

## A map of the United Kingdom, including Great Britain and Ireland. The Shetland Islands, located in the north of Great Britain, are highlighted in a dark blue color, distinguishing them from the rest of the country which is shown in a lighter blue.



# 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.



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

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 enjoyable as 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*

# The Opportunity

## 1. Job Identification

<b>Job Title</b>	Consultant in Diabetes & Endocrinology
<b>Salary</b>	£84,984 - £112,925 (pro rata)
<b>Hours</b>	Full Time 40 hours per week
<b>Contract Type</b>	Permanent
<b>Department</b>	Diabetes & Endocrinology
<b>Reporting to</b>	Patsy Pattie, Assistant General Manager
<b>Base</b>	Dumfries & Galloway Royal Infirmary

***JOB PACK PENDING EXTERNAL ADVISOR APPROVAL***

## Contact Details

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

Please contact Dr Fiona Green on 01387 241864 or by e-mail at [fiona.green@nhs.net](mailto:fiona.green@nhs.net); alternatively, please contact Patsy Pattie, Assistant General Manager on 01387 241790 or by e-mail at [patsy.pattie@nhs.net](mailto:patsy.pattie@nhs.net)

# Job Description

## JOB PURPOSE

These posts are both based on 10 sessions; however 2 PAs can be negotiated. The successful applicant will join a team that consists of 2 Consultants in Diabetes and Endocrinology, a Consultant Biochemist with an interest in Diabetes and weight management, a Specialty Doctor in Diabetes and General Medicine, two (wte) Specialist Nurses, 3 Community Diabetes Specialist Nurses and 4 Specialist Dieticians and will be based at Dumfries and Galloway Royal Infirmary.

Over the last 10 years the Diabetes service has undergone a period of substantial redesign and offers all aspects of modern diabetes care including delivery of the DAFNE and DESMOND structured education, a multidisciplinary ANC, multidisciplinary foot clinic, a combined renal/diabetes clinic, a CSII pump clinic and a transitional diabetes service.

Diabetes care is delivered from a dedicated Diabetes centre which has recently moved to a redeveloped dedicated centre at Mountainhall Treatment Centre, Dumfries. There are peripheral clinics held in Stranraer both in person and using telemedicine. The successful applicants would also be expected to contribute to the general medicine on call rota (1 in 12) with compensatory time off before and following on call duties. Ongoing medical care of the acute admissions is taken over by downstream wards.

## THE DEPARTMENT

The successful applicants will join the current Consultant Physician with an interest in Diabetes and Endocrinology and it is hoped that this additional resource will allow the local Diabetes Service to increase the provision of support to managing diabetes in the inpatient setting. Dr Fiona Green took up post in 2004 and has developed the lead role in the service as well as establishing the pump service, transitional service, the renal/diabetes clinic and delivers a multidisciplinary antenatal service. Dr Ewan Bell joined the Board in 2005 as Consultant Clinical Biochemist and has a strong commitment to supporting the diabetes service as well as providing lipid and metabolic clinics in addition to his role in the biochemistry department. It is envisaged that the successful applicants will lead the development of the in patient service and foot service.

The current Diabetic and Endocrine Service comprises of:

## DIABETES

There are a number of diabetes outpatient clinics carried out by a variety of staff at Dumfries and Galloway that are held in the diabetes centre based at Crichton Royal Hospital (on the same site as Dumfries and

Galloway Royal Infirmary). The successful applicants will contribute to general diabetes clinics but may also develop a role in the diabetes sub-speciality clinics below.

A combined diabetic antenatal clinic runs weekly and a pre-pregnancy counselling service is integrated into this.

A joint foot clinic involving a specialist diabetes podiatrist, Diabetes Specialist Nurse, Orthotist, vascular surgeon and Diabetologist runs on a weekly basis. This new post will support this service.

Renal/Diabetes clinics run twice monthly.

Pump clinics run twice monthly.

Dumfries was one of three pilot sites in Scotland to run the DAFNE programme and has been running the programme since 2005. These courses are now established and proving to be invaluable for our Patients with type 1 diabetes. We are an intervention site for the new DAFNEPLUS RCT.

Galloway Community Hospital (GCH) clinics – monthly Diabetes and Endocrinology clinics as well as weekly Diabetes telemedicine to GCH.

All newly diagnosed type 2 patients in Dumfries and Galloway are offered the opportunity to attend the DESMOND education programme. Audit has shown this to improve glycaemic control.

A monthly adolescent clinic with input from both the paediatric and adult services was established in 2004.

Support for the diabetes service comprises: -

- 2.5 wte experienced diabetic specialist nurses are currently in post in Dumfries Royal Infirmary. The nurses have experience in CSII therapy and all nurses are DAFNE trained.
- 3 wte LHP based Diabetes Specialist Nurses (with a nursing/educational background) are based in Dumfries & Nithsdale and Annandale & Eskdale. These posts play a pivotal role in bridging the primary / specialist care interface. These nurses have enhanced skills in achieving behaviour change and are skilled in a variety of psychological tools including motivational interviewing and CBT. These nurses are both DAFNE and DESMOND trained.
- Four Diabetes dieticians (DAFNE, DESMOND trained and pump trained) aligned whole time to the service and participating in the regular DGRI based clinics.

We have links to psychology and have weekly supervision meetings.

Experienced podiatry help is available at the routine Diabetes return



clinic on Tuesday morning and at other times by request. Excellent links with region wide podiatry services with ability to provide regional specialist service – each LHCC has a senior 1 podiatrist with a high-risk liaison remit. The lead podiatrist inputs into the multidisciplinary foot clinic together with orthotics.

A Comprehensive Diabetes register using the SCI-Diabetes System has been implemented. Current figures show that there are approximately 6100 individuals with Diabetes in Dumfries and Galloway and approximately 900 of them have type-1 diabetes.

Dumfries and Galloway use a digital retinal screening programme as outlined in the Scottish Diabetes Framework and have the highest rate of screening in Scotland.

A new Diabetes centre was developed in Crichton Royal Hospital in 2005. This centre provides dedicated consultation and education facilities as well as an office base for the diabetes team. This will move to a new dedicated centre in 2019

It is hoped that this new post will allow an enhanced service for managing diabetes in the in-patient setting to be developed. There may be opportunities for interested candidates to contribute to research projects and NHS Dumfries and Galloway has an active Research and Development department to support such work.

## **ENDOCRINOLOGY**

Currently there are 4 endocrine clinics per week in Dumfries & Galloway Royal Infirmary. In conjunction with this, a nurse led endocrine testing service has been established. Radioiodine therapy is available for patients

with thyrotoxicosis. Neurosurgery for pituitary disease is currently carried out in Edinburgh with links to Glasgow for adrenal surgery.

## **PERIPHERAL CLINIC COMMITMENTS**

- Monthly all day clinics in GCH
- Telemedicine clinics weekly to GCH
- 6 weekly into ward at GCH combined with short clinic

## THE DIVISION OF MEDICINE

The sub-specialties of the current Physicians are:

<b>Acute Medicine</b>	Dr S Finlay Dr A MacDonald Dr S Irvine Vacant Post
<b>Acute Rehabilitation</b>	Dr A McKendrick
<b>Cardiology</b>	Dr A Mackay Vacant Post Vacant Post
<b>Care of the Elderly</b>	Dr A Conley Dr I Hay Dr R Holden
<b>Dermatology</b>	Dr C Malone Dr L Yeo
<b>Diabetes / Endocrinology</b>	Dr F Green Dr M Mohammed Vacant Post
<b>Gastroenterology</b>	<b>These Posts</b>
<b>Haematology</b>	Dr M Crowther Dr P Ames Dr R Thomas
<b>Infectious Diseases</b>	Dr G Jones Dr M Munang
<b>Nephrology</b>	Dr K Donaldson Dr M Kelly Dr Muniraju
<b>Neurology</b>	Dr O Dolezal Vacant Post
<b>Palliative Care</b>	Dr S Pickstock
<b>Respiratory Medicine</b>	Dr C Rossiter Dr M Ali Dr S Little
<b>Rheumatology</b>	Dr A Russell Dr R Akintayo

The following table summarises the medical beds:

Ward	Sub-specialty	Beds
CAU (Combined Assessment Unit)	Acute Medicine & Assessment	24 x Beds & 10 x Assessment Beds Dedicated ambulatory care & rapid assessment space
CCU (Critical Care Unit)	Combined Intensive Care, High Dependency and Coronary Care Unit	17
Renal Unit (Mountainhall Treatment Centre)	Haemodialysis unit for renal patients	18-station
B1	Palliative Care	28
B2	Respiratory, Care of the Elderly	27
C4	Care of the Elderly	28
C5	Gastroenterology, Haematology, ID	28
D7	Care of the Elderly, Stroke & Rehabilitation	26
D8	Renal, Cardiology, Diabetes and Endocrinology	27

### Acute Medical Unit

Our Acute Medical Unit is run by the Acute Physicians from 8am to 5pm, Monday to Friday. Outwith these hours, clinical cover is provided on a 1 in 12 basis by the oncall physicians (including both general and acute physicians). A consultant physician presence is maintained on the AMU for a minimum of 13 hours per day, 7 days per week, (i.e. from 08:00 to 21:00). During weekdays oncall, the working day commences at 13:00 for the oncall consultant who then takes over on the AMU at 17:00 and remains until 21:00 before being oncall from home. Weekend oncall starts at 08:00 and finishes at 21:00, followed by an oncall from home.

After weekends oncall there are compensatory days off (Tuesday and Wednesday after a Friday and Sunday oncall, and Monday after a Saturday oncall), i.e. Consultant A will have compensatory leave on Friday AM and all day Tuesday and all day Wednesday following the weekend. Consultant B will have Monday off all day following the weekend oncall.

The current on-call commitment is 1 in 12 with prospective cover attracting a 3% availability supplement.

The successful applicant would be expected to contribute to the general



medicine on call rota (1 in 12). A sample weekend rota is shown below:

	Friday	Saturday	Sunday
AMU morning from 08:00	Acute Physician	Oncall Consultants A & B	Oncall Consultants A & B
AMU afternoon	Acute Physician	Oncall Consultant B	Oncall Consultant A
AMU until 21:00 and overnight oncall	Oncall Consultant A	Oncall Consultant B	Oncall Consultant A

There are 94 General Medical beds, 75 beds in Geriatrics/Rehabilitation and an 8-bedded Medical High Dependency Unit/Coronary Care Unit (distinct from the Surgical High Dependency Unit and Intensive Care Unit). The 10 bedded Stroke Unit is incorporated into one of the Geriatric wards. There is an 18-station haemodialysis unit for renal patients within the hospital.

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

The 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 SHOs preparing for MRCP examinations

### **Education**

There are weekly clinical meetings organised by the Department of Medicine on Wednesdays and a journal club on Fridays. Links with tertiary centres for continued professional development is encouraged. A clinical timetable is attached to this job description detailing the commitments expected of the post holder. This will be subject to review on appointment of successful candidate.

### **Qualifications**

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

The candidate will hold a CCT / CESR or be within 6 months of obtaining the certificate.

## **JOB DESCRIPTION AGREEMENT**

**Job Holder's Signature:**

**Date:**

**Head of Department Signature:**

**Date:**

# Person Specification

ESSENTIAL	DESIRABLE
<b>Education, Qualifications and Specialist Skills:</b> <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). in diabetes +/- endocrinology as well as general medicine</li> <li>• Appropriate Royal College Membership</li> </ul>	
<b>Eligibility:</b> <ul style="list-style-type: none"> <li>• Eligibility to work in the UK</li> </ul>	
<b>Clinical Experience:</b> <ul style="list-style-type: none"> <li>• Wide general experience in all aspects of general medicine, diabetes/thyroid disease</li> <li>• Evidence of a substantial commitment to the specialty. Whole spectrum relevant to all aspects (out and inpatients) of diabetes care/general Medicine. Basic endocrinology</li> <li>• Ability to offer an expert clinical opinion within the specialty.</li> <li>• Ability to take independent responsibility for the clinical care of patients referred to a tertiary centre.</li> <li>• Able to take full responsibility for secondary diabetic care and participate in the managed clinical network</li> <li>• Able to liaise effectively with colleagues in other centres, in primary and secondary care</li> </ul>	
<b>Management and Administration Experience:</b> <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</li> </ul>

	<p>implemented change.</p> <ul style="list-style-type: none"> <li>• Experience in developing and implementing new technologies.</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>Research:</b></p> <ul style="list-style-type: none"> <li>• Evidence of involvement in and understanding of research methodology and publication of findings.</li> <li>• Research/critical review of literature</li> <li>• Publications in the last five years</li> </ul>	<ul style="list-style-type: none"> <li>• Higher degree</li> </ul>
<p><b>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> <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 oncall 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>	

# 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.

<b>Salary:</b>	The current salary applicable to a full time post is £84,984 - £112,925 depending on experience, plus banding depending on rota.
<b>Leave:</b>	6 weeks annual leave dependant on experience pro rata plus 10 public holidays pro rata. Entitlement to 30 days study leave over a 3 year period.
<b>Occupational Sick Pay:</b>	<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>
<b>Pension:</b>	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>
<b>Base:</b>	Your principal place of work is Dumfries & Galloway Royal Infirmary. Other work locations and off site working including Galloway Community Hospital may be agreed. You may be required to work at any site within your employing organisation, including new sites.
<b>Notice Period:</b>	Three Calendar Months
<b>Hours of Duty:</b>	The post is based on 10 sessions, however 2 Pas can be negotiated.

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, Live, Play Digital Brochure**.

To access the brochure, copy and paste the following link into your web browser:

[www.nhsdg.co.uk/workwithus](http://www.nhsdg.co.uk/workwithus)

