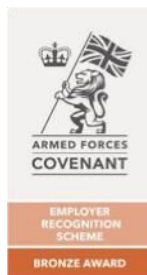


# Locum Consultant – Care of the Elderly

## 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

<b>Job Title:</b>	<b>Locum Consultant</b>
<b>Salary:</b>	<b>£107,144 - £142,369</b>
<b>Hours:</b>	<b>Full Time – 40 Hours per Week</b>
<b>Contracted Type:</b>	<b>Fixed Term – 12 Months</b>
<b>Department:</b>	<b>Care of the Elderly</b>
<b>Reporting to:</b>	<b>Dawn Smith, Divisional Manager</b>
<b>Base:</b>	<b>Dumfries &amp; Galloway Royal Infirmary</b>

## Contact Details

We welcome informal contact from prospective candidates who wish to better understand the role.

Please contact Dr Amy Conley, Consultant Geriatric Medicine, by email at [amy.conley@nhs.scot](mailto:amy.conley@nhs.scot); or Dawn Smith, Divisional Manager on 01387 246246 or by email at dawn.smith@nhs.scot

# Job Description

## JOB PURPOSE

NHS Dumfries and Galloway is committed to developing and improving services for older people. In addition to the clinical commitment, the successful candidate will have opportunity to contribute to appropriate facilities for Care of the Elderly in the community. This new post will form part of our team of four Consultants and three SAS doctors in the Directorate across Dumfries and Galloway. The posts will be based at Dumfries & Galloway Royal Infirmary, providing support to the Community Hospitals and contribute to managing patients at the front door. The successful candidates will also participate in the Frailty Pathway and acute medical on-call rota. Dual accreditation in General Medicine and Geriatric Medicine is essential. A further sub-speciality interest may be agreed depending on individual interests and service needs.

The main duties and responsibilities of the post:

- Development of and participation in orthogeriatrics service. The service is currently supported by SAS doctors, locum consultant and clinical nurse specialist.
- Consultant support for Acute Frailty Unit. This will include weekend sessions in the future.
- Provision of cover for consultant colleagues during periods of annual and study leave.
- Telemedicine support to community hospital teams if required.
- Participation in 1:12 acute medical receiving rota with compensatory rest (participation may be negotiated).
- Professional supervision and management of Junior Medical Staff and medical students as required.
- Responsibilities for carrying out teaching, accreditation and examination duties as required, and for contributing to undergraduate and postgraduate medical education. The successful candidate will be expected to comply with College recommendations on Continuing Medical Education.
- Support and joint working with the Medicine for the Elderly Specialist Nurses and the Community Advanced Nurse Practitioners to ensure seamless pathways between acute and primary care.
- Compliance with NHS Dumfries and Galloway's Policies on Clinical Governance.
- The successful applicant will be encouraged to participate in research and to develop a relevant subspecialty interest, subject to resources and local priorities.
- Requirement to participate in medical audit and continuing medical education.
- Managerial, including budgetary, responsibilities (where appropriate)

The appointment will be on a whole-time basis under the terms of the new consultant contract. The job plan, which will be subject to review, will be offered on a 10 PA contract, including at least one allocated to supporting professional activities (SPAs) but this can be flexible. 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 participation in the General Medicine on-call rota. Additional SPA time for clinical and educational supervision will be allocated once the successful candidate has agreed to participate and has fulfilled eligibility for this activity.

## THE DEPARTMENT

NHS Dumfries & Galloway cover a wide geographic area. Like all areas of Scotland the population is steadily ageing; the demographic trends within Dumfries and Galloway highlight a reduction in the number of working-age people and an increase in the number of older people living alone and living with two or more long term conditions. Good joint working is needed across a range of professionals to help support older adults and Specialist Care of the Elderly needs to be able to input at many different stages and in many different places as close to home as possible.

The Department includes Stroke, Acute Frailty, Movement Disorder, Falls, Orthogeriatrics, Hospital at Home and Rehabilitation Medicine services, in addition to General Medicine for the Elderly, and is based in Dumfries & Galloway Royal Infirmary (DGRI). A needs related admission policy is in operation. The majority of admissions are emergencies and are admitted via the Acute Medical Unit. The patients are admitted via General Practice, Out-of-Hours service or the Emergency Department. Medicine for the Elderly Services are provided predominantly from one core acute sites – Dumfries & Galloway Royal Infirmary in Dumfries, with input into five cottage hospitals. The Clinical Lead is Dr Amy Conley.

## ORTHOGERIATRICS

This is a new and developing service with the opportunity to help shape the service. NHS Dumfries and Galloway has development of the orthogeriatrics service as a top priority for the health board. Currently, we have orthogeriatric in reach to the older, frailer patients in our orthopaedics ward. The focus is on patients with neck of femur fractures, but we plan to extend the scope to all frail, older patients. At present there are a locum consultant, SAS doctor and GPwSI providing support alongside a clinical nurse specialist. There are close working links with our orthopaedics colleagues. There is significant AHP support. There is a bone health service with an osteoporosis clinical nurse specialist. Our out-patient Falls clinic provides comprehensive, multidisciplinary assessment and care for frail, older patients at risk of Falls.

## STROKE

Provides hyperacute, acute, rehabilitation and out-patient services across Dumfries and Galloway.

## ACUTE FRAILTY AND HOSPITAL AT HOME

Provides comprehensive assessment and holistic planning, with a focus on patient-centred care and rapid discharge to a homely setting.

## OUT-PATIENT SERVICE

Clinics are run in Dumfries and on an outreach basis in Stranraer, Kirkcudbright, Castle Douglas and Annan. The following specialist clinics are provided in Dumfries:

Clinic	Frequency
One-Stop Rapid Access Neurovascular Clinic	5 x weekly
Movement Disorder Clinic	6 per month
Multi-Disciplinary Falls Clinic	Monthly
General Geriatric referrals	Weekly

## MOVEMENT DISORDER SERVICE

This is based at Dumfries & Galloway with in-patient and out-patient services. There are satellite clinics at several community sites.

## **DEMENTIA SERVICES**

These are provided by the Old Age Psychiatry service based Midpark Hospital, which was newly built in 2011. In addition there are Old Age Psychiatry beds at Allanbank in Dumfries and Stranraer. There is a psychiatry liaison team led by Dr Alan Duncan who is supported by psychiatry liaison nurses.

## **PALLIATIVE CARE**

There are close links with the palliative care service at all levels and there are palliative care beds available at most cottage hospital sites.

## **AUGMENTED SUPPORT/RAPID RESPONSE SERVICE (HOME Teams)**

There is a support service available from this team to try to maintain patients at home or who require support on discharge from hospital. The service is multi-disciplinary and is accessed by both health and social work staff. There is currently an ongoing development of The One Team for DG1 and DG2 patients to ensure Enhanced Care at Home.

## **THE POST**

### **GENERAL SKILLS EXPECTED FROM GERIATRICS**

As noted, for Geriatrics to work well, it has to be able to function in all settings in which frail older adults present. Post holders are expected to:

- Be able to contribute across the Frailty and Geriatric medicine spectrum as per service demands.
- Interact with acute medical teams.
- Work along with community colleagues and teams in primary care, community hospitals and care homes, to provide seamless, holistic care for frail, older patients.

The exact proportions of involvement likely to vary between consultants in the department but all may have hospital and community commitments. All post holders would be able and willing to cross cover.

### **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

### **COMBINED ASSESMENT 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 assessed in the Combined Assessment Unit (CAU), which is co-located with Emergency Department (ED) in the Emergency Care Centre. During the working week this is

supervised by a dedicated team of Acute Physicians, working with doctors in training and Advanced Nurse Practitioners. You may form part of the team of physicians supervising medical admissions out of hours and during the weekends on a rostered basis. The CAU comprises 10 assessment beds, 24 inpatient beds, 8 single rooms for triage and ambulatory emergency care.

#### **WARD D7 & WARD C4**

The Medicine for the Elderly team are based across Wards D7 and C4.

In patient care is delivered by the multidisciplinary team. Most patients are emergencies admitted from the combined assessment unit, but we also have a number of arranged admissions each week for investigation and management. The ward is supported by specialist physiotherapy, occupational therapy and social work teams.

#### **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 17 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.

#### **RADIOLOGY**

The radiology support is excellent, with multi-slice CT scanners both in Dumfries and Stranraer and MRI scanning in Dumfries, and access to a CT guided biopsy service in Dumfries, with patients attending via a 23 hour day bed unit. A new vascular laboratory has opened and it is intended that the vascular surgeons will develop a service for SVC stenting locally.

#### **EDUCATION**

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 Wednesday lunchtime educational session and Friday lunchtime Journal Club. The postholder will contribute to the training of non-consultant medical staff of all grades and other multi-disciplinary team members as required and participate in the teaching of undergraduate students. They will be expected to help with induction training of junior and middle grade medical staff.

#### **DUTIES TO OTHER**

The successful candidate will at all times conduct themselves in a professional manner and work in accordance with recognised best practice. As multi-disciplinary working is central to the post, the successful applicant will be an effective team player and will involve him or herself with all team members including consultant colleagues. In planning and organisational matters the successful applicant will put the needs of the service first, will accept change and re-organisation when necessary and will contribute to the reaching of consensus when policies are being determined.

The successful candidate will communicate effectively with patients, their relatives and carers and with all multi-disciplinary team members. The appointee will provide time within their allocated sessions to meet with relatives and carers in the interests of good

practice or when requested to do so.

## **KEY RESULT AREAS**

- Maintaining high quality cost effective clinical care, with feedback from all available sources.
- Yearly appraisal and job planning.
- Maintaining the high quality of clinical teaching for medical students that has existed in Dumfries & Galloway for many years, with the feed-back reports from students being used as an outcome measure.
- Taking part in clinical audit and all aspects of clinical governance, as required by the Department and by the GMC.
- Completing satisfactory CPD.

The Hospital has a Research Department, and the post-holder will be able to obtain support in the preparation and carrying out of research projects, as clinical time allows.

The postholder will be expected to work well with an extended multi-disciplinary team, ensuring good communications and co-operation.

There are also a number of Associate Specialists and Specialty Doctors working within the above subspecialties. The Medical Division is also supported by junior doctors from FY1, through FY2 to CMT1 and 2 and specialty trainees.

The undergraduate teaching commitment is principally to Edinburgh University students during their final year and to elective students from other Universities, with an increasing number of students applying to undertake Special Study modules. We have an active programme of teaching for trainee doctors preparing for MRCP examinations.

## **ACUTE MEDICAL CARE**

The provision of acute medical care to adult patients (16 and over) is currently shared between members of General Medical and Medicine for the Elderly Consultants. All acute medical receiving patients are admitted via the receiving ward, which is co-ordinated by an Acute Medicine Physicians. Acute Medicine Consultants are present throughout the day and into the evening. Most of the general and Medicine for the Elderly physicians participate in weekday and weekend cover. When on-call at weekends the appointee will provide morning and evening ward rounds as well as overnight cover. This is currently on a 1 in 12 rota and the weekends are split as Friday/Saturday and Sunday. These arrangements are subject to review and change by mutual agreement.

## **JOB DESCRIPTION AGREEMENT**

**Job Holder's Signature:**

**Date:**

**Head of Department Signature:**

**Date:**

# Person Specification

Essential	Desirable
<p><b>Education, Qualifications and Specialist Skills:</b></p> <ul style="list-style-type: none"> <li>• Primary Medical Qualification</li> <li>• GMC Registered with Licence to Practice</li> <li>• Entry onto the GMC Specialist Register (within 6 months from the date of the AAC)</li> <li>• Appropriate Royal College Membership</li> </ul>	
<p><b>Management and Administration Experience:</b></p> <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>
<p><b>Experience &amp; Skills:</b></p> <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 speciality</li> <li>• Ability to take independent responsibility for the clinical care of patients referred to a tertiary centre</li> </ul>	
<p><b>Teaching:</b></p> <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>
<p><b>Academic Research &amp; Audit:</b></p> <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>
<p><b>Personal Attributes:</b></p> <ul style="list-style-type: none"> <li>• Alignment with the Board's Core &amp; Professional Behaviours (as outlined on page 14)</li> <li>• Flexible approach to service delivery and committed approach to development</li> </ul>	

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| <ul style="list-style-type: none"><li>• Committed to share in professional, managerial and teaching responsibilities necessary to fulfil the obligations of the Directorate to the Board and its workforce</li><li>• A commitment to personal / unit CPD.</li><li>• Ability and willingness to work the on-call rota</li><li>• Ability and willingness to work a more flexible pattern of working in the future if required, including evening and weekend work</li></ul> |  |
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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 £107,144 - £142,369 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 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	1 Calendar Months
Hours of Duty	The working pattern for this post is 40 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>

