

Consultant Dermatologist

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	Consultant Dermatologist
Salary	£96,963 - £128,841 (pro rata)
Hours	Part time – 20 Hours per Week
Contract Type	Permanent
Department	Dermatology
Reporting to	Peter Girvan, Deputy 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 Lindsey Yeo, Clinical Lead for Dermatology on 01387 241 574 or by email Lindsey.yeo@nhs.scot; alternatively, please contact Peter Girvan, Deputy General Manager on 01387 241790 or by e-mail at peter.girvan@nhs.scot

Job Description

THE POST

The successful applicant will join a team which consist of a full time consultant, a part time locum consultant (who previously held the position for a number of years and returned following retirement), a dedicated nursing team (1 Lead Nurse in Dermatology, 1 Specialist Nurse and 2 Staff nurse) and administration team based at the Infirmary.

This post allows the opportunity for an individual with vision and leadership qualities to further develop a modern and progressive Dermatology Department which has excellent facilities.

The Dermatology Service is based at Dumfries and Galloway Royal Infirmary. We are primarily an Outpatient based specialty. We provide outreach one stop clinics at the Galloway Hospital, Stranraer and at Newton Stewart Health Centre. The post holder will be based at Dumfries and Galloway Infirmary but will be asked to provide dermatology clinics in a community setting or at Galloway Hospital.

We have a dedicated area within the Outpatient department where we have adjoining consulting rooms with a surgical treatment room equipped with theatre lighting.

We have strong established links with South East Scotland Cancer Network (SCAN). We link up weekly for regional skin cancer multidisciplinary meetings. We work collaboratively and have strong established relationships with our Maxillo-Facial, Histopathology and General Surgical teams. There is no out-of-hours Dermatology Service.

The post holder will be provided with secretarial support and office accommodation, which will be shared with another member of the consultant team. Access to all necessary IT facilities will be provided. All members of the Dermatology team are equipped with an Ipad with MORSE app that allows photographs taken to be directly transferred to patient electronic notes. The service is largely paperless and prescriptions are printed for patients.

The consultant job plan is flexible and open to negotiation on appointment. The job plan will be offered on a 5PA contract (the balance between direct clinical care and supporting professional activities will be discussed and agreed between the Board and the successful applicant).

The post holder is expected to have a broad based dermatology background. It is expected that the post holder will have or will develop a subspecialty interest to complement the department.

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

The post holder is expected to participate in service development review and evaluation to improve/expand current practices.

The post holder is expected to manage and supervise nursing and other professional staff within the Dermatology service as required.

The Trust has an exceptional Research and Development Department and has a committed research ethos. Research is encouraged within the department.

The service provided by the Dermatology Department includes:

- General Inflammatory Dermatology Clinics (Adult and Children)
- Skin Cancer ONE STOP clinics
- Advanced Therapy/Biologics Clinic (Adult and Children/Adolescent)
- Advice and Guidance photograph referrals
- Skin Cancer Multidisciplinary Meetings
- Nurse Led drug monitoring and inflammatory diseases clinic
- Nurse Led Skin Cancer ONE STOP clinics
- Nurse Led Acne clinic
- Phototherapy – NBUVB, PUVA (including Bath, Hand and Feet)
- Patch Testing
- Day Light PDT
- Email advice to in-patient ward requests (all referrals are accompanied by photographs)

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
<p>Education, Qualifications and Specialist Skills:</p> <ul style="list-style-type: none"> • Primary Medical Qualification. • GMC Registered with Licence to Practice • Entry onto the GMC Specialist Register (within 6 months from the date of the AAC) • Appropriate Royal College Membership 	
<p>Experience and Skills:</p> <ul style="list-style-type: none"> • Evidence of experience in the specialty • Evidence of a substantial commitment to the specialty • Ability to offer an expert clinical opinion within the specialty • Ability to take independent responsibility for the clinical care of patients referred to a tertiary centre 	<ul style="list-style-type: none"> • Evidence of experience in a sub-specialty interest would be supported subject to Regional Strategy • Proven management experience and understanding of management goals. • Evidence of leadership / project management • Evidence of having implemented change • Experience in developing and implementing new technologies
<p>Teaching:</p> <ul style="list-style-type: none"> • Experience of Teaching and training Undergraduate/ Postgraduate and Junior Medical Staff 	<ul style="list-style-type: none"> • Attendance at courses to develop teaching skills. • Postgraduate qualification in medical education.
<p>Academic Research & Audit</p> <ul style="list-style-type: none"> • Evidence of participation in audit • Evidence of involvement in and understanding of research methodology and publication of findings • Research/critical review of literature • Publications in the last five years 	<ul style="list-style-type: none"> • Evidence of having changed practice as a result of audit. • Evidence of having revisited the audit to assess improvement.
<p>Personal Attributes:</p> <ul style="list-style-type: none"> • Alignment with the Board's Core & Professional Behaviours 	

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| <ul style="list-style-type: none">• 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 | |
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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 £96,963 - £128,841 depending on experience.
Leave:	33 days annual leave 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 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 20 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>

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

