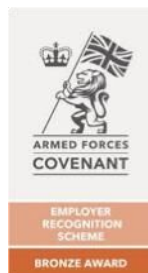


Consultant in Infectious Diseases

Candidate Information Pack



Welcome

Dear Candidate,

Thank you for taking the time to read more about who we are and the opportunities we have 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 and our smaller community hospital which specialises in rural medicine with some acute services is based in Stranraer. In addition to these we have several smaller 'cottage' hospitals.

I often get asked why a medic would choose to come to Dumfries and Galloway District General Hospital or Stranraer Community Hospital?

My top three answers are:

- Our small teams work closely within their own and across specialties, fostering a sense of community and adopting innovative solutions to providing good quality healthcare for our rural population
- 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, and an innovative and flexible approach to workforce modelling.

Our medical community across the Health Board have opportunities to develop their interests 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 extremely well-equipped and provides clinical skills training, simulation-based training and numerous in-house courses and training opportunities.

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 cohort of postgraduate medical students to the area as well introducing a Clinical Development Fellows programme that provides an additional 20+ staff supporting lower and middle grade medical rotas.

Whatever your specialty we hope that you will take the time to come and visit us and see for yourself why working at NHS Dumfries and Galloway is the right choice for you.

Kind regards,

Ken

*Ken Donaldson,
Medical Director,
NHS Dumfries & Galloway*

The Opportunity

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

INFORMAL ENQUIRIES

For further information, please contact Dawn Smith, Divisional Manager for Medicine dawn.smith@nhs.scot, or Dr Gwyneth Jones, ID Consultant (HIV and HCV Clinical Lead) Gwyneth.jones@nhs.scot

JOB DESCRIPTION

THE POST

We are delighted that you are interested in applying for the post of Consultant in Infectious Diseases in NHS Dumfries and Galloway. We are advertising two new Infectious Diseases posts to join our two Infectious Diseases Consultants, Nurse Consultant (BBV), Clinical Nurse Specialists (BBV and OPAT), ward-based Clinical Development Fellow and our Microbiology team. We want to appoint Infectious Diseases Consultants with an interest in Microbiology or General Medicine, and can also offer a combined post with Acute Medicine as this has been a rewarding role for one of our existing colleagues. We aim to expand our current team and provide a holistic laboratory-to- bedside service beginning 'at the front door'.

You will be joining a team which currently provides outpatient clinics for people with blood-borne viruses; infectious diseases including Lyme disease and investigation of PUO, TB clinics including community clinics to support displaced persons; prison in-reach services, support to Community Drugs Services, general infectious diseases clinics and OPAT clinics and services. In person, virtual (NearMe video consultation) and telephone consultations are all offered, with support from interpreter services as needed. The current team manage a small number of Infectious Diseases and General Medicine inpatient beds, but in recognition of the evolution of training roles and increasing number of trainees seeking ID and Microbiology posts, we welcome innovative colleagues who can support restructuring of our existing service to develop a combined ID and Microbiology service providing in-reach support to inpatient teams. Successful candidates can choose to participate in either Microbiology or Acute Medicine on-call, or both, as preferred.

JOB PLANNING / PROGRAMME ACTIVITIES

The role is offered as a full-time post on a 10PA basis (maximum 12PA) according to standard NHS Scotland terms and conditions, but applications are also welcomed from those wishing to work less than full-time. We support flexible and remote working (where appropriate) and are committed to supporting our workforce so that we can achieve the best possible outcome for our patients. If you have particular interests in Clinical Leadership, Clinical Governance, Research, Medical Education, Rural Medicine or other areas, please discuss this with the Divisional Manager for Medicine and Associate Medical Director or Clinical Director.

On taking up your post a Job Plan will be agreed between yourself and the Clinical Director/Associate Medical Director. This job plan is subject to review at least once a year by the post holder and the Clinical Director/Clinical Lead as noted in the standard NHS Scotland terms and conditions.

THE TRUST & REGION

Dumfries and Galloway NHS Trust serves a rural population of 146,000. The main acute hospital site is the Dumfries and Galloway Royal Infirmary (DGRI) opened in 2018, with 344 inpatient beds designed for en-suite single room occupancy. The Galloway Community Hospital (Stranraer) also has an Accident and Emergency unit serving the western part of the region, and provides rural medicine services in partnership with DGRI. There are a number of Community Hospitals serving the area including Mountainhall Treatment Centre, Annan, Lochmaben and Castle Douglas Community Hospitals.

INFECTIOUS DISEASES DEPARTMENT

Please contact our team to find out more about our services and to arrange a visit to the department.

Blood-borne viruses (BBV) team:

- Dr Gwyneth Jones, Consultant in Infectious Diseases (part-time).
HIV and HCV Clinical Lead, National HIV Deputy Chair
- Sr Marie Murray, Nurse Consultant, HIV Nursing Lead
- Sr Liz Kent, Clinical Nurse Specialist, HIV Towards Elimination Lead
- Ms Evelyn Yoong, Antimicrobial Pharmacist

The team work closely with the sexual health team to provide support for complex syphilis and complications of PreP, as well as liaising regarding clinical concerns and contact tracing. The HIV NaSH module has recently been introduced to all Scottish HIV services.

HCV elimination is a Scottish Government target, and we aim to reach those diagnosed but untreated through new community initiatives and to increase testing in the Specialist Drug services team over the next 24 months. The HBV clinic population remains stable with around 80-100 patients. Hepatoma surveillance scans are co-ordinated by the nursing and secretarial team, and CNS (BBV) are trained to perform Fibroscans and manage patients with liver disease. Telephone interpretation service is available and often utilised in the clinic.

Outpatient Parenteral Antibiotic Therapy team (OPAT):

- Dr Sharon Irvine, Consultant in Infectious Diseases and Acute Medicine. OPAT Clinical Lead.
- Sr Audrey Morris, Lead Nurse OPAT
- Sr Lorna Henderson, Clinical Nurse Specialist OPAT
- Ms Evelyn Yoong, Antimicrobial Pharmacist

The OPAT service operates across all adult medical and surgical specialties at acute and community hospital sites with a flexible approach to service provision, including patient or carer self-administration, elastomeric pumps and monitoring of oral therapies (COPAT). OPAT is well-supported by anaesthetic teams with insertion of PICC lines and central venous lines, and CNS colleagues are skilled in mid-line insertion.

Tuberculosis:

- Dr Sharon Irvine, Consultant in Infectious Diseases and Acute Medicine. TB Clinical Lead
- TB Nursing support provided by Public Health Nursing team

TB cases are low prevalence but increasing locally, and a recent GIRFT visit has identified excellent local practice and collaboration to manage this rising concern. ID colleagues are supported by Respiratory and Public Health Nursing teams to deliver TB services, including community-based clinics in temporary accommodation to support displaced individuals and refugees.

Microbiology team:

- Dr Linsey Bachelor, Consultant Microbiologist, Antimicrobial Lead
- Dr Jon Van Aartsen, Consultant Microbiologist, Infection Control Lead
- Sr Charlene Anderson, Infection Control Lead Nurse.
- Ms Adele Foster, Microbiology Laboratory Manager

- Mr Ross Darley, Infection Control Manager

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 two Senior Technical Biomedical Scientist leads, eleven Biomedical Scientists Band 6, eight support staff, one administrative 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.

Inpatient Team:

- Sr Emma Watson, Senior Charge Nurse
- Sr Chantal Burns, Deputy Charge Nurse

Infectious diseases inpatient admissions are managed on Ward C5 (alongside Gastroenterology, Haematology and General Medicine inpatient teams), supported by rotating resident doctors, physiotherapy, occupational therapy, social work and pharmacy teams. We have four individual Airborne Infection Isolation (AII) Rooms negative pressure rooms for patients requiring isolation due to infectious disease, in Critical Care Unit, Ward B2 (Respiratory), Paediatrics and Medical Assessment Unit for those requiring isolation due to transmissible infectious diseases.

The ID team supports care for patients with neutropaenic sepsis in liaison with tertiary Oncology centres in Edinburgh and Glasgow, with the support of locally based Advanced Nurse Practitioners and Oncology Clinical Nurse Specialists. There is close collaboration with Cardiology to support management of endocarditis and ID colleagues will usually initiate investigation and management for individuals with Pyrexia of Unknown origin (PUO) often liaising with Rheumatology.

REGIONAL SERVICES & SUPPORT

Scottish Government has promoted excellence in care through;

- Scottish Antimicrobial Prescribing group (SAPG) with local and national committees; promotion of antibiotic pharmacist and nursing role to support audit
- HIV clinical standards (national meetings with Regional clinical leads)
- HCV action plan with local BBV/Sexual health MCN and National network
- Infection control strategies (C Diff, SAB, E coli surveillance)

We have well established links with Infectious Diseases Units in Glasgow (QEH) and Edinburgh (RIDU) as well as a monthly National Infectious Diseases network meeting via Microsoft Teams. Both Glasgow and Edinburgh have expertise in Tropical Medicine and

Travel Medicine, and we are collaborating with Lanarkshire to develop a pathway for patients with High Consequence Infectious Diseases (HCID).

DGRI also has well-established links with the Scottish Liver Transplant Unit and Hepatobiliary Network (Edinburgh); Cardiothoracic surgery (Glasgow) and Complex/Infected Orthopaedic surgery (Glasgow Golden Jubilee Hospital).

TEACHING & TRAINING

DGRI has an excellent and well-equipped Postgraduate Education centre providing educational and clinical supervision for resident doctors at all levels including GP Specialty Trainees. We have excellent PACES provision, clinical skills and simulation facilities, and a number of in-house training courses including Life Support and Human Factors training. We receive excellent feedback from medical students undertaking placements in collaboration with SCOTGEM, Glasgow and Edinburgh medical schools. Our SCOTGEM rural medicine programme and Clinical Development Fellows programme reflect the Trust's commitment to teaching, training and innovation in workforce development.

OTHER MEDICAL SPECIALTIES (LEAD CONTACTS)

As a small hospital we rely on collaborative team working across all specialties at both acute and community hospital sites. The following medical teams are based in DGRI and can be contacted for further information. Contacts for other specialties and sites can be provided on request.

Associate Medical Director (Dr Andrew Russell)
Clinical Director for Medicine (Dr Louise Overend)
Acute Medicine (Dr Alex MacDonald)
Cardiology (STL CNS Sue Bryant)
Care of Elderly (Dr Amy Conley)
Dermatology (Dr Lindsey Yeo)
Diabetes/Endocrine (Dr Fiona Green)
Gastroenterology (Dr Zahra Bayaty)
Haematology (Dr Ranjit Thomas)
Hepatology (Dr Mathis Heydtmann)
Neurology (Dr Ondrej Dolezal)
Palliative Care (Dr Sarah Pickstock)
Rehabilitation Medicine (Dr Alison McKendrick)
Renal STL (Dr Thalakunte Muniraju)
Respiratory Medicine (Dr Catherine Rossiter)
Rheumatology (Dr Anne Drever)
Surgery (Contacts JK Apollos, Maria Bews-Hair)
Orthopaedic Surgery (Contacts Subod Shrivastava, Amanda Hawkins)

DUMFRIES & REGIONAL INTERESTS

The Region has beautiful coastal and hill walking (try Darren Flint's Guide books for routes) and Galloway and Southern Ayrshire is the first UNESCO Biosphere site in Scotland. Criffel is the prominent hill near Dumfries town (1870 ft) and is popular for walkers and fell runners, who are rewarded with views across the Solway to the Lake District and westwards towards Northern Ireland.

Mountain bikers can easily reach the Seven Stanes routes across the border region. Sailing options include inland Lochmaben (excellent youth coaching) and Kippford Marina on the Solway Firth. The rowing club on the River Nith has a successful track record with young athletes and also offers novice group sessions.

There are numerous golf clubs across the region with two 18 hole courses in Dumfries and a 9 hole course opposite Mountainhall Treatment Centre.

Dumfries is home to numerous sports clubs – close to the hospital is Nunholm Sports (cricket, hockey, tennis and squash); Bannatyne’s Gymn and Crichton Park is home to our local Park Run, with a junior event taking place at Dock Park. There are numerous local running and walking groups who welcome all level of participants.

There is a vibrant Arts scene with regular exhibitions including Gracefield Arts Centre and Kirkcudbright Gallery; touring companies including Scottish Chamber Orchestra and Scottish Opera perform regularly. Local music venues include DG1 (Dumfries) and Sands Centre (Carlisle) and smaller venues such as Buccleuch Centre, Langholm.

There is good provision for childcare and nursery/pre-school education. Primary school provision offers options from small rural schools to larger schools in the town. State secondary schools deliver good quality education with a wide range of extra curricular activities. <https://www.scotsman.com/education/scottish-school-league-table-2022-scotlands-342-schools-ranked-from-best-to-worst-according-to-the-2022-high-school-league-table-3741254>

Further Education options include Dumfries College and the nearby Crichton campus houses facilities for University of West of Scotland, Glasgow University and the Carbon Centre for environmental research.

Road links have improved so that Glasgow is accessible in 1.5 hours; Edinburgh and Newcastle are accessible in 2 hours; Carlisle is just over an hour away. Direct train and bus services from Dumfries to Glasgow and Carlisle and rapid trains from Lockerbie to both Glasgow and Edinburgh allow day visits to Royal College and other professional meetings as well as enjoying city amenities.

Once again- thank you for considering this position and expressing an interest in coming to work in NHS Dumfries and Galloway, and good luck with your application. Please contact us if you need any further information or support.

Person Specification

Essential	Desirable
Education, Qualifications & Specialist Skills <ul style="list-style-type: none"> - Primary Medical Qualification. - GMC Registered with Specialist Registration. - Appropriate Royal College Membership 	
Clinical Experience <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. 	
Management & Administration Experience <ul style="list-style-type: none"> - Involvement with management and project leadership within the specialty. - Evidence of involvement in authoring or reviewing clinical guidelines. - An understanding of Clinical Governance. 	<ul style="list-style-type: none"> - 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.
Teaching <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.
Research <ul style="list-style-type: none"> - 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"> - Higher degree.
Audit <ul style="list-style-type: none"> - Evidence of participation in audit. 	<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.

Personal Attributes

- Alignment with the Board's Core & Professional Behaviours.
- 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.

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 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 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