prosthetics and wheelchair services and visiting Orthotics. Many patients have complex needs and we have excellent support from the rest of the DGRI Consultant team.

DGRI provides excellent modern patient accommodation with en-suite inpatient single rooms. We have a gym area on the ward and out-door garden and mobility area with additional OT kitchen assessment area off the ward in the therapy suite.

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 Rehabilitation Medicine multidisciplinary team in NHS Dumfries & Galloway and be supervised by Dr McKendrick. The main duties and responsibilities of this post include:

- Assessment, treatment and appropriate discharge of patients within the Rehabilitation ward
- Assisting with in-reach into the Acute Medical and Surgical wards
- Seeing Rehabilitation referrals on medical and surgical wards
- Rehabilitation outpatient clinics to include new and return patients
- Spasticity management and botulinum toxin injections, with training as

required

- Contributing to departmental audit, clinical governance and patient safety developments
- Contribution to general medical out of hours cover at weekends.

Job Plan

The post will consist of 5.5 programmed activities per week.

The post holder will provide out of hours general medical cover on weekends.

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 5.5 PA contract (or pro-rata for part-time working), including allocated 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, completion of DVLA forms and benefits forms, letters/phone calls to patients, carers, GPs and members of the wider multidisciplinary team involved in the patients care.

THE DEPARTMENT

Inpatient Service

The Acute Rehabilitation, Acute Stroke and Care of the Elderly ward (Ward D7) has 27 beds. Currently, 7 beds are under the care of the Rehabilitation team though that may increase on occasions depending on clinical need.

All Rehabilitation inpatient care is delivered by the multidisciplinary team. This team approach is supported by daily "dynamic discharge huddles", and a weekly MDT meeting ensuring good communication and a focus on timely and effective patient care, goal setting and discharge.

There are currently two formal ward rounds each week plus an MDT meeting. Speciality doctors would be expected to review and manage patients in the interim with support as needed. They will also offer support to junior trainees. Speciality Doctors would be expected to ensure clear

communication with the MDT, patients, families, social work, home teams and other specialists involved in the patient's care. They would be expected to assess new referrals, clerk in and start plans for new admissions from tertiary centres and manage medical emergencies. They are expected to complete full discharge letters before discharge to home or other community hospitals.

The other ward beds include 7 stroke beds and 13 general medical/ care of the elderly beds.

There is some cross cover expected between the specialties on the ward with a mix of middle grade trainees, rotational FY1s and speciality doctors. There are also close links with the COTE ward C4 with rotation of AHP's and shared weekly teaching sessions for Junior doctors.

There are referral pathways from Neurosurgery in RIE and Vascular in Haimyres and direct links for major trauma through our rehab co-ordinator, plus referral and assessment pathways for other in-patients in DGRI or community hospitals for advice.

Outpatients

Most Rehabilitation Clinics are general rehab clinics with both new and return patients. All outpatient referrals are vetted by the Rehab Consultant and allocated to specific clinics as needed. The successful candidate would be expected to work towards seeing patients independently depending on level of experience and training. Again in out-patients there are close links with the community rehab teams and AHP's and specialist nurses may join with joint clinics. The out-patient clinic mix includes reviews of ward discharges ensuring continuity, plus patients for botulinum toxin treatment for migraine, dystonia, sialorrhoea, and spasticity as well as long term neurological conditions including MS, Stroke, hereditary degenerative conditions, cerebral palsy, functional neurological disorders, head injuries, chronic fatigue and long covid.

Community teams

Head injury management is supported by Capability Scotland in the community and there are monthly MDT's to discuss progress and new referrals. They can support with a day centre and cognitive rehab plans and are an excellent resource for patients and families for advice for financial and tenancy support and support for returning to work.

Community rehabilitation teams have specialist PT and OTs who support in various areas and with restructuring we are hoping to increase the connection between community and acute care with MDT's and sharing of Rehabilitation Plans across the region. There are strong links with community hospitals across the region with advice offered for the level 1 and level 2b patients.

Acute Medical Unit (AMU)

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. Medical on call is included in the job description and level is negotiable depending on service commitments and personal preference.

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 tracheostomy care with their support. There is a dedicated junior doctor caring for the high dependency patients 9-5pm and speciality Doctors will include high dependency patient reviews during their on call sessions.

Teaching and Education

Attendance at regional and national meetings is encouraged, and study leave supported.

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 lunchtime educational sessions and journal clubs and morbidity and mortality meetings.

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. .

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.

Elective blocks and teaching sessions are offered by Rehabilitation medicine with positive reviews.

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 • Previous experience working within rehabilitation medicine • Ability to communicate effectively with all levels of staff, patients and families • Ability to work efficiently and timeously • IT literacy | |
| Team Working: <ul style="list-style-type: none"> • Understand and work within the multidisciplinary team • Ready to contribute to the team and understanding of roles and respect for expertise within the team • Experience of supervising junior doctors | |
| 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: | |
| 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 / rehabilitation 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"> • Awareness of guidance on long term conditions and BSPRM guidelines. |

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 £54,903 - £85,554 (pro rata) 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 22 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>

