



Job Title: Occupational Health Consultant

Location: Foresterhill Lea, Aberdeen Royal Infirmary

Ref No: NS225354

Closing Date: Sunday 11th October 2025

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Occupational Health Consultant – Go Healthcare , Aberdeen

With a population of approximately 250,000, the city of Aberdeen stands between the Rivers Dee and Don. This historic city has many architectural splendours and the use of the sparkling local granite has earned Aberdeen the name of the ‘Silver City’. Aberdeen is recognised as the oil capital of Europe but nevertheless retains its old-fashioned charm and character making it an attractive place in which to live. Aberdeen enjoys excellent communication services with other British cities - flying time to London is just over one hour with regular daily flights, and road and rail links to all points North and South are excellent. There is a wide choice of high quality housing available within easy commuting distance.

Well known for its superb quality of life, Aberdeen enjoys first class amenities including: His Majesty's Theatre, Music Hall, Art Gallery, Museums and Beach Leisure centre. Education facilities are excellent and in addition to Regional Education Authority schools, there is one fee-paying schools for girls and two co-educational colleges. All three cater for primary and secondary pupils.

The University of Aberdeen

The University of Aberdeen is a fusion of two ancient universities: Kings College founded in 1495 and Marischal College which dates from 1592. The University maintains an outstanding record in scholarship and supports a high level of teaching and learning underpinned by a first class portfolio of research programmes and currently has 10,000 matriculated students. The Suttie Centre is a purpose built clinical skills and postgraduate centre on the Foresterhill site and opened in September 2009.

The Institute of Medical Sciences, the Health Services Research Unit and the Rowett Institute are adjacent to the University Medical School on the Foresterhill site. They bring together medical scientists, health services researchers and clinicians in fully integrated research facilities. The Institute has aspirations to become an acknowledged centre of excellence in Medical Science Research. The University believes this can only be achieved by optimising integration of both medical and scientific research.

The Health Services Research Unit has a national remit to investigate the best ways to provide health care, and to build capacity in health services research. Most research projects aim to find out whether developments within the health service really are effective, efficient and appropriate

Robert Gordon University

The Robert Gordon University has earned wide recognition for its pragmatic approach to higher education both in Scotland and internationally.

For generations it has produced qualified professionals across a broad spectrum of careers in the arts, management, engineering, sciences, pharmacy, health and the professions allied to medicine.

Around 5,800 students study almost 100 full-time and part-time courses at undergraduate, post-experience and postgraduate levels.

The University is actively involved in applied research in a variety of fields and many short course programmes are being formulated to meet the growing needs of the community.

Description of Hospitals in NHS Grampian

Aberdeen Royal Infirmary (ARI), Foresterhill, with a complement of over 800 beds, is the principal adult acute teaching hospital of the Grampian area providing a complete range of medical and clinical

specialties. It is situated on a large open site to the North-West of the city centre. ARI is a designated Major Trauma Centre and there is a new purpose built emergency care centre.

The Royal Aberdeen Children's Hospital (RACH) and the Aberdeen Maternity Hospital (AMH) are also located on the Foresterhill site. Opened in 2005, the purpose-built Children's Hospital is situated

adjacent to the Aberdeen Royal Infirmary. With 3 dedicated paediatric theatres, a paediatric emergency department and dedicated out-patient department, this is the jewel in the crown in paediatric care in the north of Scotland. Together with the Neonatal Unit in the Maternity Hospital, all specialist hospital care is provided here for children up to the age of 16 years in the Grampian Region and the Orkney and Shetland Islands.

AMH with a complement of 125 beds is the main Maternity Hospital for the area. It has both ante-natal and post-natal beds. The Baird Family Hospital is currently being developed to replace this facility.

Woodend Hospital with a complement of 310 beds is located approximately one mile South-West of the Aberdeen Royal Infirmary and has Orthopaedic Units, a Department of Medicine for the Elderly, a generic Orthopaedic Rehabilitation Unit, a Young Disabled Unit and a new Department of Rehabilitation Medicine.

Dr Grays Hospital in Elgin has 178 beds of which 54 are surgical. In addition, there are 24 orthopaedic beds and a separate day case unit with 15beds/trolleys. Dr Grays Hospital is located approximately 70 miles North-West of Aberdeen in the Moray District.

POST REF NO: NS225354 **JOB DESCRIPTION**
CLOSING DATE: Sunday 11th October 2025

1. JOB DETAILS

Title of Post:	Consultant Occupational Physician
Reports to:	Head of Service
Professionally accountable to:	Medical Director
Department:	Occupational Health Services, Go Health Services, Foresterhill Lea, ARI
Hours:	40 hours per week (10 PA's)
Contract:	Permanent- Full or Part time options will be considered

2. JOB PURPOSE

The post holder will provide specialist advice to NHS Grampian and other clients to enable fulfillment of statutory obligations under health and safety legislation, compliance with clinical governance requirements and the promotion of public health.

The post holder will work with a multidisciplinary team of occupational health practitioners to ensure consistent standards, share good practice and support audit and research.

The post holder will be aware of impending legislation on Occupational Health, Safety and Environmental issues and assist in the planning, development and co-ordination of the Service.

The post holder will provide clinical occupational physician services, with advice to clients and line management as appropriate.

	Head Count	WTE
Head of Service:	1	0.6
Medical:		
Consultant Occupational Physician (vacancy – this post)	1	1.0
Occupational Physician	3	2.2
Specialist Registrar	1	1.0
GP Specialist Trainee	1	1.0
Nursing:		
Nurse Manager	1	0.8
Senior Occupational Health Advisors	2	1.6
Nurse Advisor in Occupational Health	8	5.0
Nurse	9	5.4
Psychology Service		
Psychologist	1	0.8
Counselling:	5	2.4
Working Health Services /Fit for Work Services		
Senior Case Manager	1	0.6
Occupational Therapy		
Occupational Therapist	1	0.47
Administration & Clerical:		
Business & Administration Manager	1	1.0
Project Support Officers	1	1
Medical Secretary	1	1.0
Wellbeing Assistant Psychological Therapies for the Workforce	1	0.9
Administration Assistants	9	7.35
Health Surveillance Assistant	1	0.8
IM&T Data Support	1	0.4
OHS Improvement & Development Manager	1	0.8

3. AIMS

What we are:

GO Health Services offers a wide range of clinical and managerial skills to support employees and managers in achieving a healthy, productive and effective workplace. We also deliver services to the public and support the wider health initiatives to improve the wellbeing of the population.

What we do:

GO Health Services provides a wide range of services including:

Strategic involvement:

- Attendance management and vocational rehabilitation services
- Control of infection & incident management advice

Occupational health services:

- Pre-employment, pre-placement health screening
- Health surveillance and health assessments (e.g. ionising radiation, skin, respiratory, noise, hand arm vibration)
- Management and self-referrals including case conferences
- Workplace visits
- Wellbeing service including counselling and psychology
- Immunisation and screening programmes
- Management of exposure to blood borne viruses
- Pensions applications
- Health promotion
- Staff Physiotherapy service
- Staff Occupational Therapy service

First Aid training:

- Initial and refresher courses delivered

Working Health Services - Fitness for work services supporting small and medium sized enterprises:

- Expert assessment of fitness for work and advice on workplace adjustments
- Counselling, physiotherapy

External contract activity:

- Work with external organisations including Scottish Ambulance Service, Robert Gordon University healthcare students and University of Aberdeen medical, dental and physician associate students.

Teaching and research:

- Teaching and training department with links to the University of Aberdeen

4. KEY RESULT AREAS

1. Advise NHS Grampian and its managers on occupational and environmental medicine issues and the fulfilment of statutory responsibilities and Scottish Government requirements in the field of health as it affects work and work as it affects health.
2. Provide Consultant Occupational Physician input into a management referral service for advice on employee attendance management, workplace adjustments, rehabilitation back into the workplace and early retirement on medical grounds, to reduce sickness absence in line with Occupational Health and Safety and Human Resources strategies and the requirements of the Equality Act. Clinical delivery will be throughout NHS Grampian.
3. Provide OH consultant input to NHS Grampian undertaking diagnostic and advisory consultations, pre-employment and placement examinations and statutory medical examinations in line with agreed job plan.
4. Provide specialist OH medical input to other service contracts, within the overall parameters of the OHS job plan.
5. Provide clinical and educational supervision of GP and Occupational Medicine trainees
6. Direct the work of OH physicians and ensure compliance with ethical and other guidelines of the Faculty of Occupational Medicine. participating in team objective setting as part of the annual job planning process
7. Provide, in conjunction with the Head of Service, annual business plans and reports for clients, supplemented by regular monitoring information and client satisfaction surveys as agreed. Maintain and develop quality improvement programmes such as SEQOHS, conduct multidisciplinary clinical audit, and lead the development of health surveillance programmes as required by legislation.
8. Participate in the maintenance of a confidential record system and provision of reports and information to the Central Legal Office, clients' solicitors, courts and individual employees, adhering strictly to legislative requirements on Access to Medical Reports and Health Records, Data Protection, Freedom of Information and codes of professional ethics, to ensure statutory compliance and reduction in risk of litigation for clients.
9. Participate in clinical networking with other NHS Scotland OH services, both formally and informally, and maintain effective liaison with professional colleagues outwith the NHS, to promote consistency of standards and share good practice.

5. ASSIGNMENT AND REVIEW OF WORK

The post holder's work is primarily self-directed in achieving agreed objectives. These objectives are agreed with the Head of Service and are reviewed throughout the year using the individual appraisal and job planning processes.

6. FACILITIES AND SUPPORT

The post holder will be based in the main NHS Grampian Occupational Health Service clinic in Foresterhill House, on the Foresterhill site in Aberdeen.

The post holder will have a computer and/or laptop necessary to use the eOPAS occupational health IT system. Secretarial support is provided.

7. TRAVEL

NHS Grampian covers a large geographical area. The main base is at Foresterhill Lea, Aberdeen with additional locations at Royal Cornhill Hospital, Aberdeen and Maryhill House, Elgin. Exceptionally, you may be required to undertake duties at other Health Board areas and at hospitals in Orkney, Shetland and elsewhere for which service agreements would be arranged.

8. JOB PLAN

The job plan will be agreed with the postholder on appointment. The indicative job plan will have a DCC: SPA split of 8:2 with additional SPA activities negotiable on appointment. There are no out of hours or on-call commitments. A typical weekly timetable is:

	AM	PM
Monday	DCC Clinic	DCC admin/management meetings/reports
Tuesday	DCC Clinic	DCC admin/management meetings/reports
Wednesday	DCC admin/management meetings/reports	SPA
Thursday	DCC Clinic	DCC admin/management meetings/reports
Friday	DCC clinic	SPA

Other periodic activities may include departmental clinical team meetings, medical student teaching, audit, attendance at Occupational Health, Safety and Wellbeing Committee meetings, and contract review meetings with external clients.

NHS GRAMPIAN

CONSULTANT OCCUPATIONAL PHYSICIAN

REF 225354

CONDITIONS OF APPOINTMENT

1. The appointment will be made by the Board on the recommendation of an Advisory Appointments Committee, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations, 1993 - NHS Circular 1993 No 994 (S.140) which will include University representatives. Any person suitably qualified and experienced who is unable for personal reasons to work full-time, will be eligible to be considered for the post.
2. (a) The whole-time salary, exclusive of any distinction award, will be a starting salary of £111,430 - £148,064 progression of salary is related to experience.
Appendix 8 of the contract sets out the code of conduct for private practice which applies to all interested parties. In general consultants will be free to undertake private practice as long as this is undertaken outwith the agreed job plan and employers are informed, in writing, of private commitments. While employers have discretion to allow some private practice to be undertaken alongside a consultant's NHS duties, such provisions of private service should not prejudice the interests of NHS patients or disrupt NHS services.
- (b) Job plans must be agreed in association with the appropriate General Manager and Clinical Managers; for signature on behalf of the Chief Operating Officer. Changes will be discussed and agreed by these officers and yourself in line with Clinical Grouping service needs and changes in service requirements as well as at annual review.
3. The person appointed will be expected to take part in undergraduate and postgraduate teaching programmes. You will therefore be awarded appropriate Aberdeen University Honorary Status.
4. Consultants are expected to undertake research and development in their own field and to link with the University research areas.
5. Day to day arrangements for undertaking the specified duties of the post will be made in consultation with the Head of Service, other consultants in the department and with the Board.
6. The person appointed will have a continuing responsibility for the care of patients in his or her charge and will undertake the administrative duties associated with the care of his or her patients and an appropriate share in the running of the clinical department.
7. The person appointed will act as an adviser to the Board in Occupational Medicine.
8. The person appointed will be expected to undertake domiciliary consultations as may be required by the Board.
9. The person appointed will be expected to undertake advisory ("pastoral") visits to hospitals in the Area.

10. You may exceptionally be required to undertake duties at other hospitals in the Grampian Area or other Health Board areas and at hospitals in Orkney, Shetland and elsewhere for which service agreements would be arranged.
11. The person appointed may undertake the diagnosis and treatment of patients occupying accommodation made available under Sections 57(1), 57(2) and 58 of the National Health Service (Scotland) Act 1978 at the above hospitals insofar as the patients have not made private arrangements for such treatment.
12. The Board, in partnership with the BMA Local Negotiating Committee has a study leave policy for all Career Grade Medical and Dental staff Policy available on request from the Human Resources Department.
13. The appointment will be superannuable if the person appointed so chooses. He or she will be subject to the regulations of the National Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless he or she opts out of the Scheme.
14. The private residence of the person appointed should not normally be more than 10 miles by road from their principal place of work unless otherwise agreed locally. They must be contactable by phone.
15. NHS Grampian is legally liable for the negligent acts or omissions of employees in the course of their NHS employment. Medical staff are however advised to ensure that they have defence cover for activities not covered by the Board's indemnity.
16. The officer appointed will be required to be registered on the General Medical Council's Specialist Register.
17. As a result of guidance issued by the Scottish Office on "Protecting Health Care Workers and Patients from Hepatitis B" NHS Grampian is required to:-

Ensure health care workers who may be at risk of acquiring hepatitis B from a patient are protected by immunisation.

Protect patients against the risk of acquiring hepatitis B from an infected health care worker. Due to the nature of this post, any offer of appointment will be conditional upon the successful applicant either:-

- Undergoing a process of screening/immunisation/monitoring in accordance with the Board's Policy and Procedure, or
- Producing acceptable documentary evidence that he/she is not an infective risk to others.

In the event that he/she is an infective risk to others or if he/she fails to comply with the above requirements, the conditional offer of appointment will be withdrawn.

As a condition of his/her subsequent employment in this post he/she is also required to undergo further immunisation and monitoring at the intervals specified by the Board's Occupational Health Service in order to boost/maintain his/her level of immunity. Should he/she become hepatitis B e antigen positive and therefore an infective risk to others at any stage in the future the appointment will be subject to review in accordance with the Board's agreed Procedure for dealing with such situations where the postholder is involved in "Exposure Prone Procedures". This review may result in the postholder having to alter his/her clinical exposure to remove risk to patients and others. In circumstances where this is not a practical option, it will be necessary to provide industrial compensation for this prescribed industrial disease prior to the postholder leaving the Board's employment.

18. The appointment is made subject to satisfactory fitness for employment. The candidate will therefore be required to complete a pre-employment health screening questionnaire and may/will subsequently be required to attend for health screening.
19. Termination of the appointment is subject to three months' notice on either side.
20. The Board is required to instigate a PVG (Protecting Vulnerable Groups) Scheme Check, to be made with Disclosure Scotland, for any convictions recorded before an offer of appointment can be made ([Rehabilitation of Offenders Act 1974 \(Exclusions and Exceptions\) \(Scotland\) Amendment Order 2015](#))

NOTES TO CANDIDATES

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish from visiting the hospitals concerned.

Further information can be obtained and an appointment to view the Department arranged by contacting Jill Matthew, Head of Service, email jill.matthew@nhs.scot or Dr Katherine Targett, Lead Consultant Occupational Physician, email, katherine.targett@nhs.scot

Jill Matthew
 Head of Occupational Health Services
GO Health Services *
Foresterhill Lea Building,
Foresterhill Health Campus,
Aberdeen AB25 2ZY.
 email- jill.matthew@nhs.scot
 Working Days - Mon, Tues, Wed

Dr Katherine Targett
 Consultant Occupational Physician
 Clinical Lead Occupational Health
 GMC 4033974
 FRCPE FFOM
 Email -katherine.targett@nhs.scot

Mr P Bachoo
Medical Director – Acute Services
NHS Grampian
3rd Floor West Wing, Ashgrove House
ARI Site

Dr N Fluck
Medical Director
NHS Grampian
Summerfield House
Eday Road, Aberdeen

Contact: Ann-Marie Park
Personal Assistant
Direct Line: 01224 553734

Lyndsay Cassie
Personal Assistant
Direct Line: 01224 558577

Days of work: Monday, Thursday, Friday

Apply for this post by visiting and search for Ref 225354 on myjobscotland.

NHS Grampian has a process of induction for all newly appointed Consultants. You will have a local department induction and orientation led by your Head of Service. In addition we believe it important that you have an opportunity to meet with key personnel in NHS Grampian. This allows them to explain their role in the organisation and to discuss key information on the organisation and strategic planning processes we operate. We believe it important that all newly appointed Consultants even if they have previously worked in Grampian should have this opportunity once appointed to a Consultant post. Your Head of Service along with you will be responsible for ensuring this is undertaken. Heads of Service are supplied with the names of those you should meet.

NHS Grampian are obliged to bring to your notice that the Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences, the opportunity to have no need to refer to any conviction or circumstances relating to it in the course of daily lives. Certain convictions can, therefore, be regarded as “spent” after the lapse of a period of years under the terms of the Act. The National Health Service employment for which you are applying, however, has been excluded from the provisions of the Act and you are, therefore, required no withhold information about convictions which for other purposes are “spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Board. Any information given, however, will be completely confidential and will be considered only in relation to the post to which this job description refers.

There is a Day Nursing facility for children of staff employed by NHS Grampian. ‘Little Acorns Day Nursery’ which has been specially designed can accommodate 24 children between the ages of 6 months and 5 years. Please contact the Nursery Manager on (01224) 557828 for further details.

In The Interest Of Health Promotion We Operate A **No Smoking Policy**

MODEL JOB PLAN FORMAT
 (For the period 1st April 2024 to 31st March 2025)

Name:..... Specialty: Occupational Medicine

Principal Place of Work: Aberdeen

Contract: Whole Time

Programmed Activities: 10 Indicative PA Split: DCC 8 SPA 2

Availability Supplement: None

Premium Rate Payment Received: %

Managerially Accountable to: Service Manager

Responsible for: Occupational Health Services to NHS Grampian and others as deemed appropriate

a) Timetable of activities which have a specific location and time

DAY	HOSPITAL/ LOCATION	TYPE OF WORK
Monday From / To	NHS Grampian AM	Direct patient care/Core OHS
	PM	Supporting clinical activities
Tuesday From / To	NHS Grampian AM	Direct patient contact/core OHS
	PM	Supporting clinical activities
Wednesday From / To	NHS Grampian AM	Direct patient contact/core OHS
	PM	Supporting professional activities
Thursday From / To	NHS Grampian AM	Direct patient contact/core OHS
	PM	Supporting clinical activities
Friday From / To	NHS Grampian AM	Direct patient contact/core OHS
	PM	Supporting professional activities
Saturday From / To	N/A	
Sunday From / To	N/A	

NB: The detailed Job Plan will be agreed with the successful candidate at the time of the appointment, taking account of the experience, skills and interests of the candidate and how they can best be used within the Consultant team.

**PERSON SPECIFICATION FORM
POST – CONSULTANT IN OCCUPATIONAL MEDICINE**

	REQUIREMENTS	ESSENTIAL	DESIRABLE
A	Qualifications	<p>Full GMC Registration and a License to practice</p> <p>GMC specialist register in occupational medicine and Member or Fellow of the Faculty of Occupational Medicine</p>	<p>Experience and Post Graduate qualification in a clinical specialty other than Occupational Medicine e.g. MRCP (UK); MRCGP; MRCS; etc</p>
B	Experience	<p>Experience of working in occupational health within the NHS</p> <p>Evidence of participation in continuing professional development to support GMC revalidation requirements</p> <p>Must be able to demonstrate a high level of clinical experience and competence in Occupational Medicine</p> <p>Experience of supervision of trainees</p>	<p>Occupational health experience outwith the NHS</p> <p>Training in clinical and/or educational supervision</p> <p>Experience in supervising doctors training for MFOM</p> <p>Experience of undergraduate and postgraduate teaching</p>
C	Ability	<p>Evidence of ability to take full responsibility for independent management of patients / clients within an OH setting</p> <p>Evidence of effective working within an multidisciplinary team environment</p> <p>Leadership and management skills</p>	<p>IT Literacy: basic knowledge, and understanding, of the use of personal computers and common application software, including data analysis and presentation packages</p> <p>Experience in managing within an NHS occupational health service</p>
D	Motivation	<p>Keen to be involved in development of services and integrated working</p>	
E	Interpersonal Skills	<p>Excellent communication skills</p> <p>Excellent interpersonal skills</p> <p>Evidence of good team working skills</p> <p>Ability to work flexibly and multi-task when necessary</p>	
F	Audit	<p>Experience of participation in regular clinical audit</p>	<p>Previous experience of designing and effecting audit / clinical governance activity</p>

G	Research	Evidence of ability to carry out medical research	Research experience and publications
H	Management Ability	Understanding of current issues in the NHS. Commitment to integrated working	Previous management experience and organisational ability

Prepared by: Dr Katherine Targett

Date: 5th October 2024