Working for NHS Dumfries and Galloway

Locum Specialty Doctor in General Surgery with Special Interest in Breast Surgery
Ref: 489.16a
Salary: £38,302 - £71,425
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NHS Dumfries and Galloway delivers integrated and high quality healthcare for our population. We aim to provide the very best facilities and support to our clinical staff to enable them to fulfil their potential and help drive continuous improvement in our services. We are ambitious to create the ideal environment for clinical excellence; for example, our new acute facility opening in 2017 will be the UK’s best rural DGH. This 350 bed hospital will be at the centre of patient pathways stretching from our first class primary care teams to our tertiary centres in Glasgow and Edinburgh. We support our clinicians in enhancing these networks and relationships to deliver innovative and sustainable models of care.

We take pride in our track record of delivering high quality services. If you join us, you will help lead the evolution of these services, working in outstanding new facilities and with extraordinary clinical colleagues.

Jeff Ace  
Chief Executive  
NHS Dumfries & Galloway  
Crichton Hall  
Bankend Road  
Dumfries DG1 4TG

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NHS Dumfries and Galloway proudly serve a population of 148,500 but within a large geographical area of about 2,400 square miles. Dumfries and Galloway stretches from Langholm in the East to Drummore in the West, and from Kirkconnel and Carsphairn in the North down to Sandyhills on the Solway Coast. The Health Board currently employs around 4500 staff excluding GPs and Dentists.

Dumfries and Galloway Royal Infirmary is based in Dumfries and is the main hospital for the region providing a wide range of inpatient and outpatient health services. The Galloway Community Hospital serves Stranraer and the west of the region, is an intermediate unit providing maternity services, and medical & surgical beds. There are bedded units within eight cottage hospitals which provide care services such as minor injuries units. Midpark Hospital provides inpatient facilities for mental health patients.

Approved on 5th June 2013, the Outline Business Case sets out a compelling vision for reshaping health services across Dumfries and Galloway. A key component of this is the provision of a new District General Hospital within a modern, patient centred and highly efficient environment.

The site for the region’s new district general hospital is on the outskirts of the town, close to the Garroch roundabout, by the A75.

The New Hospital is due to open in December 2017.

Further information about our New District General can be found in Section 5.
Section 3: Our CORE Values

From May 2014 NHS Dumfries & Galloway adopted our CORE values:

**Compassion**
**Openness**
**Respect**
**Excellence**

These CORE values strongly underpin our organisational purpose and by adopting behaviours consistent with our CORE values we will be better placed to deliver our Organisational Purpose.

We pride ourselves on being person centred: we focus on patients and their carers, and we focus on you and your career.

**Everyone Matter 2020 Vision**

In 2011, the Scottish Government set out its strategic vision for achieving sustainable quality in the delivery of healthcare services across Scotland, in the face for the significant challenges of Scotland’s public health record, our changing demography and the economic environment.

The 2020 visions provide the strategic narrative and context for taking forward the implementation of the Quality Strategy, and the required actions to improve efficiency and achieve financial sustainability.

The Scottish Government’s 2020 vision is that by 2020 everyone is able to live longer healthier at home, or in a homely setting and, that we will have a healthcare system where:

- We have integrated health and social care
- There is a focus on prevention, anticipation and supported self-management
- Hospital treatment is required, and cannot be provided in a community setting, day case treatment will be the norm
- Whatever the setting, care will be provided to the highest standards of quality and safety, with the person at the centre of all decisions
- There will be a focus on ensuring that people get back into their home or community environment as soon as appropriate, with minimal risk of re-admission

For more information visit: [http://www.workforcevision.scot.nhs.uk/](http://www.workforcevision.scot.nhs.uk/)

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NHS Dumfries & Galloway provide a wide range of services are provided from over 50 bases across the region. These services are provided via one of six General Management Directorates – Operations, Acute & Diagnostics, Corporate Services, Facilities and Clinical Support Services, Primary Care & Community Care, Women’s & Children’s Services, and Mental Health.

The map below highlights the main service bases throughout the region.

**Health & Social Care Integration**

The Public Bodies (Joint Working) (Scotland) Act 2014 sets a legal framework for integrating health and social care in Scotland. This legislation says that each health board and council must delegate some of its functions to new integration authorities. By doing this, a single system for planning and delivering health and social care is created locally.

The integration authority in this region came into existence in the form of Dumfries and Galloway Integration Joint Board on the 1st April 2016. The responsibility for planning and delivery of the majority of the adult health and social care services are delegated from the council and the NHS to this new body.

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In Dumfries and Galloway this includes:
• All district general hospital inpatient (scheduled and unscheduled) and outpatient services
• Aspects of housing support, including aids and adaptations
• Care home services
• Carers support services
• Community based services such as, care assessment teams, children’s NHS Services, community Hospital services and community Nursing
• Services and support for adults with physical disabilities and learning disabilities
• Social work services for adults and older people

(A full list of delegated services is detailed within Appendix 3 of the Health and Social Care Strategic Plan – http://www.dg-change.org.uk/our-vision-and-plan)

Dumfries and Galloway Strategic Plan

The Dumfries and Galloway IJB Health and Social Care Strategic Plan is shaped around the vision:

“Making our communities the best place to live active, safe and healthy lives by promoting independence, choice and control.”

The plan sets out the case for change, priority areas of focus, and challenges as well as the IJB commitments for the three years from 2016 to 2019. The financial context for this and how we propose to measure progress on achieving outcomes is included within Part 2 of the plan.

To deliver our vision and the nine national health and well-being outcomes, tackling the key challenges the Dumfries and Galloway Health and Social Care Partnership identified ten priority areas of focus:

• Enabling people to have more choice and control
• Supporting Carers
• Developing and strengthening communities
• Making the most of well-being
• Maintaining safe, high quality care and protecting vulnerable adults
• Shifting the focus from institutional care to home and community based care
• Integrated ways of working
• Reducing health inequalities
• Working efficiently and effectively
• Making the best use of technology

Within the Strategic Plan there are commitments for each of these areas of focus.

You can access The Strategic Plan, parts 1 and 2 at http://www.dg-change.org.uk/our-vision-and-plan

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The new District General Hospital for the region, situated on the outskirts of Dumfries, Will Open in December 2017. A range of services will be brought together to deliver a new Models of Care which will lead to improved patient experience, improved patient flow and more efficient ways of working for our staff. The new facility will incorporate 100% single rooms, Combined Assessment unit, Theatres complex, Critical Care Unit and Out Patients Department.

The Combined Assessment Unit will provide care for patients with acute medical, surgical and orthopaedic conditions. The unit will be integrated within the Emergency Care Centre at the ‘front door’ of the new hospital, and aligned to the Emergency Department and Out of Hours GP Services.

The Theatre Complex will encompass in one area; theatres x 8 (1 emergency; 1 obstetrics: 6 elective), endoscopy rooms x 4, day surgery unit and 23-hours unit.

The Critical Care Unit will bring together an Intensive Care Unit, Surgical High Dependency Unit and Medical High Dependency Unit. Bring these units, and their staff, together will ensure future flexibility and the ability to utilise resources efficiently and effectively.

Staff are actively involved in the ‘change programme’. The programme supports staff in the preparation for new ways of working so that they can successfully implement the new Model of Care when they move to the new hospital.

See the Construction Site now: [http://cctvmon.com/dumfries&galloway](http://cctvmon.com/dumfries&galloway)

Please click on the video below to experience a walkthrough of our new state of art hospital:
Find more information about the changes that are happening at NHS Dumfries & Galloway through our Change website: [http://www.dg-change.org.uk/](http://www.dg-change.org.uk/)
Section 6: Our Hospitals

Dumfries and Galloway Royal Infirmary

The main District General Hospital for the region is Dumfries & Galloway Royal Infirmary which provides a wide variety of inpatient and outpatient services, including the very latest preventative diagnostic and treatment alternatives.

Dumfries and Galloway Royal Infirmary contains 352 staffed beds (+11 cots), and includes the Departments of:

- Acute Medicine
- Anaesthetics
- Biochemistry
- Cardiology
- Care of the elderly
- Dermatology
- Diabetes & Endocrinology
- Emergency Department
- ENT Surgery
- Gastroenterology
- General Medicine
- General Surgery
- Histopathology
- Haematology
- Infectious Diseases
- Nephrology
- Neurology
- Microbiology
- Obstetrics and Gynaecology
- Ophthalmology
- Oral and Maxillofacial Surgery
- Orthodontics
- Orthopaedic Surgery
- Paediatrics
- Palliative Care
- Radiology
- Rehabilitation/Stroke Medicine
- Respiratory
- Rheumatology
- Urology

Galloway Community Hospital

The Galloway Community Hospital is located in Stranraer in the west of the region, 75 miles from Dumfries and is the second biggest town in Dumfries & Galloway with a population of around 13,000.

The Hospital consists; of 20 inpatient beds in the Acute Ward, 24 beds in the Rehabilitation/Care of the Elderly Ward, Accident & Emergency Department, Day Case Surgical Theatre and recovery area, a Midwifery Suite with 2 delivery beds, Outpatient Clinic facilities (provided by a number of x-ray Consultants and specialist nurses from Dumfries & Galloway Royal Infirmary), Dental Surgery, AHP Services, Laboratory and X-ray Departments (including CT Scanner) and a nurse led Renal Dialysis Unit. Palliative Care Provision is provided in a 2 bedded Palliative Care Suite and Chemotherapy is provided within the hospital via a Consultant Led, nurse delivered Chemotherapy Service.

Health professionals based in Galloway Community Hospital include: Physiotherapy, Occupational Therapy, Speech and Language, and Podiatry Services.

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### Annual Admissions – 2014/2015

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Midpark Hospital

Midpark Hospital is a modern mental health facility which opened in January 2012 on a site adjacent to the Crichton Campus. Facilities provided at the site include a 15 bed elderly functional assessment unit, a 16 bed dementia/organic assessment unit, a 6 bed IPCU, a 15 bed elderly/organic intermediate care unit and 19 bed acute adult assessment unit; acute hub accommodation, 8 bed rehabilitation recovery individual unit, 4 bed rehabilitation recovery unit and 4 bed enhanced rehabilitation semi secure unit and rehab hub accommodation.

These facilities have an average annual admission rate of over 700 and approximately 7,000 out-patient attendances per year. They provide a full range of psychiatric services for patients of all ages in the Dumfries & Galloway Region. The Emergency Department is supported by a psychiatric liaison nurse and a crisis and assessment service operates between Midpark Hospital and the Emergency Department on a 24/7 basis.

Cottage Hospitals

There are also a further eight Cottage Hospitals within Dumfries and Galloway.

Dumfries & Upper Nithsdale
- Thornhill Hospital
  13 beds (rehabilitation)

Annandale & Eskdale
- Annan Hospital
  24 beds (palliative care and rehabilitation)
- Lochmaben Hospital
  16 beds (palliative care and rehabilitation)
- Moffat Hospital
  12 beds (GP acute and rehabilitation) and Minor Injuries Unit
- Thomas Hope Hospital, Lochmaben
  12 beds (palliative care and rehabilitation)

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Stewartry
- Castle Douglas Hospital
  21 beds *(GP acute and rehabilitation)* and Minor Injuries Unit
- Kirkcudbright Hospital
  14 beds *(GP acute)* and Minor Injuries Unit

Wigtownshire
- Newton Stewart Hospital
  22 beds *(GP acute, palliative care and rehabilitation)* and Minor Injuries Unit

*(In some cases patients may be admitted directly from the DGRI Emergency Department to Community Hospitals through local General Practitioners)*
Department of Medical Education

Dumfries and Galloway welcomes school pupils for work experience, medical students from all the Scottish universities, students on elective placements, and clinical attachments after PLAB is achieved. Our undergraduate education is delivered by a team of committed departmental leads, supported currently by two teaching fellows.

In Dumfries and Galloway we have a training programme for General Practitioners and Foundation doctors, other doctors in training spend between 4 months and twelve months in Dumfries as part of programmes based in Edinburgh or Glasgow.

National feedback for all Dumfries’ students and doctors in training rates the placements highly, and we are committed to adding value to our placements by providing opportunities above the minimum expected, examples include quality improvement attachments, and a travelling fellowship.

We run an active faculty development programme, aimed at meeting the needs of our educators and trainees. This is delivered in a recently refurbished centre with good IT facilities, providing opportunity for remote participation in national, as well as the many local events. The centre is used extensively for CPD activities, with a variety of day time and evening events, with opportunities for remote participation from all parts of our widespread region.

Medical education within Dumfries and Galloway is overseen by an active education committee, with representation from all specialities and trainee representation

Great Place for Doctor Training

IT'S official...NHS Dumfries and Galloway officially ranks in the UK top ten hospitals when it comes to training doctors.

A recent survey by the General Medical Council recognises the quality and supportive rotations that are provided locally.
Particular recognition goes to F2 training provision, and for the 2014 GMC quality indicators which rated Dumfries and Galloway 4th out of all UK boards for overall satisfaction and 5th for F2 Supportive Environment.

Peter Armstrong, Consultant in Emergency Medicine and Foundation Programme Director, says: “This is a significant achievement and a reflection of everyone’s hard work and commitment to training here at NHS Dumfries and Galloway.

“Clinicians, supervisors, Education Department and everybody who interacts with doctors in training should take a well-earned pat on the back for this result.

“It is clear that we are making a real difference locally and helping mould the future generation of doctors.

“I extend my gratitude to all involved with foundation trainees.”

Anne-Marie Coxon, Education Centre Manager, says: “It is great to see that the hard work put in by everyone involved in medical training has been recognised.

“The team strive to provide high quality medical education, delivered in a supportive and friendly environment and I am delighted that this has been reflected in the national survey.

“I hope that results such as these encourage more doctors to consider coming to work with us in Dumfries & Galloway.”
The region of Dumfries & Galloway is situated in the South West corner of Scotland with its friendly towns and beautiful scenery.

Easily accessible by rail, car or bus, Dumfries & Galloway offers plenty to see and a variety of different activities to try out.

**What’s Going On**

Well known for its arts and cultural activities, there are several major festivals which are held throughout the year including the D&G Arts festival, spring fling, The Big Burns Supper, Wigtown Book festival, Moffat sheep races and the Wickerman festival to name a few.

There are lots of different activities for families including, indoor play areas, the wee film club, indoor sports arenas, chocolate factory, Scotland’s largest independent toyshop farm parks and the national centre for children’s literature and storytelling is due to open in 2018.

**Welcome Back to Nature**

Dumfries and Galloway offers the very best of Scottish countryside from rugged cliffs and sandy beaches to forests, hills and rolling farmland.

Galloway Forest is home to the UKs first dark sky park. The Forest is one of the darkest places in Scotland and if you visit on a clear night over 7000 stars and planets are visible to the naked eye.

For nature lovers there is caerlaverock wetland centre where thousands of wild barnacle geese arrive annually to spend the winter along the Solway firth, Galloway Wildlife Park where you can see all kinds of animals from red pandas to red squirrels and at Scotland’s south westerly tip lies Logan Botanic Gardens. The countries most exotic garden warmed by the Gulf Stream.
**For the Adventurer**

For the more energetic there are plenty of outdoor pursuits. The coastline offers some spectacular cliff walks, quiet and secluded beaches and sailing from marinas and clubs including the active Solway yacht club at Kippford. Inland watersports centre around Loch Ken with power boating, water skiing and dinghy sailing. The Galloway Activity Centre offers instruction and equipment hire.

The region is mountainous with the Merrick at 843m being the highest peak in Southern Scotland. Hill walking can be accessible such as Criffel, Screel Hill and Lotus Hill or wild and remote in the Galloway Forest Park. The northern Lake District is easily accessible for day walks with Keswick approx 90 minutes by car.

Mountain biking is particularly well catered for with 3 of the famous 7Stanes cross country trails being within 30 minutes of Dumfries and all the others within 2hrs. Freeride and downhill courses are at Ae forest.

The quiet rural roads offer limitless opportunity for road biking with plenty of hill climbs to be found! There are several active cycling clubs and the regions roads are usually part of the Tour of Britain course.

Organised competitive outdoor sports include several cyclosportives, the Hardrock mountain bike duathlon, and the SXC mountain bike series. Many half marathons and marathons are run each year and the Crossmichael Triathlon is a popular event. Dinghy racing is out of the Kippford club. The annual Tough Mudder assault course is held at Drumlanring castle,

**Dumfries Town**

The historic university town of Dumfries is the biggest town in the south west of Scotland and has a population of approximately 48,000 people. The town is famed for its poet Robert Burns, the birth place of the story of peter pan and Dumfries is nick named the Queen of the South and the people of Dumfries are known colloquially as Doonhamers.

The River Nith runs through the town to the Solway coast and the city of Carlisle is approximately 45 minutes drive from Dumfries. Glasgow is within 1½ hours, Edinburgh and Newcastle within 2 hours, and Manchester and Liverpool within 2½ hours driving time from Dumfries.

The local Council is committed to investing in education and schools in Dumfries & Galloway perform consistently well in national rankings. There are 104 primaries which feed into 17 secondary schools within the region. Children are encouraged to develop their talents and interests, with first-class opportunities in music, arts and sports.
In 2007 the University of UWS (University of the West of Scotland) was established as an unique multi-institutional campus alongside the Dumfries & Galloway College, set in the beautiful surroundings of the Crichton Grounds.

Dumfries and the surrounding areas offer a wide range of affordable property. Please visit to the following websites to get more information about the current properties on offer:

http://www.rightmove.co.uk/property-for-sale/Dumfries-and-Galloway.html

http://www.dgpsc.co.uk/
Introduction to the Specialty:

The Department of Surgery provides a comprehensive elective and emergency general surgical service at Dumfries and Galloway Royal Infirmary for a population of 150,000. The Breast Service deals with 120 + new breast cancers per annum.

The Breast team consists of two consultants, this post, a Physician assistant, two Clinical Nurse Specialists, the radiology team, a research nurse and rotating surgical trainees from West of Scotland and Lothian Deaneries. The Oncology Department from the Western General Hospital, Edinburgh provides a visiting Oncology service.

The General Surgery surgical team at DGRI consists of 4 Specialty Doctors (including this post), Surgical Trainees from Glasgow and Lothian Deaneries, and FY1’s. Current consultant special interests include Upper GI/Laparoscopic (2), Colo-rectal (3), Vascular (2), Breast (2) and Thyroid and Paediatric (1).

The combined Gastro-intestinal Services are largely provided by Surgeons with an Upper GI interest and colorectal interest and deal with 40 to 50 oesophageal gastric cancers and 130 new cases of colorectal cancer per annum. The Department is largely responsible for GI Endoscopy Services including an open-access service, therapeutic endoscopy, ERCP and colonoscopy.

Elective and emergency vascular surgery is undertaken and surgically lead interventional services are well established.

Day case/endoscopy/out-patient services are also provided at the Galloway Community Hospital, Stranraer.

Meet The Team:

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<tr>
<td>Colorectal</td>
<td>Mr SC Whitelaw</td>
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<td>Mr JS Dreyer</td>
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<tr>
<td>Colorectal</td>
<td>Mr P Collins</td>
</tr>
<tr>
<td>Endocrine &amp; Paediatric</td>
<td>Mr I Muir</td>
</tr>
<tr>
<td>Vascular</td>
<td>Mr Joseph Sathianathan</td>
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Specialty Doctors
The department has two Spec Drs in General Surgery, one in Vascular Surgery and this post.

Middle Grade Staff
We have Surgical Trainees from the West of Scotland Training Programme and Surgical Trainees from the South East of Scotland Training Programme who rotate to our department for a 12 month period.

Junior Medical Staffing
FY1s

Nurse Specialists
The department has Clinical Nurse Specialists in Breast, Colorectal, Upper GI, Stoma therapy, for ERAS and Chemotherapy. There is a Vascular Nurse Specialist and the hospital has four nurse endoscopists.

Consultant Surgical Colleagues
- Accident and Emergency Consultants x4
- Orthopaedic Surgeons x7
- ENT Surgeons x2
- Ophthalmic Surgeons x4
- Oral & Maxillofacial Surgeon x1
- Gynaecologists x4
- Urologists x2

Post Details:
NHS Dumfries and Galloway are looking for a Specialty Doctor to join the General Surgery Team based at Dumfries and Galloway Royal Infirmary (DGRI). The successful candidate will work with the Breast Team contributing to One Stop Diagnostic clinics, Family History clinics, MDTs and theatre. They will also have a general surgery emergency on-call commitment.

This job provides a good opportunity for a doctor with a subspecialist interest in breast surgery who might want to augment their general surgical experience with a view to obtaining a training position or a substantive consultant post via the CESR application process.
On call arrangements

This post will include a 1 in 8 on call commitment in General Surgery.

Experience in General Surgery will be required to enable the successful applicant to function at Spec Dr level on the on-call rota.

The postholder will be managerially accountable to Mr Callum Ambridge, Assistant General Manager for Surgery, Acute and Diagnostics Directorate, and clinically accountable to Miss Maria Bews-Hair, Clinical Director for Surgical Services.

Job Plan:

The job plan for this job will include providing support in the provision of:

- Theatre sessions
- Outpatient clinics (One-stop Breast Clinic and Follow-up clinics, Family History Clinics)
- MDT Meetings and Ward Round
- Contributing to teaching of medical students from Glasgow University
- Clinical admin
- SPA
- Additionally the involvement in endoscopy lists and general surgery clinics is an option

Location:

- The principal base of work will be Dumfries & Galloway Royal Infirmary
- As part of your role, you may be required to work at other NHS Dumfries & Galloway Sites

Education:

Departmental educational meetings and mortality and morbidity meetings are held monthly (half day). There is close collaboration with the Lothian and South-East Scotland Educational Programme and the West of Scotland Education Programme and the Department participates regularly in region audit meetings. There are multidisciplinary meetings for breast, endocrine and GI cancers as well as for Vascular surgery. The Solway Vascular Group holds 3 clinical meetings each year and an annual audit meeting.

The Department provides undergraduate education to Medical Students from Glasgow University in their 3rd, 4th and 5th years and the Specialty Doctor will be expected to contribute to this. The successful candidate would be fully supported with all their educational needs.

Dumfries and Galloway Royal Infirmary is the recognised Post-Graduate Medical Centre for south-west Scotland. The Education Centre at DGRI provides:

- programme of weekly meetings, covering all specialties
- well-stocked library
• internet access
• superb audio-visual facilities
• 98-seat lecture theatre

Audit:

Dumfries and Galloway benefits from a very supportive Research and Development Department. The Breast Team is an active contributor to national and international trials and local research and audit completion is encouraged. A Research Nurse works with the team. If the successful candidate does not hold current Good Clinical Practice certification then this will be encouraged to enable participation in assessing trial patients.

Informal Contact Details:

For any further details please contact Miss Bews-Hair, Clinical Director for General Surgery (e-mail address – maria.bews-hair@nhs.net); Mr Stuart Whitelaw, Consultant Surgeon (email address- stuart.whitelaw@nhs.net) or arrangements to visit the department can be made through Claire Wall, Workforce Support Officer on 01387 244143 or Claire.wall4@nhs.net.
## Section 9: Person Specification

<table>
<thead>
<tr>
<th>Requirements</th>
<th>Essential</th>
<th>Desirable</th>
<th>Assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td>• Medical graduate &lt;br&gt;• Higher medical professional qualification &lt;br&gt;• Post graduation medical qualifications &lt;br&gt;• Evidence of continued professional development &lt;br&gt;• Inter-collegiate FRCS or FRCS &lt;br&gt;• GMC registration</td>
<td>• Additional post graduate qualifications &lt;br&gt;<strong>E.g.</strong> MD, PhD, etc</td>
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<tr>
<td><strong>Experience</strong></td>
<td>• 4 years full time post graduate training (or equivalent gained on part time basis) at least 2 of which will be in Specialty Training Programme in a relevant specialty or as a fixed term specialty trainee in relevant specialty &lt;br&gt;• Proven interest in Breast Surgery &lt;br&gt;• Experience of clinical governance &lt;br&gt;• Evidence of continuing professional development &lt;br&gt;• Experience of patient safety initiatives &lt;br&gt;• Experience of planning &lt;br&gt;• Experience of building and maintaining working relationships</td>
<td>• Evidence of experience in Breast Surgery and breast surgical skills &lt;br&gt;• Experience of person centred quality initiatives</td>
<td></td>
</tr>
<tr>
<td><strong>Personal attributes</strong></td>
<td>• Honest, trustworthy, hard working, ability to get on with colleagues. &lt;br&gt;• Good communicator &lt;br&gt;• Develop self awareness &lt;br&gt;• Acting with integrity &lt;br&gt;• Evidence of CPD</td>
<td>• Critical evaluation</td>
<td></td>
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<tr>
<td>Requirements</td>
<td>Essential</td>
<td>Desirable</td>
<td>Assessment</td>
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<tr>
<td><strong>Personal skills and attitude</strong></td>
<td>• Good command of English language, (oral &amp; written).</td>
<td>• Developing networks</td>
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<td></td>
<td>• Good communicator</td>
<td>• Ability to encourage contribution</td>
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<td></td>
<td>• Good presentation skills</td>
<td>• Ability to lead teams</td>
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<td></td>
<td>• Ability to get on with and work with others as part of a team</td>
<td>• Ability to teach / train staff</td>
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<td></td>
<td>• Ability to manage stressful situations</td>
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<td></td>
<td>• Time management skills</td>
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<tr>
<td><strong>knowledge/understanding</strong></td>
<td>• Compatible with that expected of a practicing Speciality Doctor in General Surgery</td>
<td>• Evidence of participation and involvement in Clinical Research</td>
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<tr>
<td></td>
<td>• Demonstrable understanding &amp; acceptance of the principles of Clinical Governance</td>
<td>• Computer confident</td>
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<td></td>
<td>• Awareness of new developments in the specialty with ability to critically assess the impact of these on the service.</td>
<td>• Enthusiasm for service development</td>
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<tr>
<td></td>
<td>• Clinical Audit</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Management Ability</strong></td>
<td>• Organisational awareness</td>
<td>• Evaluate impact</td>
<td></td>
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<tr>
<td></td>
<td>• Ability to make decisions</td>
<td>• Identifying context for change</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Apply knowledge and evidence</td>
<td>• Encouraging improvement and innovation</td>
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<tr>
<td></td>
<td>• Ability to improve services through change</td>
<td>• Experience of planning, managing resources and people.</td>
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<td></td>
<td>• Ability to use email and IT systems</td>
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Section 10: How to Arrange a Visit and Apply

How to Visit

If you would like to visit the Department please contact the Medical Staffing Department on 01387 244143/ 01387 272782 or dumf-uhb.medicaldentaladmin@nhs.net with the date you intend to visit and arrangements will be put in place.

How to Apply

If you decide to apply for this post, these guidance notes will assist you in making your application. It is important that you read the person specification carefully before you decide to apply. We will assess your application against these criteria for short-listing.

To apply for the post you must:

• Submit an Application which can be downloaded from the following website or you can email dg.recruitment@nhs.net and an application form will be emailed out to you.

• When completing the application you should give full details of your qualifications, training and experience. This must include a full employment history, and clarify any gaps in your employment history

• Provide the names and addresses of two referees, including your two most recent employers and covering at least 3 years' previous employment (where applicable). Please note, if you are successfully shortlisted for interview we will automatically make contact with your referees to seek a reference unless you advise us otherwise when you submit your application.

• Your personal information will not be sent with the application for shortlisting. The application form will be identified by the candidate number only to ensure that no applicant will be unfairly discriminated against

Completed applications should be returned to dg.applications@nhs.net

Interview Guarantee Scheme

NHS Dumfries & Galloway is positive about disabled people and as such we provide job opportunities for disabled people. NHS Dumfries & Galloway operates a Job Interview Guarantee (JIG) which means that if a candidate advises us that they have a disability, and meet the minimum criteria outlined within the Person Specification, they will be guaranteed an interview. Reasonable adjustments will be made for disabled candidates at both the application and selection process stages.

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The Schedules referred to below are within the Terms and Conditions of Consultants (Scotland) 2004. As amended from time to time.

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<tr>
<th>Section 11: Main Terms and Conditions of Service</th>
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| Salary: | The current salary applicable to a full time post is £38,302-£71,425 |
| Leave: | 5 or 6 weeks annual leave dependant on experience pro rata plus 10 public holidays pro rata. Entitlement to 30 days study leaves over a 3 year period. |
| Occupational Sick Pay: | During the first year of service – one months 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/](http://www.sppa.gov.uk/) |
| Base: | Your principal place of work is the Dumfries & Galloway Royal infirmary. Other work locations and off site working including The Galloway Community Hospital may be agreed in your Job Plan. You may be required to work at any site within your employing organisation, including new sites. |
| Notice Period: | 3 Months |
| Appraisal and Job Planning: | A formal job plan will be agreed between the successful applicant and their Associate Medical Director and General Manager before commencing duty and reviewed annually thereafter, usually following an appraisal meeting. |

The full Specialty Doctor Contract document can be found at: [http://www.msg.scot.nhs.uk/pay/medical](http://www.msg.scot.nhs.uk/pay/medical)
# Section 12: Staff Benefits

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<th>BENEFIT</th>
<th>DESCRIPTION</th>
<th>FURTHER INFORMATION</th>
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</thead>
<tbody>
<tr>
<td>NHS Credit Union</td>
<td>The Board offers staff the opportunity to manage short/longer term savings and to offer very competitive rates for personal loans</td>
<td>Further information can be found on: <a href="http://www.nhscreditunion.com">www.nhscreditunion.com</a></td>
</tr>
<tr>
<td>Cycle to Work Scheme</td>
<td>The Board offer staff the opportunity to buy a bike through a Salary Sacrifice Scheme</td>
<td>Further information can be found on: <a href="http://www.cyclescheme.co.uk">www.cyclescheme.co.uk</a></td>
</tr>
<tr>
<td>Childcare Vouchers</td>
<td>The Board operates a Child Care Vouchers scheme, which entitles you to savings on your childcare costs. The vouchers are now available to staff paid by the Board.</td>
<td>Further information can be found: <a href="http://www.childcarevouchers.co.uk">www.childcarevouchers.co.uk</a></td>
</tr>
<tr>
<td>Lets Connect</td>
<td>The Board offers staff a Home Computer &amp; Technology Salary Sacrifice Scheme</td>
<td>Further information can be found on: <a href="http://www.lets-connect.co.uk/">www.lets-connect.co.uk/</a></td>
</tr>
<tr>
<td>Relocation Expenses</td>
<td>Board Relocation entitlement up to £8,000 in accordance with current policy</td>
<td>Further Information can be gained from the Medical Staffing Department</td>
</tr>
<tr>
<td>Accommodation</td>
<td>Single accommodation available for first 12 weeks</td>
<td>Further information can be gained from the Residence Officer</td>
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Section 13: Further Information

For further information on schools in Dumfries & Galloway please follow the link below:


For further information on property in Dumfries & Galloway please follow the link below:

DGSPC: http://www.dgspc.co.uk/

For further information about Dumfries & Galloway and the surrounding area please see the links below:

Visit Scotland: https://www.visitscotland.com/destinations-maps/dumfries-galloway/

Big Burns Supper: http://bigburnssupper.com/

7Stanes: http://www.7stanesmountainbiking.com/

Spring Fling: http://www.spring-fling.co.uk/

Undiscovered Dumfries: http://www.undiscoveredscotland.co.uk/dumfries/dumfries/