Working for NHS Dumfries and Galloway

Consultant Radiologist
Ref: 180.17
Salary: £78,304 to £105,570

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Visit our website: http://dumfriesmedicalrecruitment.co.uk/
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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
Section 2: Overview

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.
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.
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


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](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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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

I to r: Calum Murray, Medical Illustrator; Prof. Chris Isles, Consultant Physician; Jennie Pawson, Regional FP & ST Administrator; Anne-Marie Coxon, Education Centre & Library Services Manager; Audrey Marshall, User Support Librarian; Stuart Japp, Medical Education Co-ordinator and Dr Pete Armstrong, Foundation Programme Director/ED Consultant

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 country’s 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.dgspc.co.uk/

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INTRODUCTION

NHS Dumfries and Galloway are looking to appoint Consultants to join an outstanding radiological services department. Based in Dumfries and Galloway Royal Infirmary, the successful applicant will work as part of a 7 strong Radiologist team. The main aspects of the role will include:

- Plain image reporting
- Ultrasound scanning
- CT and MR reporting
- Supervision and training of radiographers
- Teaching of medical and radiography students
- Clinical audit
- Weekly multi-disciplinary meetings

Dumfries & Galloway Royal Infirmary, a 352 bed district general hospital serving a population of 150,000, is based in the University town of Dumfries. The region offers beautiful countryside, from rugged cliffs and sandy beaches to forests, hills and rolling plains. There are a wide range of activities on offer, with watersports, fishing, birdwatching, golf, mountain-biking or cycling along the network of rural roads and much more. House prices are low, schools are good and you are within 2 hours of Edinburgh, Glasgow, Lake District and Newcastle.

Staffing

**Consultants**

<table>
<thead>
<tr>
<th>Name</th>
<th>Special Interest</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr Petr Hrobar</td>
<td>CT, non-vascular intervention</td>
</tr>
<tr>
<td>Vacant-filled by long-term locum</td>
<td>Breast radiology</td>
</tr>
<tr>
<td>Dr Pavel Handrk</td>
<td>Cross-sectional and cardiovascular</td>
</tr>
<tr>
<td>Dr Jozef Lastik</td>
<td>Cardiovascular and interventional radiology</td>
</tr>
</tbody>
</table>

Area Radiographer/Service Manager – Richard Cannon

Consultant Sonographer - Colin Gibson
The Radiology Department

The Radiology Department based at Dumfries and Galloway Royal Infirmary, was completely refurbished in 2009.

Radiology equipment comprises:

- Plain film radiography (4 rooms)
- Dental radiography plus OPT
- Fluoroscopy unit – Siemens Sireskop SD digital screening room.
- Angiography unit - Philips Allura Exper FD20, installed 2009.
- Ultrasound
  - Toshiba Apilo 400, in the breast imaging suite.
  - 2 x GE Logiq E9
  - Aloka Prosound Alpha 10, including transvaginal transducers.
  - B-KHawk EXL for laparoscopic, intra-operative and transrectal ultrasound in theatre
  - Sonosite Micromaxx – portable machine
- CT Scanner – Toshiba Aquilion 64, installed 2009.
- MR Scanner- GE Signa HDx 1.5T, installed 2008 in purpose-built accommodation.
- DEXA Scanner – GE Prodigy Lunar

Services are also provided at Galloway Community Hospital, Stranraer (opened January 2007), where there are 22 surgical and 20 medical beds. Equipment here comprises DR general radiography, Toshiba Aquilion 16-slice CT scanner and an Toshiba Apio ultrasound machine. The Galloway Community Hospital is fully integrated into the regionwide PACS. Images are reported by radiologists at DGRI. Ultrasound scanning is carried out by sonographers.

Nuclear medicine referrals are to Carlisle and Edinburgh. There are no current plans to provide this service in Dumfries.

Dumfries and Stranraer are filmless environments with Carestream RIS and PACS, supported by DR and CR in Dumfries, and DR at Stranraer

Home access to PACS and RIS for on call is available via broadband VPN. Equipment is installed to allow teleconferencing with teleradiology and telepathology for multidisciplinary meetings with Edinburgh.

Vascular interventional radiology is currently provided by the local vascular surgeons.

We are planning to move into the New District General in December 2017. Procurement for
new equipment has just commenced and includes a new CT and MRI Scanner.

There are regular multi-disciplinary meetings in general surgery, gastro-intestinal, breast and lung oncology, haematology and urology. There are regular educational and social meetings with radiology colleagues in Cumbria.

Role extension for radiographers is encouraged, with the following currently being in place:

- A red dot system is in operation for A&E films.
- There are 5 trained sonographers + 2 vacant posts, who currently carry out and report on general abdominal/pelvic and vascular ultrasound in Radiology (18 PAs/week). They carry out obstetric ultrasound scanning in the adjacent Maternity wing (16 PAs/week) and provide the aortic aneurysm screening programme scanning. Sonographers also visit Stranraer regularly.
- Radiographers provide a videofluoroscopy service for patients with swallowing disorders.
- Radiographers are trained to carry out intravenous contrast injections for CT examinations.
- 3 radiographers, 2 in Dumfries and one in Stranraer, report A&E trauma images.

THE DUTIES OF THE POST

The consultant job plan is flexible and open to negotiation on appointment. The job plan will be offered on a 10PA contract (the balance between direct clinical care and supporting professional activities will be discussed and agreed between the Board and the successful applicant) with an opportunity for 1 EPA if desired. The current on call commitment is 1 in 6 with prospective cover, becoming 1 in 7 after these appointments, attracting a 5% availability supplement which is in line with the National agreement. We intended to outsource CT cover from 8pm to 8am. A pilot is currently being run with NightHawke.

Consideration would be give to part time and flexible working patterns.

Plans are currently being developed to allow extended working days in CT and MR scanning. There will be subsequent discussions regarding how that will be supported by radiologists.

Clinical commitments are flexible to cover essential services during colleagues’ leave.

The post-holder will share in the general work of the department, including plain image reporting, ultrasound scanning, CT and MR reporting. Simple non-vascular intervention and biopsy skills would be desirable, but not essential. The exact weekly timetable will be drawn up following discussion with the successful candidate and current post-holders. There will be scope for the post-holder to maintain or develop any special interests. The symptomatic breast radiology service is currently dependent on locum staff, so applications from candidates with this special interest would be particularly welcome.

The post-holder will be expected to take part in the supervision and training of radiographers, teaching of medical and radiography students, junior medical and other professional staff, clinical audit and weekly clinico-radiological and multi-disciplinary meetings.
Each Consultant will have an individual office with the appropriate technical and secretarial support both in our current building and in our new DGH.

QUALIFICATIONS

The candidate must be fully registered with the General Medical Council, hold the Fellowship of the Royal College of Radiologists (or equivalent radiological qualification), and be entered on the specialist register at the time of commencing the appointment or be within 6 months of obtaining (CCT) Specialist Registration.

ON CALL ARRANGEMENTS

The post holder will join a 1 in 7 On Call Rota, if these posts are filled.

ENQUIRY ARRANGEMENTS

Informal enquiries to Dr Petr Hrobar, Consultant Radiologist (Tel: 01387 241626, email: petr.hrobar@nhs.net) or Mr Richard Cannon, Service Manager (Tel: 01387 241791, email: richardcannon@nhs.net).

Arrangements to visit the department can be made through Richard Cannon, Radiology Service Manager, email richardcannon@nhs.net or tel 01387 241791.
Organisational Chart

Lead Nurse
(Gail Meier)

Nurse Managers
(Marion Macdonald/Jackie Nicholson/ Helen Keen/ Val Thurston/ Anne Alison)

Specialist Nurse

Senior Charge Nurse

Charge Nurse

Staff Nurse

Healthcare Assistant

General Manager
(Nicole Hamlet)

Assistant General Manager
(Richard Cannon)

Consultant
(Dr Pavel Handrk/ Dr Josef Lastik)

Deputy Medical Director
(Dr Kenneth Donaldson)

Clinical Leads
(Dr Petr Hrobar)
## Section 9: Person Specification

<table>
<thead>
<tr>
<th>Requirements</th>
<th>Essential</th>
<th>Desirable</th>
<th>Assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education, Qualifications and Specialist Skills</td>
<td>Primary Medical Qualification. GMC Registered with Licence to Practice Entry onto the GMC Specialist Register (within 6 months from the date of the AAC).</td>
<td>Additional postgraduate qualifications FRCR or equivalent</td>
<td></td>
</tr>
<tr>
<td>Clinical Experience</td>
<td>Wide general experience in all aspects of general radiology, including CT, MR and Ultrasound. 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. Ability to liaise effectively with colleagues both locally and in other centres. Ability to co-ordinate imaging investigations and tailor them to patients needs. Compatible with that expected of a practicing Consultant Radiologist</td>
<td>Well developed Special Interest. Experience in specialist areas of reporting required complementing and supporting the skills of the existing post holders. Experience of ensuring patient safety &amp; persona centred approach.</td>
<td></td>
</tr>
<tr>
<td>Management and Administration Experience</td>
<td>Involvement with management and project leadership within the specialty. Evidence of involvement in authoring or reviewing clinical guidelines. An understanding of Clinical Governance.</td>
<td>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.</td>
<td></td>
</tr>
<tr>
<td>Research</td>
<td>Evidence of involvement in and understanding of research</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Requirements</td>
<td>Essential</td>
<td>Desirable</td>
<td>Assessment</td>
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<tr>
<td></td>
<td>methodology and publication of findings.</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Research/critical review of literature.</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Awareness of new developments in the specialty with ability to critically assess the impact on these services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Audit</td>
<td>Evidence of participation in audit.</td>
<td>Evidence of having changed practice as a result of audit.</td>
<td>Evidence of having revisited the audit to assess improvement.</td>
</tr>
<tr>
<td>Personal Attributes</td>
<td>Alignment with the Board’s Core &amp; Professional Behaviours (as outlined on page 14).</td>
<td></td>
<td>Critical evaluation.</td>
</tr>
<tr>
<td></td>
<td>Flexible approach to service delivery and committed approach to development.</td>
<td></td>
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<tr>
<td></td>
<td>A commitment to personal / unit CPD.</td>
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<td></td>
<td>Ability and willingness to work the on-call rota.</td>
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<tr>
<td></td>
<td>Ability and willingness to work a more flexible pattern of working in the future if required, including evening and weekend work.</td>
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</tbody>
</table>
An indicative job plan is shown below for illustration purposes only.

<table>
<thead>
<tr>
<th>Day</th>
<th>AM</th>
<th>PM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>SPA</td>
<td>In-patient US</td>
</tr>
<tr>
<td>Tuesday</td>
<td>Clinical sessions depending on special interest</td>
<td>Clinical sessions depending on special interest</td>
</tr>
<tr>
<td>Wednesday</td>
<td>Duty reporting radiologist</td>
<td>CT scanning</td>
</tr>
<tr>
<td>Thursday</td>
<td>CT scanning</td>
<td>Duty reporting radiologist</td>
</tr>
<tr>
<td>Friday</td>
<td>MR scanning</td>
<td>MR scanning</td>
</tr>
</tbody>
</table>

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Section 11: 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.

<table>
<thead>
<tr>
<th><strong>Salary:</strong></th>
<th>The current salary applicable to a full time post is £78,304 - £105,570.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Leave:</strong></td>
<td>6 weeks annual leave pro rata plus 10 public holidays pro rata. Entitlement to 30 days study leaves over a 3 year period.</td>
</tr>
</tbody>
</table>
| **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 Calendar 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 Consultant Contract Contract document can be found at: [http://www.msg.scot.nhs.uk/pay/medical](http://www.msg.scot.nhs.uk/pay/medical)
<table>
<thead>
<tr>
<th>BENEFIT</th>
<th>DESCRIPTION</th>
<th>FURTHER INFORMATION</th>
</tr>
</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 by 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>
</tr>
</tbody>
</table>
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/