

# Consultant Microbiologist (With or Without Infectious Diseases)

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 Donaldson,  
Medical Director,  
NHS Dumfries & Galloway*



# The Opportunity

<b>Job Title:</b>	<b>Consultant Microbiologist (With or Without Infectious Diseases)</b>
<b>Salary:</b>	<b>£107,144 - £142,369 (pro rata)</b>
<b>Hours:</b>	<b>40 hours per week</b>
<b>Contracted Type:</b>	<b>Permanent</b>
<b>Department:</b>	<b>Microbiology</b>
<b>Reporting to:</b>	<b>Anne Bain</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.

For informal enquiries and arrangements to visit, please contact:  
Dr Linsey Batchelor by email at [linsey.batchelor@nhs.scot](mailto:linsey.batchelor@nhs.scot) or Adele Foster by email at [adele.foster@nhs.scot](mailto:adele.foster@nhs.scot)

Arrangements to visit the department can also be made through Medical Staffing on 01387 246246.

# Job Description

This post is a replacement post as Consultant Medical Microbiologist (with or without Infectious Diseases) employed by NHS Dumfries & Galloway. The postholder will join a team consisting of three other Consultants based at Dumfries & Galloway Royal Infirmary, responsible for providing a Microbiology service and contribution to the Infection Prevention Control service. There are opportunities for a joint Microbiology/Infectious Diseases trained postholder to contribute to the Infectious Diseases service, including Infection ward based duties and Out-Patient Antibiotic Therapy (OPAT) clinics.

The consultant job plan is flexible around individual's requirements and open to further discussion the job plan will be offered on a 10 PA contract (the balance between direct clinical care and supporting professional activities will be discussed and agreed between the Board and the successful applicant) however there is flexibility around individual's requirements and part time hours or hybrid working would be considered.

Paid study leave with expenses is also provided and there are opportunities to participate in teaching or work with other departments for example infectious disease. The current Microbiology on call commitment is a 1 in 4 rota, work can be undertaken remotely from home and oncall remuneration is 1 PA every 4 weeks time back (at a convenient time to post holder and team as decided at Job plan) plus 1 PA payment per week for on-call duties.

## **Diagnostic Services**

The appointee will be involved in the day-to-day running of the Medical Microbiology diagnostic laboratory service at a Consultant level, for consolidation and maintenance of existing services and for future development of the service. With other departmental Consultant staff, the appointee will be involved in routine supervision of diagnostic methods and will supervise and provide an integrated and adequately assured specimen examination, test selection, report authorisation and interpretative service for hospital and general practitioners of the type required to maintain laboratory accreditation and will supervise BMS staff in their routine laboratory work and the performance of the laboratory in external and internal quality control procedures.

The Consultant will support and promulgate safe working practices at all times. He/she will also participate in audit of laboratory usage in conjunction with other hospital departments and General Practitioners. As with other Consultants in NHS Dumfries & Galloway the appointee will be encouraged to have or to develop a specialist interest and expertise in a particular field of Microbiology or Infectious Diseases and to provide a repository of knowledge and advice in relation to diagnosis of difficult or unusual cases or introduction of clinical and laboratory protocols within that particular area. The appointee will also be expected to develop close and profitable working relationships within the Department and with other relevant clinical services and management structures.

The appointee will undertake necessary administrative duties associated with the post and take an appropriate share in the running of the service, its management and development and of the Department as a whole. It is expected that the appointee will, after negotiation with colleagues, develop a lead interest in either laboratory, clinical, antimicrobial, infection control or OPAT areas.

Consultant staff are expected to contribute to:

- Departmental policy-making and strategic direction
- Written, operational policies and procedures
- Good internal and external quality assurance performance
- Maintenance of current external accreditation with UKAS or other equivalent bodies in the future
- Business and strategic planning for the service including assessment and introduction of new methods and technologies, staff development and succession arrangements and equipment replacement requirements.

### **Clinical Services and Liaison**

The appointee will maintain and develop the current provision of advisory services and direct input into individual patient care (e.g. with the Infectious Diseases, Haematology, Orthopaedics, Paediatrics and ICU departments) and foster new links with the Acute Sector, Public Health services, Health protection Scotland (HPS) and General Practice staff for introduction of new and proven methods of investigation and treatment of infectious disease. Liaison will be undertaken in a timely manner with clinicians, hospital staff, departmental colleagues, Infection Control staff, General Practitioners and Public Health structures concerning the diagnosis and management of patients and in control and prevention of infections. This may include provision of telephone advice and commitment to ward rounds, OPAT clinics (if applicable), multidisciplinary team meetings and other clinical or audit meetings including Antimicrobial Management Team meetings as necessary. Good communication skills including email and video-conference abilities are essential to the role.

A wide range of services are provided from over 50 bases across the region. These services are provided via one of seven General Management Directorates – Operations, Acute, Diagnostics, Primary Care & Community Care – East, Primary Care and Community Care – West, Women's & Children's Services, and Mental Health. Most acute services are based at Dumfries and Galloway Royal Infirmary with a network of out-patient clinics held throughout the region and a range of acute services provided at the Galloway Community Hospital in Stranraer.

The current Dumfries and Galloway Royal Infirmary contains approximately 380 staffed beds and includes the Departments of:

- Anaesthetics
- Cardiology
- Dermatology
- ENT Surgery
- General Medicine
- General Surgery

- Geriatric/Rehabilitation/Stroke Medicine
- Haematology
- Laboratory Services
- Neurology
- Obstetrics and Gynaecology
- Oncology
- Ophthalmology
- Oral and Maxillofacial Surgery
- Orthodontics
- Orthopaedic Surgery
- Paediatrics
- Palliative Care
- Radiology
- Renal Medicine
- Urology

### **Infection Prevention and Control**

Infection control duties as appropriate as support to the infection control service and assistance to the Lead ICD.

Within this overall remit Microbiologists will:

- Promote an organisational culture of Infection Control
- Advise on and support all aspects of infection control in NHS Dumfries & Galloway and on implementation of agreed policies. Such matters may include surveillance and control of hospital and community infection, sterilisation and decontamination methods, types of ventilation, operating theatres, isolation facilities, kitchens, laundries, housekeeping, waste disposal, pest control, and infection prevention and control aspects of nursing procedures. Support would be given to develop awareness on such matters through additional training e.g. attendance at training courses and meetings.
- In partnership with the Lead ICD and Infection Prevention Control Manager, provide clinical leadership to the Infection Control Team and prioritise resources to meet the organisational objectives of NHS Dumfries & Galloway relating to infection control. On occasion there may be a requirement to chair Incident management meetings.
- Provide, with Microbiology Consultant colleagues, a 24-hour infection prevention and control advice service.

### **Out of Hours**

Participation in out of hour's service is at a frequency of 1:4 at a level 1 category A payment. The current Microbiology on call commitment is a 1 in 4 rota, work can be undertaken remotely from home and oncall remuneration is 1 PA every 4 weeks time back (at a convenient time to post holder and team as decided at Job plan) plus 1 PA payment per week for on-call duties. This is reviewed annually as part of the job plan.

## Job Planning

The process of developing and agreeing an initial job plan (and annually thereafter) will be undertaken with the Deputy Medical Director. The post is full-time; incorporating 10 Programmed Activities (the balance between direct clinical care and supporting professional activities will be discussed and agreed between the Board and the successful applicant). It is anticipated that Direct Care programmed activities will be appropriately divided between laboratory and associated duties in the Department of Medical Microbiology, Infection Control +/- Infectious Diseases. Extra Programmed Activities for Direct Care duties may be negotiable depending on the requirements of the Service and at the discretion of the Deputy Medical Director and General Manager Acute & Diagnostics Directorate. Detailed Job Planning construction will be undertaken within the mechanisms and operational guidance agreed between NHS Dumfries & Galloway and the BMA Local Negotiating Committee.

A job plan would be undertaken within 3 months of commencement and additional SPA's will be considered. Additional responsibilities such as clinical leadership roles e.g. Specialty team lead (STL) may attract additional SPA.

An indicative job plan would be (note that this job plan will be subject to review on successful appointment):

	<b>AM</b>	<b>PM</b>
<b>Monday 0900 -1700</b>	Diagnostic Microbiology / Clinical Liaison / Infection Control duties	Diagnostic Microbiology / Clinical Liaison / Infection Control duties
<b>Tuesday 0900 -1700</b>	Diagnostic Microbiology / Clinical Liaison / Infection Control duties	Diagnostic Microbiology / Clinical Liaison / Infection Control duties
<b>Wednesday 0900 -1700</b>	Diagnostic Microbiology / Clinical Liaison / Infection Control duties	Diagnostic Microbiology / Clinical Liaison / Infection Control duties
<b>Thursday 0900 -1700</b>	Diagnostic Microbiology / Clinical Liaison / Infection Control duties	Supporting Professional Activities
<b>Friday 0900 -1700</b>	Diagnostic Microbiology / Clinical Liaison / Infection Control duties	Diagnostic Microbiology / Clinical Liaison / Infection Control duties

### ***Expansion of the example duties in Microbiology***

Diagnostic Microbiology/Virology and clinical liaison duties, including report authorisation, blood culture lab-ward liaison rounds and Critical Care round. Liaison with infection control staff as appropriate.

SPA

OPAT MDT, Diabetic Foot Infection MDT, Diagnostic Microbiology/Virology and clinical liaison duties, including report authorisation, blood culture lab-ward liaison rounds and Critical Care round. Liaison with infection control staff as appropriate.

Infection Diseases/Microbiology MDT, diagnostic Microbiology/Virology and clinical liaison duties, including report authorisation, blood culture lab-ward liaison rounds and Critical Care round. Liaison with infection control staff as appropriate.

Orthopaedic Infection MDT, Paediatric MDT, diagnostic Microbiology/Virology and clinical liaison duties, including report authorisation, blood culture lab-ward liaison rounds and Critical Care round. Liaison with infection control staff as appropriate.

Surgical Infection MDT, diagnostic Microbiology/Virology and clinical liaison duties, including report authorisation, blood culture lab-ward liaison rounds and Critical Care round. Liaison with infection control staff as appropriate.

On-call covering urgent telephone calls overnight and at the weekend on a 1 in 4 (current) rota working from home with remote IT package.  
Available for diagnostic Microbiology/Virology and clinical liaison, including report authorisation, blood culture lab-ward liaison.

### **Meetings**

There is systematic communication between laboratory staff and clinical staff (e.g. General Practitioners, Consultant Microbiologists, hospital Consultants, general users) to promote effective utilisation of laboratory services. This occurs via user groups, user surveys, web page information and interaction and meetings with key service users such as Infectious Disease consultants and Sexual Health doctors.

#### **Consultant Microbiologist Meetings**

- Microbiology Staff meetings (monthly)
- Microbiology Senior BMS-consultants meetings (weekly)
- Antimicrobial Management Team meetings (quarterly)
- Infectious Diseases and Microbiology meetings (weekly)
- Sexual Health meetings (quarterly)
- Scottish Microbiology Virology Network

## Qualifications and Experience

Candidates for the post must be registered medical practitioners and on the GMC Specialist register. It is expected that the appointee will hold the FRCPath or show evidence of equivalent training and experience.

The Academy of Medical Royal Colleges and Faculties in Scotland advise that candidates via CESR route can only apply once CESR has been awarded.

1. CESR (Certificate of Eligibility for Specialist Registration) route doctors are only eligible to apply for a substantive consultant post once CESR is awarded. Therefore, unless CESR has already been awarded, no CESR candidate should be shortlisted for interview for a substantive Consultant post.
2. CESR CP candidates are eligible for a substantive Consultant post as this is the pathway for doctors who entered a GMC approved UK training programme so should be able to evidence CCT within 6 months of interview date.

## The Laboratory Division

The Laboratory Services at Dumfries and Galloway Royal Infirmary are an integral part of the clinical services provided by NHS Dumfries and Galloway to the entire population of the area. These services are provided by the four laboratory disciplines, Microbiology, Biochemistry, Haematology and Pathology each headed by a Specialty Team Leader (STL). The laboratory disciplines are professionally distinct but have been managerially amalgamated into Cell Science and Blood Science Laboratories, which form a single managerial unit with defined managerial lines of accountability to the Board of NHS Dumfries and Galloway.

The laboratories aim to provide a high quality, comprehensive laboratory service to our colleagues and their patients in the hospital and local community for diagnosis, monitoring and management of disease.

The comprehensive analytical and advisory service covers all aspects of laboratory medicine and includes research, development and teaching projects.

The key positions in the above management structure are as follows:

Clinical Director for Diagnostics:	Dr E Bell
Clinical lead for Laboratories :	Dr L Batchelor
Specialty Team Leader:	Dr Ames – Haematology
(Clinical and Blood Transfusion)	
Specialty Team Leader:	Dr L Batchelor - Microbiology
Specialty Team Leader:	Dr J Lastikova – Pathology
Specialty Team Leader:	Dr K Heathcote – Blood Sciences
General Manager:	Mr C Ambridge
Cell Science Service Manager:	Ms A Foster

## **Accreditation**

All four laboratories are regularly subject to External Quality Assessment and currently hold accredited status with UKAS. All consultants and senior clinical scientists participate in the Continuing Professional Development programme administered by the Royal College of Pathologists. The laboratory management supports and encourages all BMS staff to participate in the Institute of Biomedical Science Continuing Professional Development programme, and the laboratory is approved as a training laboratory by the IBMS.

The Microbiology Department underwent and successfully completed UKAS accreditation to ISO 15189:2012 and in transition to ISO 15189:2022 laboratory standard and is committed to continuous quality improvement.

## **The Microbiology Department**

The Microbiology Department is located within Dumfries & Galloway Royal Infirmary and is in close proximity to clinical areas of the hospital. The microbiology team also consists of two Senior Technical Biomedical Scientist leads, eleven biomedical scientists at band 6, eight support staff, one admin staff and one data analyst/IT support. There is no microbiology laboratory presence within Galloway Community Hospital, Stranraer. Clinical service is provided by duty medical officers who may discuss microbiology issues with the duty Microbiologist and there are weekly Infection control visits by the Infection prevention control nurses to support the community hospital.

The department has full UKAS accreditation and participates in all relevant external quality assurance schemes. The department provides an extensive range of bacteriology, serology, molecular diagnostics and mycology services. Most of the referred work is molecular virology and is performed at the Specialist Virology Laboratory in Glasgow. An extensive review of service has been undertaken in the last few years with rationalisation of testing and improvements in the delivery of service. This work is ongoing. The department makes extensive use of automation in molecular testing for SARS CoV 2 and respiratory testing, rapid meningitis/encephalitis testing, susceptibility testing, serology, Chlamydia/GC testing and blood cultures, and has a stable LIMS (Apex) system. The Cepheid PCR platform is available for rapid Norovirus, Influenza A/B and RSV, MRSA/MSSA blood cultures, TB, CPE and SARS CoV2 investigations. A MALDI-TOF platform (Bruker) is in use for bacterial identification.

Advice on examinations and the interpretation of results is available to users 24 hours a day, every day of the year through the duty Microbiology Consultant.

Detailed key performance indicators including sample numbers are available and are monitored monthly at the Cell Science governance meeting. Consultants regularly monitor workload and call pressures and introduce measures where required. The total samples list below is to demonstrate the number of samples received into the laboratory. This does not include extensive environmental sampling undertaken in support of CSSD, Pharmacy and Infection Control.

Total samples (based on 2023 data)	
Serology samples including referrals to reference laboratories	17,000
Environmental samples (Endoscopy water and Pharmacy environmental monitoring)	11,000
Microbiology samples from Primary and Secondary care	107,000
Molecular Diagnostics (STI, Respiratory and Meningitis/Encephalitis)	8500

On a daily basis, Consultants share duties of authorisation and interpretation of results and provision of telephone or email / MS Teams advice. Out of hours cover is provided on a weekly rotation (1:4). Ward clinical liaison visits are made daily to clinical areas including ICU. Weekly MDT rounds are held with OPAT (Tuesday), Diabetic Foot Infection (Tuesday), Infectious Diseases (Wednesday), Orthopaedics (Thursday), Paediatrics (Thursday) and General Surgery (Friday) concerning clinical patient management, antimicrobial management and control of infection.

The laboratory is well equipped to carry out routine diagnostic work. IT and automated equipment installed includes the following key items:-

- Apex LIMS system for reporting results
- ICNet
- QPulse
- Fully integrated with Health Protection Scotland via ECOSS for reporting of significant isolates and Observa (Biomerieux) for epidemiological analysis of antibiotic resistance data.
- Abbott Architect
- Biomerieux Vidas
- Gemini
- Cobas 5800 PCR
- Cepheid PCR

- Vitek 2 x 2
- Sysmex UF5000
- BD BacTec
- MALDI-TOF (Bruker)
- Biomerieux Biofire
- 2 x Nimbus extraction platforms
- 2 x Biorad thermocycler

## Current Key Staff

Position	Post-Holders
Consultant/STL (0.75 WTE)	Dr Linsey Batchelor
Consultant (1WTE)	Dr Van Aartsen
Consultant (1WTE)	This post
Fixed term Consultant (0.4 WTE)	Dr Bryan Marshall
Cell Science service Manager	Ms Adele Foster
Technical leads	Mrs Karen Craik Mrs Zoe Black

## Infection Prevention and Control

The Infection Prevention & Control Team (ICT) is responsible for the delivery of an infection control service to NHS Dumfries & Galloway. All consultant microbiologists will assist and support the Infection Control Doctor (ICD) in provision of an IPCT service. The ICD is the clinical lead for the ICT, who along with Infection Prevention Control Manager, will develop and implement a comprehensive and effective Infection Control Service within NHS Dumfries & Galloway. The post holder will contribute to policy development; implementation of standards; promotion of prudent antimicrobial prescribing; surveillance programmes; infection control in the built environment and the investigation and management outbreaks of infection within NHS Dumfries & Galloway. In addition the post holder will provide advice on the clinical management of patients with infection.

# Person Specification

Essential	Desirable
<p><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• Full GMC Registration</li> <li>• MBChB or equivalent</li>   <li>• MRCP (or equivalent, for applicants with CCT in Medical Microbiology and Infectious Diseases)</li>   <li>• FRCPATH (or equivalent)</li>   <li>• GMC Specialist Register in Medical Microbiology/Virology (or within 6 months of obtaining CCT).</li>   <li>• Non-UK candidates must have confirmation from GMC that CESR has been awarded at the date of application</li> </ul>	<ul style="list-style-type: none"> <li>• Additional post-graduate qualifications e.g. MD/PhD/MSc</li> <li>• Diploma Hospital Infection Control</li> <li>• Diploma Tropical Medicine &amp; Hygiene</li> </ul>
<p><b>Experience</b></p> <ul style="list-style-type: none"> <li>• Broad-based Medical Microbiology experience</li> <li>• Recent experience in modern healthcare facilities covering Medical Microbiology and Infection Prevention Control</li> <li>• Able to liaise effectively with colleagues both locally and in other centres. This may include the requirement to chair Incident management meetings.</li> <li>• A demonstrable commitment to antimicrobial stewardship</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in implementing and maintaining UKAS Laboratory Accreditation Standards.</li> <li>• Experience in specialist areas of reporting required to complement and support the skills of the existing post holders</li> </ul>
<p><b>Personal Attributes</b></p> <ul style="list-style-type: none"> <li>• Honest, trustworthy, hard working, ability to get on with colleagues.</li> <li>• Good communicator</li> <li>• Self motivation</li> <li>• Develop self awareness</li> <li>• Acting with integrity</li> <li>• Evidence of CPD (continuous professional development)</li> </ul>	<ul style="list-style-type: none"> <li>• Critical evaluation</li> </ul>

<p><b>Personal Skills and Attitude</b></p> <ul style="list-style-type: none"> <li>• Good command of English language, (oral &amp; written).</li> <li>• Hold PLAB or equivalent (if appropriate)</li> <li>• Good communicator</li> <li>• Good presentation skills</li> <li>• Ability to get on with and work with others as part of a team</li> <li>• Ability to manage stressful situations</li> <li>• Time management skills</li> <li>• Ability to lead and chair meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Developing networks</li> <li>• Ability to encourage contribution</li> <li>• Ability to lead teams</li> <li>• Ability to teach / train staff</li> </ul>
<p><b>Knowledge / Understanding</b></p> <ul style="list-style-type: none"> <li>• Compatible with that expected of a practicing Consultant Microbiologist in the UK</li> <li>• Demonstrable understanding &amp; acceptance of the principles of Clinical Governance</li> <li>• Awareness of new developments in the specialty with ability to critically assess the impact of these on the service.</li> <li>• Clinical Audit</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of participation and involvement in Clinical Research</li> <li>• Computer confident</li> <li>• Enthusiasm for service development</li> </ul>
<p><b>Management Ability</b></p> <ul style="list-style-type: none"> <li>• Organisational awareness</li> <li>• Ability to make decisions</li> <li>• Apply knowledge and evidence</li> <li>• Ability to improve services through change</li> <li>• Ability to use email and IT systems</li> </ul>	<ul style="list-style-type: none"> <li>• Evaluate impact</li> <li>• Identifying context for change</li> <li>• Encouraging improvement and innovation</li> <li>• Experience of planning, managing resources and people.</li> </ul>
<p><b>Other Requirements</b></p> <ul style="list-style-type: none"> <li>• Undertake annual consultant appraisal.</li> <li>• Registration with the RCPATH CPD scheme and commit to undertaking CPD to meet service needs</li> <li>• Hold or be capable of obtaining a UK work permit (if appropriate)</li> <li>• Be physically &amp; mentally capable of undertaking the duties of the post</li> <li>• Work collaboratively and flexibly with colleagues to share workload and achieve service delivery</li> </ul>	

# 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 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 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>

