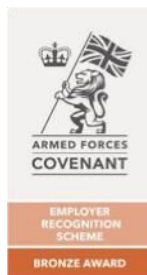


Consultant Physician in Rheumatology & General Medicine

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

Job Title:	Consultant
Salary:	£107,144 - £142,369
Hours:	40 hours per week
Contracted Type:	Permanent
Department:	Rheumatology
Reporting to:	Dawn Smith, Divisional Manager
Base:	Dumfries & Galloway Royal Infirmary

Contact Details

For any further details please contact: Dr Anne Drever, Clinical lead and Associate Specialist (01387 246246 via switchboard or anne.drever@nhs.scot) or Dawn Smith, Divisional Manager Medicine (01387 246246 via switchboard or dawn.smith@nhs.scot)

Job Description

We are offering the opportunity to join our dynamic team of physicians, specialists and allied health professionals as a Consultant in Rheumatology.

As the post-holder you will be working primarily at the state of the art Dumfries and Galloway Royal Infirmary (DGRI). You will join a team working closely with Consultants and Associate Specialists delivering high quality rheumatology services to the people of the region. You will also contribute to the strong divisional clinical governance and audit programme, and will have the opportunity to teach and supervise nursing and junior medical staff as well as medical students from the Scottish Universities.

The appointment will be on a whole-time basis under the terms of the new consultant contract. However, the job plan includes two programmed activities (PA's) which have been allocated specifically for supporting professional activities (SPA). The job plan will contain a total of 10-12 programmed activities, and be subject to review; additional SPAs may be incorporated into the job plan, depending on the time required to support your professional activities and the needs of the service (refer to the "General Provisions" section in the Job Description). Additional EPA's can be available through contribution to the general medicine on-call rota consultant rota.

RHEUMATOLOGY SERVICE

The Rheumatology team provide a growing and comprehensive range of services delivered primarily in the outpatient setting, as well as ambulatory/day case treatment in a dedicated unit and inpatient care accommodated within the medical wards. Clinics are run on a hub and spoke model on the Dumfries and Stranraer sites. There are close links with tertiary services in both Edinburgh and Glasgow.

Our team comprises one Consultant (this post) and two Associate Specialists together with three Nurse Specialists (2.2 WTE) who provide inflammatory arthritis review clinics, pre-biologic screening and logistic management, and a telephone helpline. We work alongside a dedicated multidisciplinary team of allied health professionals including physiotherapists, occupational therapists and podiatrists.

As well as general and early inflammatory arthritis services, sub-specialist interests within the department include connective tissue disease, Giant Cell Arteritis (rapid access service in development) and osteoporosis (Dr A Drever, Associate Specialist). Musculoskeletal ultrasound is a particular interest (Dr L Moran, Dr A Russell). You will be encouraged in further sub-speciality and service development. We have close links with radiology (including a combined meeting with a MSK radiologist colleague). CT, MRI, DXA are available on-site, whilst nuclear medicine imaging (isotope bone scan and PET CT) are accessible via tertiary centres. Echocardiography and pulmonary function testing are available from the clinical physiology unit.

Our biologics service has been active since 1999 and at present manages over 300 patients receiving biologic agents (15% by intravenous infusion, delivered in the ambulatory care unit, and the remainder by self administered s/c injection). Other intravenous agents such as immunoglobulins, immunosuppressants for vasculitis and bisphosphonates can be delivered in the ambulatory setting.

We have close working relationships with colleagues in orthopaedics, dermatology and vascular surgery and are actively involved in clinical audit and governance. We have a growing research profile supported by the R&D department.

ACUTE & GENERAL MEDICINE SERVICE

Combined Assessment Unit

The move to the new hospital has allowed reconfiguration of “front door services” with an emphasis on early senior review and decision-making. Acute medical patients are now assessed in the Combined Assessment Unit (CAU), which is co-located with Emergency Department (ED) in the Emergency Treatment Centre and also accommodates acute surgical (including some orthopaedic) admissions. During the working week this is supervised by a dedicated team of Acute Physicians, working with doctors in training and Advanced Nurse Practitioners. . The CAU comprises 10 assessment beds, 32 single bedrooms, and as well as areas for ambulatory care and rapid assessment/triage of GP admissions.

Critical Care Unit

The Critical Care Unit co-located with operating theatres and Emergency Department. This is a 16 bed combined Intensive Care and High Dependency Unit which comprises 16 individual rooms including isolation facilities, and a procedure room suitable for temporary pacemaker insertion for example. All rooms have electrochromic glass fronts and large windows to maximise natural light. The facilities have been configured to allow the patients to benefit from the open views that the site provides. There is an open air terrace that some patients will be able to benefit from. The unit also includes a seminar and handover rooms, a relatives area with overnight accommodation and adjacent on call bedrooms.

THE DIVISION OF MEDICINE

The Medical division provides 14 sub specialty services:

Sub-specialty
Rheumatology
Acute Medicine
Acute Rehabilitation
Cardiology
Care of the Elderly
Diabetes/ Endocrinology
Dermatology
Gastroenterology
Haematology
Infectious Diseases
Nephrology
Neurology
Palliative Care
Respiratory Medicine

Out-patient clinics are held at the Royal Infirmary and in a number of peripheral locations throughout the region.

Our undergraduate teaching commitment is principally to Glasgow and Edinburgh University students during their final two years and to elective students from other

Universities, with an increasing number of students applying to undertake Special Study modules. We attract postgraduate Clinical Attachments and have an active programme of teaching for trainees preparing for MRCP examinations.

The consultant job plan is flexible and open to negotiation on appointment. The post will be offered on a 10-12 PA contract, depending on the post-holder's preference and subject to agreement of a job plan with the Board. The balance between direct clinical care and supporting professional activities will be discussed and agreed between the Board and the successful applicant. The current on-call commitment is 1 in 12 with prospective cover attracting a 3% availability supplement.

Education/Training/Personal Development/Research

As the post holders you will:

- Participate in the teaching of undergraduates from the Universities of Glasgow and Edinburgh. This will include formal clinical/bedside teaching in addition to *ad hoc* teaching of acutely ill patients as they are admitted.
- Participate fully in postgraduate education.
- Respond to external requests for teaching on issues related to rheumatology, where possible, within the service needs.
- Participate in in-service training for hospital staff.
- Seek to develop evidence based practice.
- Adopt a supervisory role for the junior medical staff.
- Participate in education, service development, audit and multi-centre research programmes.

As the post holder you will maintain your own personal development through:

- Maintenance of a high level of specialist knowledge
- Fulfilment of the relevant commitment to continuing professional development
- Active participation in clinical audit.
- Encouragement of research within the specialty.

QUALIFICATIONS

All candidates are required to be on the GMC Specialist Register.

The candidate will hold a CCT or be within 6 months of obtaining the certificate in Rheumatology or equivalent.

ANNUAL APPRAISAL AND JOB PLANNING

As the post holder you will also be required to participate in annual appraisal, which is a requirement for revalidation. 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.

TERMS AND CONDITIONS OF SERVICE

Conditions of Service

The terms & conditions of service offered are those determined by the Consultant Contract 2004 Scotland (as amended from time to time).

This is a permanent position.

Hours of duty

The hours of duty are 40 - 48 per week, plus on-call (subject to negotiation as outlined above).

General Provisions are summarised later in this Job Description.

The post holder will be professionally accountable to the Medical Director.

The post holder will be managerially responsible to the General Manager.

Person Specification

Requirements	Essential	Desirable
Education, Qualifications and Specialist Skills	<p>Primary Medical Qualification.</p> <p>GMC Registered with Licence to Practice</p> <p>Entry onto the GMC Specialist Register (within 6 months from the date of the AAC).</p> <p>Appropriate Royal College Membership</p>	
Clinical Experience	<p>Evidence of experience in the specialty.</p> <p>Evidence of a substantial commitment to the specialty.</p> <p>Ability to offer an expert clinical opinion within the specialty.</p> <p>Ability to take independent responsibility for the clinical care of patients referred to a tertiary centre.</p>	
Management and Administration Experience	<p>Involvement with management and project leadership within the specialty.</p> <p>Evidence of involvement in authoring or reviewing clinical guidelines.</p> <p>An understanding of Clinical Governance.</p>	<p>Proven management experience and understanding of management goals.</p> <p>Evidence of leadership / project management.</p> <p>Evidence of having implemented change.</p> <p>Experience in developing and implementing new technologies.</p>
Teaching	<p>Experience of Teaching and training Undergraduate/ Postgraduate and Junior Medical Staff</p>	<p>Attendance at courses to develop teaching skills.</p> <p>Postgraduate qualification in medical education.</p>
Research	<p>Evidence of involvement in and understanding of research methodology and publication of findings.</p> <p>Research/critical review of literature.</p> <p>Publications in the last five years.</p>	<p>Higher degree.</p>

Requirements	Essential	Desirable
Audit	Evidence of participation in audit.	<p>Evidence of having changed practice as a result of audit.</p> <p>Evidence of having revisited the audit to assess improvement.</p>
Personal Attributes	<p>Alignment with the Board's Core & Professional Behaviours (as outlined on page 14).</p> <p>Flexible approach to service delivery and committed approach to development.</p> <p>Committed to share in professional, managerial and teaching responsibilities necessary to fulfil the obligations of the Directorate to the Board and its workforce.</p> <p>A commitment to personal / unit CPD.</p> <p>Ability and willingness to work the on-call rota.</p> <p>Ability and willingness to work a more flexible pattern of working in the future if required, including evening and weekend work.</p>	

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 £107,144 - £142,369 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 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 Skilled Worker 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

