



# 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 Orthopaedics</b>
<b>Salary:</b>	<b>£96,963 - £128,841</b>
<b>Hours:</b>	<b>Full Time</b>
<b>Contracted Type:</b>	<b>Permanent</b>
<b>Department:</b>	<b>Orthopaedics</b>
<b>Reporting to:</b>	<b>Tom Geddes – Divisional Manager</b>
<b>Base:</b>	<b>Dumfries &amp; Galloway Royal Infirmary</b>

## Contact Details

The Clinical Director for Surgery, including Orthopaedics is Miss Maria Bews-Hair and the successful post holder will be clinically accountable to this person. The Specialty Team Lead for Orthopaedics is Mr Sameh Hatab.

# Job Description

It is an exciting time in Dumfries and Galloway as we relocated to a new District General Hospital in December 2017. The new hospital ensures NHS Dumfries & Galloway staffs are able to continue to provide high quality clinical care to the population of Dumfries & Galloway in a modern environment.

## THE ORTHOPAEDIC DEPARTMENT

The Department of Orthopaedic Surgery, based at Dumfries and Galloway Royal Infirmary (DGRI), provides a comprehensive elective and trauma service to the Dumfries and Galloway region. Outpatient and day case services are also provided at the Galloway Community Hospital in Stranraer with remote Trauma clinics via DGRI.

A 24-hour trauma service is provided at DGRI where in-patient facilities are provided for elective and trauma cases.

The Department consists of eight consultants (Including this post), one Associate Specialist, and 8 middle graders.

## THE DUTIES OF THE POST

The successful candidate will join a team which comprises eight Consultants (including this post), one Associate Specialist, and 8 middle graders. A 24-hour trauma service is provided at DGRI where in-patient facilities are provided for elective and trauma cases.

The job plans will include providing support in the provision of Adult hip and knee surgery and general trauma.

- Theatre sessions
- Outpatient clinics
- Trauma Clinics
- Clinical admin
- Ward round
- SPA

The Divisional Manager for Surgery for the Acute and Diagnostics Directorate is Tom Geddes and the successful post holder will be managerially accountable to this person.

The Clinical Director for Surgery, including Orthopaedics is Miss Maria Bews-Hair and the successful post holder will be clinically accountable to this person. The Specialty Team Lead for Orthopaedics is Mr Sameh Hatab.

## In-patient/Day Case Services

The main provision of in-patient services covers the day to day treatment of significant musculo skeletal trauma.

The majority of major elective surgery is joint replacement, arthroscopy, upper limb and paediatric surgery (*excluding spinal surgery*). Children from 4 months old are anaesthetised locally. Most orthopaedic elective surgery is carried out at the Dumfries and Galloway Royal Infirmary; some day case elective Surgery is carried out at the Galloway Community Hospital.

A pre-admission assessment clinic is held weekly at DGRI as part of the Enhanced Recovery pathway which also includes Joint School.

## Out-patient Clinics

Out-patient services include combined elective and fracture clinics at DGRI. Peripheral clinics which are also mixed are available at the Galloway Community Hospital. Occasional consultations are made at Cresswell Maternity Wing for paediatric cases, as required.

X-ray and plaster facilities are provided at each of the peripheral out-patient clinics.

## Plaster Room

There is a fully equipped Plaster Room staffed by one Charge Nurse and four Staff Nurses from 8.30am to 5.00pm Monday to Friday.

## Orthotic Services

The orthotic service is contracted and is currently provided on a Monday and a Wednesday. The service usually operates within DGRI but visits Newton Stewart on the 1<sup>st</sup> Wednesday of the month and Stranraer on the 3<sup>rd</sup> Monday. We are also looking to expand the service to include Friday. Orthoses are prescribed by the Orthopaedic Consultant and administration handled by a full-time Appliance Officer.

## Physiotherapy

There is a large Physiotherapy Department with 2.5 whole time qualified Physiotherapists and a 0.6 whole time Physiotherapy support worker allocated to the Orthopaedic department. This includes provision of services on wards, Day Surgery, Joint School and Fracture clinic.

## Occupational Therapy

There is an Occupational Therapy Department to which occupational therapy requests can be made. An Occupational Therapist attends the Orthopaedic Consultant's main weekly ward rounds. The Occupational Therapist also takes an active role in management of hand patients, vetting referrals and following patients up after surgery.

## Theatre

There is a Theatre Suite of 6 Theatres (*ie 5 elective and 1 emergency*), two of which are equipped with "laminar flow". There is a dedicated staffed emergency theatre available at all times and 16 elective sessions per week allocated for Orthopaedic services.

## Staffing

The Orthopaedic Department medical staff establishment currently consists of:

### **8 Consultant Orthopaedic Surgeons and 1 Associate Specialist- *with a special interest in:***

• Miss A Hawkins	Children's orthopaedics, arthroplasty and trauma
• Mr V Triantafyllis	Adult hip and knee surgery, trauma
• Mr R Ferdinand	Foot and ankle surgery, trauma
• This post	Adult hip and knee surgery, trauma

• Mr Ansara	Shoulder surgery, trauma
• Mr Cree • Mr Hatab	Knee surgery, trauma Adult Hip and Knee, Foot Surgery and trauma
• Fixed post(Not appointed yet)	Shoulder surgery, trauma
• Mr Thomas (Associate Specialist)	Hand surgery

### **Junior staff**

2 Specialist Registrar from West of Scotland rotation  
6 Specialty doctors  
2 FY1s

### **Orthopaedic Bed Complement**

The Department has access to 28 beds in Ward C6 and the Day Surgery Unit. The service also has use of surgical beds in the paediatric ward.

A Combined Critical Care Unit is available for major trauma and post-operative cases.

### *Education, Research and Audit*

Departmental meetings are held weekly (*Thursday am*) and involve the Consultant's, Higher Surgical Trainee, Middle Grade Medical, Nursing, AHP and other staff as appropriate. These are used for weekly antibiotic ward round, clinical teaching, reviewing MRI/ other investigations for back pain and other departmental matters.

There is an active Research and Development Department *and* Clinical Audit Department within DGRI.

Audit is encouraged in the Orthopaedic Department. We support the Scottish Hip Fracture Audit, Scottish Audit for Surgical Mortality and Scottish Arthroplasty Register.

### **General Provisions**

- The successful candidate is required to work within the local management structure and co-operate with other professional colleagues to ensure the efficient running of the service.
- Subject to the provision of terms and conditions of service, the postholder is required to observe the organisation's agreed Policies and Procedures, drawn up in consultation with the profession on clinical matters, and to follow the Standing Orders and Financial Instructions of the organisation.
- The postholder is required to comply with the Organisation's and the Department's Standing Operating Procedures including Health and Safety Policies.

### **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.

### **Research**

Research is encouraged and supported by an active Research and Development Committee. The appointee will be encouraged to develop research interests associated with their specialist interest.

### **Administration**

This activity covers the management of individual patients including outpatient administration, results reporting, letters/phone calls to patients, carers, GPs and members of the wider multidisciplinary team involved in the patients care.

**On call arrangements**

This post will include a 1 in 8 on call commitment.

**Supporting Professional Activities**

A minimum of one SPA is included in the indicative job plan, amounting to 168 hours per annum which shall normally be sufficient to reflect activities such as revalidation, appraisal, personal audit, and professional development (occurring out with the 30 days of study leave entitlement in any three year period). Time permitting, it may also cover minimal teaching, training and non-clinical administration. Any additional SPA allocation will require to be evidenced as being mutually beneficial and required by the department. Adjustment to the programme to incorporate additional SPA will require other activities to be reviewed to accommodate any increase as necessary. It will be requested that SPAs are delivered at the normal place of work, unless there are mutual advantages to it being performed elsewhere. The exact timing and location of SPAs, and flexibility around these, will be agreed during the 1:1 meeting with the Clinical Director/Associate Medical Director and included in the prospective job plan.

**Annual Appraisal and Job Planning**

You shall also be required to participate in annual appraisal. Job planning is linked closely with, but is separate to, the agreed appraisal scheme for consultants. The job plan review will take into account the outcome of the appraisal discussion and reflect the agreed personal development plan.

# Person Specification

Requirements	Essential	Desirable
<b>Eligibility</b>	Eligibility to Work in the UK	
<b>Qualifications</b>	FRCS T&O	Other qualifications
<b>Experience</b>	CCST or within 3 months of certificate <i>or</i> CESR Adult hip and knee surgery, trauma	-Additional experience or interest in related specialty/ Fellowship Experience of ensuring patient safety & person centred approach -Experience in Unicompartment Knee replacements and knee scopes
<b>Personal attributes</b>	Honest, trustworthy, hard working, ability to get on with colleagues Good communicator Develop self awareness Acting with integrity	Critical evaluation Evidence of CPD ( <i>continuous professional development</i> )
<b>Personal skills and attitude</b>	Willing to work within various Teams Empathy, sensitivity Effective personal organisation Ability to cope with pressurised environment	Developing networks Ability to encourage contribution Ability to lead teams Ability to teach / train staff
<b>Audit</b>	Well versed in audit process. Several audits completed.	Publications and presentations Clinical governance
<b>Management ability</b>	Organisational awareness Ability to make decisions Apply knowledge and evidence Ability to improve services through change	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 £96,963 - £128,841 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"> <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 DGRI. 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	3 Calendar Months
Hours of Duty	The working pattern for this post is 40hpw

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)

