

# Working for NHS Dumfries and Galloway

Clinical Development Fellows in General Surgery

Ref: 358.18

Salary: £31,220 to £49,091 (Plus banding depending on rota)

Closing Date: 31<sup>st</sup> May 2018

Interview Date: TBC



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## Section 1: Job Description

### 1. JOB DETAILS

Job Title: Clinical Development Fellow in General Surgery.

Directly accountable to: Medical Director

Professionally responsible to: Clinical Director - Surgery

Location: Dumfries and Galloway Royal Infirmary

Term: 12 months

Time Commitment: Full Time including out of hours commitment

Remuneration: The salary range for this post is £31,220 - £49,091 per annum pro rata plus banding depending on rota (2017/2018 rates, subject to seniority)

Qualifications: Completion of Foundation Programme (UK)  
Full Registration GMC with a licence to practice

### 2. JOB PURPOSE

These posts aim to support our vision of creating an infrastructure capable of delivering sustainable General Surgical service within Dumfries and Galloway. It is designed to give exposure to General Surgical duties prior to committing to formal training.

The exact role specifics will be discussed with the successful candidate to ensure specialty area is suited to the candidates interest. There are however opportunities within sub-specialty areas such as Vascular and Breast.

We will in addition give successful CDF applicants the opportunity to experience General Surgical care before committing to a programme of training through a core or specialty application. As such these posts are aimed at FY2+ level i.e. doctors who have completed the UK Foundation programme and hold an FACD 5.2 or equivalent as a minimum requirement, and have been assessed as "acute take safe" under supervision, who are looking for some experience of acute care specialties in which they may have a longer term interest.

### 3. DUTIES OF THE POST

The exact format of each post will be agreed with the successful applicant and the Service Lead of the base specialty. Fellows will be expected to contribute to existing rotas and the following general principles will apply;

Within a 48 hour per week contract, each fellow will contribute approximately:

- 36-40 hours per week of Supervised Clinical activity under the mentorship of a Consultant and contribute to OOHs [out of hours] clinical activity as part of the Middle Grade Rota once deemed appropriate.
- 8-12 hours per week education.

Education activity may take the form of some or all of the following:

- Clinical teaching skills development
- Curriculum development / evaluation projects relating to the General Surgery specialty
- Management and leadership skills development
- Research skills development
- Quality Improvement skills development and activity linked to safety and quality improvement

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## Section 2: Person Specification

Requirements	Essential	Desirable
<b>Education, Qualifications and Specialist Skills</b>	MBBS or equivalent medical qualification FACD 5.2 for successful completion of Foundation Year 2 or equivalent Full registration from GMC with a licence to practice (ALS) Advanced Life Support Certificate from the Resuscitation Council UK or equivalent (as required to complete Foundation competences) by intended start date	Distinction, prizes or honours during Postgraduate training ATLS/CRISP Instructor Status FRCS (Gen Surg) or MRCP (UK) Part 1 Additional related qualifications, e.g. intercalated degree, BSc, BA, BMedSci or equivalent
<b>Eligibility</b>	Eligibility to Work in the UK	
<b>Experience &amp; Skills</b>	Eligible for full registration with the GMC at time of appointment and hold a current licence to practice. Evidence of achievement of postgraduate medical training in line with GMC standards/Good Medical Practice. Ability to apply sound clinical knowledge and judgement to problems Ability to prioritise clinical need Ability to maximise safety and minimise risk Recognition of, and ability to undertake the initial management of, an acutely ill patient.	Well-presented log book or professional portfolio
<b>Teaching</b>	Enthusiastic in teaching clinical skills in the workplace or training environment. Evidence of contributing to teaching & learning of others	Experience of simulation based teaching Has successfully completed a 'training the trainers' or 'teaching skills' course

Requirements	Essential	Desirable
<b>Academic Research &amp; Audit</b>	<p>Research Skills:            Demonstrates understanding of the basic principles of audit, clinical risk management &amp; evidence-based practice            Understanding of basic research principles, methodology &amp; ethics, with a potential to contribute to research            Audit: Evidence of active participation in audit</p>	<p>Evidence of relevant academic &amp; research achievements e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements            Evidence of participation in risk management and/or clinical/laboratory research</p>
<b>Fitness to Practice</b>	<p>Is up to date and fit to practice safely without restriction</p>	
<b>Health</b>	<p>Meets professional health requirements (in line with GMC standards/Good Medical Practice) and informs of any health issues or restrictions that may affect training.</p>	

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## Section 3: 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](mailto: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](mailto: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](mailto: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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## Section 4: Main Terms and Conditions of Service

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.

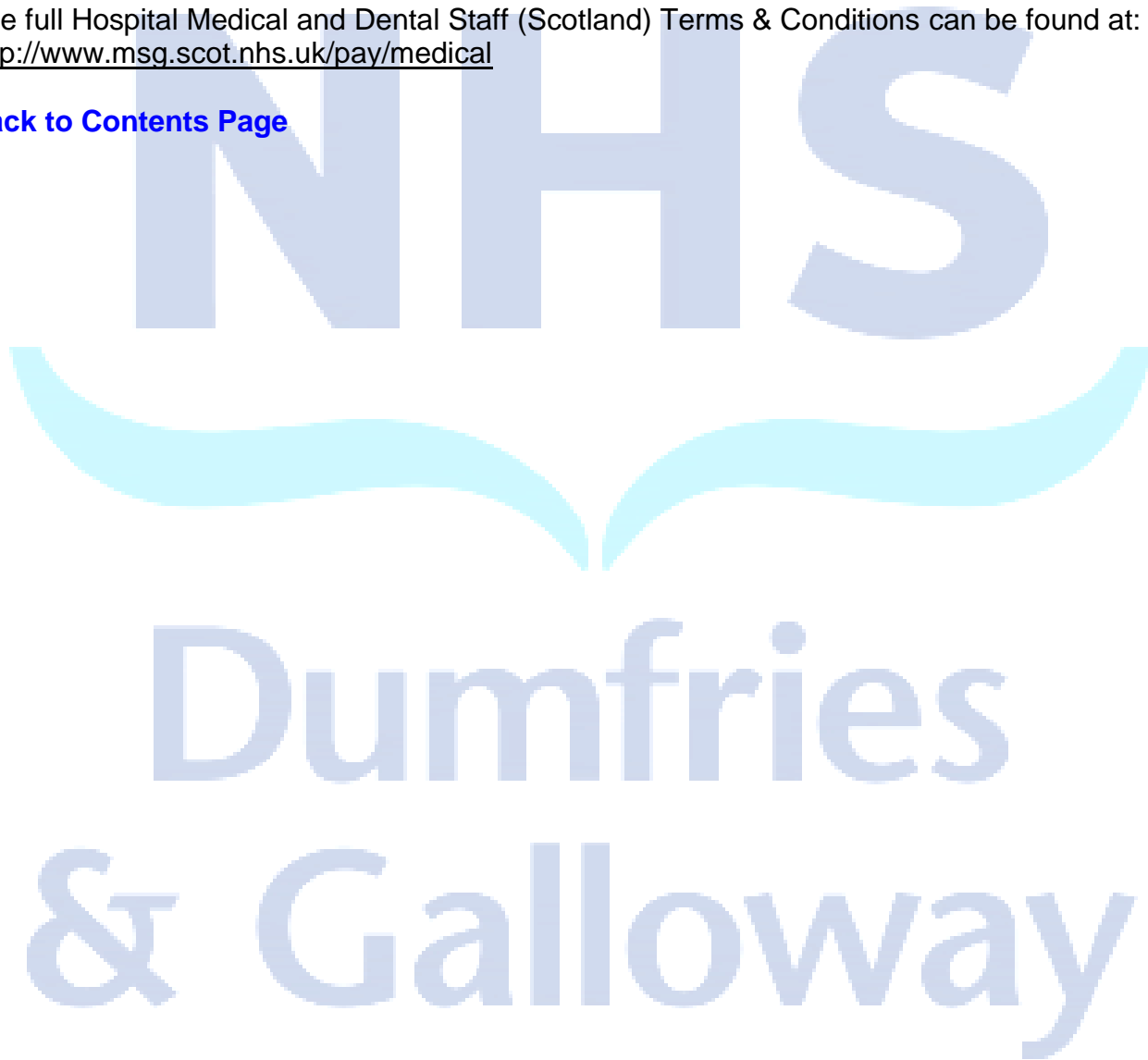
<b>Salary:</b>	The current salary applicable to a full time post is £31,220 - £49,091 depending on experience, plus banding depending on rota
<b>Leave:</b>	5 or 6 weeks annual leave dependant on experience pro rata plus 10 public holidays pro rata. Entitlement to 30 days study leaves over a 3 year period.
<b>Occupational Sick Pay:</b>	<p>During the first year of service – one months full pay (and after completing 4 months service) 2 months half pay</p> <p>During the second year of service – 2 months full pay and 2 months half pay</p> <p>During the third year of service – 4 months full pay and 4 months half pay</p> <p>During the fourth year of service – 5 months full pay and 5 months half pay</p> <p>During the fifth year of service – 5 months full pay and 5 months half pay</p> <p>After completing 5 years of service - 6 months full pay and 6 months half pay</p>
<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 the Dumfries & Galloway Royal infirmary. Other work locations and off site working including The 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>	1 Calendar Months
<b>Hours of Duty:</b>	<p>The working pattern for this post is Full Shift rota. The terms and conditions of service as amended from time to time will apply to and govern this statement.</p> <p>The Clinical Development Fellow is also required to provide cover for Annual Leave and Study Leave and short periods of sick leave of colleagues.</p> <p>The Clinical Development Fellow accepts that they will also perform duties in occasional emergencies and</p>



	unforeseen circumstances at the request of the appropriate Consultant(s). It has been agreed between the professions and the Scottish Office that while juniors accept under this paragraph that they perform such duties it is stressed that additional commitments arising under this paragraph are exceptional and in particular that juniors should not be required to undertake work of this kind for prolonged periods or on a regular basis.
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The full Hospital Medical and Dental Staff (Scotland) Terms & Conditions can be found at:  
<http://www.msg.scot.nhs.uk/pay/medical>

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## Section 5: Staff Benefits

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

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## Section 6: Further Information

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

Schools: <http://www.dumgal.gov.uk/index.aspx?articleid=9059>

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/>

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