

Make a life, not just a living,
in the North of Scotland

Consultant in Obstetrics and Gynaecology

Dr Gray's Hospital, Elgin and Aberdeen Maternity Hospital

Ref no: PM213059

Closing date: Sunday 16th November, 2025

www.nhsgrampian.org/jobs



Consultant in Obstetrics and Gynaecology

Introduction

Dr Gray's Hospital is a district general hospital built in the early 19th century with a bequest from Dr Alexander Gray, a son of Elgin. The site has expanded to provide acute bed capacity and essential clinical facilities for the population of Moray. We provide a range of specialist services in Medicine, Surgery, Orthopaedics, Stroke, Psychiatry, Emergency Medicine, Obstetrics, Gynaecology and Paediatrics. It is located 65 miles from Aberdeen. A full range of clinical support services are also provided including radiology, laboratories, occupational therapy, physiotherapy, pharmacy, dietetics, podiatry and speech and language therapy. The hospital has on-site echocardiography, CT and ultrasound.

Dr Gray's Hospital is at the heart of the community, serving an expanding population of some 95,000 residents of Moray. We pride ourselves on our ability to provide essential emergency and acute as well as elective services locally, advocating for our patients to be cared for close to home. We have developed strong professional links with our GP practices, community hospitals, social work teams and local services to provide comprehensive and integrated pathways of care.

We are looking to attract candidates who are passionate about improving the care of obstetric and gynaecology patients and their families as part of a dynamic and forward thinking team to shape the future of acute care in Moray.

The Obstetric and Gynaecology Department at Dr Gray's

The Obstetric Ward is located on Ward 3 on the first floor of the hospital. A delivery suite, postnatal ward and a Special Care Baby Unit, with cots available for transitional care is accommodated in the ward. The labour ward is currently a midwifery led unit and significant improvement is underway to re-establish an obstetric consultant-led service fully endorsed by the NHS Grampian Board and supported by NHS Highland in the development of a networked model. The Scottish Government have committed £6.6million funding for the multi-professional team required to deliver the new service model. Caesarean sections will be performed in the main theatre on the ground floor and there is a national retrieval service for neonates and children needing intensive care.

The ward runs a triage system between the hours of 9am - 10pm, when consultant obstetricians are on call for consultation if required. After 10pm a consultant obstetrician is on call for emergency calls only, otherwise women requiring a triage appointment urgently are triaged to our tertiary unit in Aberdeen.

Adjacent to Ward 3, there is a Women's Day Clinic, where all outpatient activity is undertaken. This includes all Gynaecology clinic, colposcopy clinic, early pregnancy and antenatal ultrasound scans as well as the antenatal consultant lead clinics.

Gynaecology inpatients are accommodated on Ward 5, on the 2nd floor of Dr Gray's within a 30 bedded general surgical ward. Elective and emergency surgery is undertaken in the theatre suite.

Moray

Elgin has a population of 23,000 and is the county town of Moray (total population 95,000). It is set in an area of outstanding beauty with a milder climate than other parts of the North-East coast. The area offers an excellent quality of life and access to a wide range of recreational opportunities from the shores and waters of the Moray Firth to the mountains of upper Speyside. Industries in the area include textiles, agriculture, tourism and distilling. There is one RAF and one Army base offering substantial local employment. Inverness Airport, 30 miles west, has regular flights to London, Amsterdam, Dublin, Manchester, Bristol and Birmingham but also to the Outer Isles and the Northern Isles. There are regular railway services to Aberdeen and Inverness.

Many new housing developments have taken place within Elgin and surrounding villages providing a wide choice of very reasonably priced housing within easy commuting distance. There are excellent schools within Elgin and surrounding villages including state schools but also the renowned Gordonstoun private school.

- To find out more visit: www.morayspeyside.com
- Moray: The Undiscovered Country! Living and working in Moray, vacancies for professionals www.youtube.com/watch?v=jHFNb3EVIQ

Aberdeen

With a population of approximately 250,000, the city stands between the Rivers Dee and Don. This historic city has many architectural splendours and the use of its sparkling local granite has earned Aberdeen the name of the Silver City. Recognised as the oil capital of Europe, Aberdeen nevertheless retains its old-fashioned charm and character making it an attractive place in which to live.

Aberdeen enjoys excellent transport links with other British cities. Flying time to London is just over one hour with regular daily flights and road, as well as rail links, to all points north and south.

Many new housing developments have taken place in surrounding villages, providing a wide choice of housing within easy commuting distance by car.

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 school for girls and three co-educational colleges. All four cater for primary and secondary pupils.

To find out more about Aberdeen visit: www.aberdeen.net.uk/

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. Thus until they joined in 1860, Aberdeen had two universities for over 250 years. 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 Institute of Medical Sciences is adjacent to the University Medical School on the Foresterhill site and brings together medical scientists and clinicians in a fully integrated research facility.

- www.abdn.ac.uk/

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.

- www.rgu.ac.uk/

Description of Hospitals

Dr Gray's Hospital (DGH), Elgin

The department of Obstetrics and Gynaecology at Dr Gray's Hospital presently consists of six Consultants, equivalent 5.5 WTE and eight trainees. The department networks using a hub and spoke model with Aberdeen Maternity Hospital, Aberdeen Royal Infirmary and Raigmore Hospital in Inverness.

The Maternity unit delivers low risk midwifery-led intrapartum care (4 delivery rooms), alongside a full spectrum of consultant supported scheduled and unscheduled outpatient care. Outpatient antenatal and postnatal care is provided, in conjunction with midwifery colleagues for in excess of 800 women per year and approximately 300 women are currently eligible for birth in the unit. The phased plan, fully funded and supported by Scottish Government, is being implemented to re-establish obstetric-led intrapartum services at Dr Gray's by 2026. This will increase the eligibility criteria to enable approximately 650 women to birth in the unit.

A wide range of inpatient and outpatient gynaecological services are also delivered in the unit. Gynaecology inpatient beds are sited on the surgical ward. Much of the elective gynaecological workload is managed through a shared hospital day-case facility adjacent to the theatre complex, which comprises three modern operating theatres. In addition to providing in-patient care, the Consultants run weekly gynaecology, colposcopy, and urodynamics clinics. Peripheral clinics are held in Buckie, Banff, Huntly. Where possible, one-stop clinics are encouraged. The special interests of the present Consultants include urodynamics, colposcopy, vaginal surgery, and minimal access surgery.

The Department of Obstetrics and Gynaecology is located within the district general hospital for Moray, which provides Consultant-based clinical care in all its disciplines and covers population of over 95,000. Within this framework, the department provides a broad range of services typical of a small district general hospital.

The hospital has an up to date imaging department with a Spiral CT Scanner and digital archiving, using a “no-film” PACS system. On-site laboratory facilities support basic biochemistry and haematology . A multidisciplinary High Dependency Unit has 6 beds on-site, with ITU facilities accessed in Aberdeen or Inverness.

Aberdeen Maternity Hospital

Aberdeen Maternity Hospital (AMH) is the main Maternity Hospital for the Grampian area. It has 103 ante-natal and post-natal beds and a Neonatal Intensive Care Unit with 38 cots. The Maternity Hospital is situated on the main hospital site at Foresterhill along with Aberdeen Royal Infirmary, the Royal Aberdeen Children’s Hospital and the University of Aberdeen Medical School.

Royal Aberdeen Children’s Hospital

Royal Aberdeen Children’s Hospital (RACH), which opened in January 2004, has 85 beds and, together with the Neonatal Unit at AMH, provides all specialist care for children up to the age of 16 years in the Grampian Region and for Orkney and Shetland.

Aberdeen Royal Infirmary

Aberdeen Royal Infirmary, Foresterhill, with a complement of 983 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. Wards 308/9 in ARI is the Gynaecology ward. There is a Women’s Day Clinic for out-patient procedures and the Gynaecology Out-Patient Clinic is located in the General Out-Patient Department.

Obstetrics and Gynaecology

The Department of Obstetrics and Gynaecology has been at the forefront of research and development in human reproduction since the 1960’s, when Sir Dugald Baird established a worldwide reputation for his work in social obstetrics, physiology and epidemiology. Since then, the department has made many important contributions to the science and practice of obstetrics and gynaecology. In recent years, the emphasis has been on obstetric epidemiology, menstrual disorders, infertility fertility control and prevention of cancer in women. The research programme involves extensive local, national and international collaboration.

Obstetrics and Gynaecology is part of the Division of Applied Health Sciences and is embedded in the Maternity Hospital. The main hospital service laboratories (Clinical Biochemistry, Pathology, Microbiology, Haematology, Immunology, Genetics and Medical Physics) are situated in the Polwarth Building in the Medical School. The Molecular and Cell Biology and Immunology departments are situated in the IMS Building. There is an extensive library serving the needs of the Foresterhill Site, with links to other libraries in the University and the City. Also contained within the Medical School is the Institute of Applied Health Sciences containing SOHHD funded Research Units, the Health Services Research Unit and the Health Economics Research Unit.

The main University complex is situated at King's College, less than two miles from Foresterhill, where alongside the Departments of Zoology, Agriculture, Physics and Chemistry, there is an extensive Science Library. Other research units within Aberdeen include the Rowett Research Unit (Human and Animal Nutrition), the Torry Marine Research Institute, the Macaulay Land Use Institute and the Terrestrial Ecology Unit.

A new building is being built at the site of Foresterhill Health Campus to incorporate Rowett Research Unit within the campus, which will further enhance the collaborative research.

The successful applicant for this post will be based in Dr Gray's for the majority of the week and in Aberdeen Maternity Hospital for obstetric on-call. Consultants in Obstetrics and Gynaecology participate in an extensive outreach programme with specialist clinics in all areas of Grampian, and also in the Orkney and Shetland Isles. The advantage of centrally organised services has been most evident in the development of Maternity and Neonatal Care, where there is now an area wide policy of booking and referral practice, agreed by all obstetricians, general practitioners and midwives. Regionally agreed referral practices have been developed in other areas including Infertility. This feature also provides excellent opportunities for research and training since the hospital is a natural tertiary referral centre for all complicated cases in the region. There is excellent collaboration among the various disciplines on the Foresterhill site, and established links with the School of Medicine and Dentistry, University of Aberdeen.

Aberdeen Fertility Centre

The Aberdeen Fertility Centre is located within Aberdeen Maternity Hospital and provides a full range of reproductive medicine services including IVF/IUI, gamete cryopreservation, andrology, fertility donor service and fertility preservation. The Centre has HFEA registration and ISO 9001 and 15189 certification. The Centre is affiliated to ESHRE and hosted European sub-speciality trainees following this programme.

In-patient and operating facilities are based in the gynaecology department in ARI. The facilities here also include relevant diagnostic services such as Radiology and Medical Imaging and the clinics relevant to subspecialty training (such as recurrent miscarriage and gynae endocrine), with the exception of Medical Genetics and Paediatric Endocrinology which are based in RACH.

The Baird Family Hospital

In 2014 the Scottish Government pledged £100 million for a new hospital on the Foresterhill site, and planning is well underway with anticipated completion by 2026. This facility will accommodate all Obstetric, Gynaecological, Fertility and Breast services on the Aberdeen site in a state of the art facility with physical links to the Royal Aberdeen Children's hospital and adult intensive care facilities.

Description of Clinical Workload

General

The Maternity Hospital is responsible for the care of over 6000 deliveries in the region, of which just over 5000 occur in Aberdeen Maternity Hospital. Each year there are approximately 9000 gynaecological admissions, and about 7500 operations, of which 1300 are major procedures. The Department is recognised as a subspecialty-training centre in reproductive medicine. Historically, the RM unit has produced six accredited subspecialists in the past 19 years.

Gynae-oncology subspecialty training is also provided along with SPIN training in neonatology.

Work of The Obstetrics, Gynaecology and Neonatology Unit

The department provides a specialist obstetric and gynaecological service for the whole of the Grampian area. Obstetric cases requiring specialist advice are referred to AMH whose consultants provides a full range of subspecialist skills.

The consultants working within the department is as listed below. The advertised post is a replacement post. There is a University Department of Obstetrics and Gynaecology, with two Professors of Obstetrics and Gynaecology, and three Senior Lecturers. Six consultants contribute to the on call rota in DGH.

Obstetric and Gynaecology Consultants (DGH)

- Dr Mostafa Ali (Service Clinical Director)
- Dr Ajay Poddar
- Dr Farha Fatima
- Dr Kirsty Lees
- Dr Mandy Hunter
- **Vacancy (this post)**

Obstetrics Consultants (AMH)

- Dr Asha Shetty (Unit Clinical Director)
- Dr Lena Crichton
- Dr Tara Fairley
- Dr Sharon Rajkumar
- Dr Katrina Shearer
- Dr Subhayu Bandyopadhyay
- Dr Gail Littlewood
- Dr Mairead Black (University)
- Dr Emma Doherty
- Dr Sherif Saleh
- Dr Priti Nagdeve
- Dr Lisa Scott
- Dr Andrea Woolner (University)
- Dr Ainharan Raveendran
- Dr Maribel De Gouviasa de Sa

Gynaecology Consultants (ARI)

- Prof Margaret Cruickshank (University)
- Dr Kevin Cooper
- Prof Siladitya Bhattacharya (University)
- Dr Christine Hemming
- Dr Premila Ashok
- Dr Sarah Wallage (community)
- Dr Mary Cairns (Unit Clinical Director)
- Prof Mohamed Abdel Fattah (University)
- Dr Abha Maheshwari
- Dr Lucky Saraswat
- Dr Mahalaksmi Gurusurthy
- Dr Sreebala Sripada
- Dr Atiyah Kamran
- Dr Swathy Vallamkondu
- Dr Srisailesh Vitthala
- Dr Sheethal Madari



Dr Gray's Hospital #wishyouworkedhere

Imagine joining a team at Scotland's most beloved District General Hospital, Dr Gray's, nestled in the serene and stunning landscape of Moray and Speyside. This unique opportunity isn't just about advancing your career; it's about embracing a lifestyle, for you and your family.

Wish you worked here? You can!

About Dr Gray's Hospital and our area

At Dr Gray's the balance between work and life is not just encouraged but ingrained in the hospital's ethos.

As Scotland's smallest District General Hospital, we offer a blend of historical charm and modern medical innovation. The stunning original structure from 1819, steeped in history and still in use, is a testament to the hospital's enduring legacy, while the facilities, which have been extensively upgraded since the new hospital opened in 1995, ensure that you have access to the latest medical resources in a modern setting.

The hospital serves a diverse community of about 132,000 residents, stretching from Forres to Macduff along the picturesque coast, and reaching inland to Huntly and Tomintoul on the edge of the Cairngorms National Park. This wide catchment area ensures a varied and engaging workload,

promising a rich and hugely rewarding professional experience.

With nearly 200 beds, including 132 inpatient beds across all specialities, a 15-bed surgical day unit, and 17 ambulatory care beds, Dr Gray's is designed to provide comprehensive care. The hospital is a hub of expertise with around 40 consultants in the acute sector, and ongoing recruitment efforts, particularly in anaesthetics and obstetrics, aim to further bolster the hospital's capabilities.

The hospital's combined medical and surgical High Dependency Unit and busy Emergency Department, offer excellent patient care and experiences that contribute significantly to professional growth.

Additionally, there is potential to expand your impact beyond the hospital, with strong links to Aberdeen Royal Infirmary and Raigmore Hospital in Inverness. There are opportunities to contribute directly within the wider Moray health network including our rural Community Hospitals and partnership working with primary care multi-professional teams.

Whether you're seeking to advance your career in a supportive environment or looking for a change of pace from the hustle and bustle of big city hospitals, Dr Gray's Hospital presents applicants with a truly exciting proposition.

Dr Gray's Departments:

24/7 Emergency Specialties

- Emergency Medicine (A&E)
- Acute Medicine
- General Surgery
- Orthopaedic Trauma
- Obstetrics and Gynaecology
- Paediatrics
- High Dependency Level Care
- Acute Psychiatry

Inpatient Care

- Acute and General Medicine
- Acute Care for the Elderly
- Stroke Care
- General Surgery
- Orthopaedics
- Obstetrics and Gynaecology
- Paediatrics
- High Dependency Level Care
- Acute Psychiatry
- Radiology

Out-Patient and Day Case Services

- General Medicine
- Stroke/TIA
- Geriatric Medicine
- Medical Ambulatory Care
- Women's Health
- Paediatrics/Child Health
- Surgical Ambulatory Care
- General Surgery
- Orthopaedics and Fracture Clinics
- Minor Surgery
- Preoperative Assessments
- Gastroenterology
- Diabetes and Endocrinology
- Cardiology
- Clinical Oncology
- Renal Dialysis
- Dentistry
- Mental Health



Visiting Services (from and to both Aberdeen and Raigmore Hospitals)

- Ophthalmology
- Urology
- Orthodontics and Maxillofacial
- Chronic Pain
- Plastic Surgery
- Ear, Nose and Throat
- Dermatology
- Breast Services
- Cardiology
- Oncology
- Haematology
- Neurology
- Respiratory Medicine
- Rheumatology
- Sexual Health Services

Support services include a range of allied health professionals, pharmacy and laboratory services providing support to all service areas.



The Post

Consultant in Obstetrics and Gynaecology

Division: Women and Children's Health
 Divisional Clinical Director: Dr Su Bunn

The post is based At the Dr Gray's hospital in Elgin with some sessions in Aberdeen Maternity Hospital.

Duties

Sessions in 10 PA contract: (8DCC+2SPA)

Flexibility in the proposed job plan is possible as existing colleagues are willing to negotiate various aspects of their job plan to ensure individuals can pursue their particular special interest areas.

Additional sessions may be available at the discretion of the department.

Post - Obstetrics and Gynaecology

Basic Clinical PAs (8)

- Emergency duties.
- Labour ward.
- Antenatal Clinics (including specialist and peripheral clinics).
- Specialist interest clinic based on ATSM.
- Gynae theatre.
- Clinical administration.
- Multi-disciplinary Team Meetings.
- Service development in DGH.
- Quality improvement related activities.

SPAs (2)

- CPD/Meetings etc 1PA.
- Clinical Governance 1SPA /Teaching/ Training/Risk Management/can be negotiated after appointment.

On call contribution:

- 1 in 4.4 (prospective cover) for obstetrics and gynaecology in DGH
Resident cover includes 09:00 -17:00, Non-resident on call overnights
- Posts will attract 8% availability supplement due to the frequency and nature of on call work.

Office accommodation and secretarial support will be provided for the post holders.

Teaching

There is a dedicated session for postgraduate teaching and all consultants participate in undergraduate teaching. Those consultants who take on the role of educational supervisor will have time in their job plans ring fenced for this.

Research

There is a very active research programme which covers many aspects of both basic and clinical research which are well integrated. The department is particularly well organised to support clinical research, including clinical trials. Research support is available from NHS Grampian and the University and also within the department. A Maternity and Neonatal databank is an available resource for epidemiological research. The local facilities of the Health Economics Research Unit and the Health Services Research Unit are available and the University of Aberdeen Medical Library is located on the Foresterhill site and free access to it is available to all members of hospital medical staff. The Dugald Baird Centre for Research on Women's Health is based at Aberdeen Maternity Hospital.

The research portfolio of the department can be accessed at www.abdn.ac.uk/obsgynae/

Management and Administration

A formal system of Clinical Units has been established in the Acute Sector with Clinical Directors and Clinical Leads reporting to the Unit Operational Manager. There is a monthly senior staff meeting for all consultants with junior staff representatives. The Chairman and Secretary have a three year tenure. Post holders will have access to annual appraisal in accordance with rules around revalidation.

Audit and Risk Management

The Unit has active risk management and audit subcommittees and has an Obstetric-Neonatal Database which was established in the early 1950s.

Person Specification

Post/Grade: **Consultant in Obstetrics and Gynaecology**

Location/Hospitals: **Dr Gray's Hospital, Elgin and Aberdeen Maternity Hospital**

Requirement	Essential	Desirable	Useful
Qualifications	<ul style="list-style-type: none"> Primary Medical Degree. GMC Registration. MRCOG. CCT or equivalent within six month. 	<ul style="list-style-type: none"> MD/PhD, other degrees. 	
Experience	<ul style="list-style-type: none"> Wide experience in Obstetrics and Gynaecology. 		<ul style="list-style-type: none"> Teaching qualification.
Training	<ul style="list-style-type: none"> Labour ward ATSM. 	<ul style="list-style-type: none"> ATSMs in Maternal Medicine/Fetal Medicine. Benig Gynaecology. Early pregnancy colposcopy. 	
Academic Achievements	<ul style="list-style-type: none"> Experience in teaching. 	<ul style="list-style-type: none"> Relevant and contemporary research output. 	<ul style="list-style-type: none"> Publications or presentations related to area of special interest.
Skills	<ul style="list-style-type: none"> Clinical/surgical competence commensurate with consultant responsibility. 		
Qualities	<ul style="list-style-type: none"> Time Management. Enthusiasm. Integrity. Vision. Good communicator. Collaborative attitude. 	<ul style="list-style-type: none"> Diligence. Self Assurance. Insight. Diplomacy. Advocacy. 	
Others	<ul style="list-style-type: none"> Evidence of capability in service development. Audit Experience. Departmental or Hospital Presentations. 		

Model Job Plan

Name:	Consultant
Specialty:	Obstetrics and Gynaecology
Principal Place of Work:	Dr Gray's Hospital and Aberdeen Maternity Hospital
Contract:	Whole Time
Programmed Activities:	10
Indicative PA Split:	DCC 8 PAs SPA 2 PAs EPAs (if applicable)
Availability Supplement:	Level 1
Premium Rate Payment Received:	8%
Managerially Accountable to:	Dr Mary Cairns
Responsible for:	General Obstetric and Gynaecology

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

Day	Hospital/Location	Type of Work
Monday		
09:00 - 13:00	Dr Gray's Hospital	Emergency cover 1PA
13:00 - 17:00	Dr Gray's Hospital	Off
Tuesday		
09:00 - 13:00	Dr Gray's Hospital	Antenatal Clinic 1 PA
13:30 - 16:30	Dr Gray's Hospital	SPA 1PA
Wednesday		
08:30 - 13:00	Dr Gray's Hospital	Weeks 1; 3 Gynae theatre all-day 1 PA
13:00 - 17:00	Dr Gray's Hospital	Off (week 2, 4 & 5)
Thursday		
09:00 - 13:00	Dr Gray's Hospital	Emergency cover 1PA
13:00 - 17:00	Dr Gray's Hospital	Admin 1PA
Friday		
09:00 - 13:00	Dr Gray's Hospital	Gynae Clinic 1 PA
13:00 - 17:00	Dr Gray's Hospital	SPA 1 PA
08:00 - 16:00		Labour Ward 1:6 weeks at AMH 0.5 PA (including travel time)
Saturday		
09:00 - 09:00	Dr Gray's Hospital	On call (1:4.4)
Sunday		
09:00 - 09:00	Dr Gray's Hospital	On call (1:4.4)

NB: The Job Plan is in indicative and activities may not take place on specified day. Detail 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 integrated within the Consultant team.

*LW on call generates 1.25 PA.

Conditions of Appointment

Consultant in Obstetrics and Gynaecology

REF: **PM213059**

1. The appointment will be made by NHS Grampian 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 to £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 Clinical Director and Unit Operational Manager, for signature on behalf of the Chief Operating Officer. Changes will be discussed and agreed by these officers and yourself in line with Clinical Unit 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 Clinical Lead, other consultants in the department and with NHSG.
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 be expected to undertake domiciliary consultations as may be required by NHSG.
8. The person appointed will be expected to undertake advisory ("pastoral") visits to hospitals in the area.
9. 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.
10. 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.

11. NHSG, in partnership with the BMA Local Negotiating Committee, has an annual and study leave policy for all Career Grade Medical and Dental Staff. The policy is available on request from the Human Resources Department.
12. 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.
13. 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.
14. 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 NHSG's indemnity.
15. The officer appointed will be required to be registered on the General Medical Council's Specialist Register.
16. 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 NHSG'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 NHSG'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 NHSG's employment.
17. The appointment is made subject to satisfactory fitness for employment. The successful candidate will therefore be required to complete a pre-employment health screening questionnaire and may/will subsequently be required to attend for health screening.
18. Termination of the appointment is subject to three months' notice on either side.
19. NHSG is required to instigate a check to be made with the Disclosure Scotland Office for any convictions recorded before an offer of appointment can be made (Rehabilitation of Offenders Act 1974 amended 1985 and 1986) and (Disclosure of Criminal Convictions of NHS Staff with Substantial Access to Children 1989)).

Notes to Candidates

Candidates who wish to the hospital concerned can contact the unit on the number below to arrange this. However candidates are reminded that canvassing in connection with appointments is not permitted.

Further information can be obtained and an appointment to view the department arranged by contacting:

- Dr Mostafa Ali
Service Clinical Director
Dr Gray's Hospital

01343 567490
- Dr Mary Cairns
Unit Clinical Director
Aberdeen Maternity Hospital

01224 550785
- Contact:
Lindsay McWilliam
Personal Assistant

01343 567717
lindsay.mcwilliam@nhs.scot

NHS Grampian has a process of induction for all newly appointed consultants. You will have a local departmental induction and orientation led by your Clinical Lead. In addition, you will be provided with a clinical mentor and 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 is 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 Clinical Lead along with you will be responsible for ensuring this is undertaken. Clinical Leads 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 not to 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 NHS Grampian. Any information given, however, will be completely confidential and will be considered only in relation to the post to which this job description refers.

Moray Speyside #wishyouworkedhere

About Moray Speyside

For more information on the area, please visit www.morayspeyside.com or www.vimeo.com/morayspeyside

Noted by National Geographic as among the world's top 10 most unspoilt places, we have a climate and rainfall level more akin to the south coast of England thanks to a quirk of the Gulf Stream. With miles of stunning beaches, the Cairngorms National Park and the Highlands on your doorstep, our area is one of the country's best kept secrets offering you the best of urban and rural living, from mountain to sea.

Housing is more affordable than the national average, there are work and career opportunities aplenty for your wider family, and we have a proud education tradition that is supported by more than 50 schools and three universities. You'll find living and working here offers you the best of modern living.

Our area is steeped in history and culture from the largest number of castles in Scotland to the wonderful music and entertainment scene. The recently upgraded Eden Court Theatre in Inverness sits on our doorstep and the newly constructed P&J Arena in Aberdeen – Scotland's largest arena - both regularly play host to some of the largest acts and shows in the country.



And, with excellent transport links, including two international airports nearby, all of the UK's major airports are less than 90 minutes away. Europe's largest international transfer gateway, Amsterdam Airport, is just 1 hour 45 minutes from Inverness.

The region offers plentiful opportunity for outdoor activities – from golf on 16 courses to water sports, climbing and skiing within an hour's drive at Cairngorms Mountain and the Lecht in winter. Hillwalking abounds in Moray Speyside with countless spectacular Corbetts and Munros to be climbed.

There is world renowned salmon and trout fishing on the Spey and Findhorn Rivers and the Highland Gliding Club at nearby Easterton Airfield is Scotland's most northerly gliding and powered flying field.

Moray Speyside is Malt Whisky Country with more than 50 distilleries located in the region. There are also numerous craft beer breweries and producers.

The main local industries are farming, fishing and of course, the whisky industry. The RAF and Army are also major local employers, with a large airbase at Lossiemouth and a nearby Army (engineering) base at the former RAF Kinloss.

Make a life, not just a living

If you're seeking not just a job, but a lifestyle where professional fulfilment and personal happiness go hand in hand, Dr Gray's Hospital in Moray and Speyside invites you to become part of a community that values excellence, history, and home life balance.

Informal enquiries and visits are not just welcome but encouraged, allowing you to fully appreciate what makes Dr Gray's not just a hospital, but a home to its dedicated staff.

Find out more at wishyouworkedhere.scot



Location for the final episode of BBC's The Traitors, Season 2.



Elgin to Bow Fiddle Rock
34mins drive (21 miles)



Elgin to Lossiemouth Beach
11mins drive (5.5 miles)

Elgin to...

- Aberdeen
1hr 30mins drive (66 miles)
- Inverness
48mins drive (31 miles)

Inverness to...

- London
1hr 20mins flight
- Manchester
1hr 30mins flight
- Belfast
1hr 5mins flight
- Bristol
1hr 20mins flight
- Amsterdam
1hr 45mins

Aberdeen to...

- London
1hr 25mins flight
- Birmingham
1hr 20mins flight
- Norwich
1hr 20mins flight



Elgin to Loch Morlich
1hr 26mins drive (54 miles)



Elgin to Findhorn Beach
22mins drive (13 miles)



All of this, and less than 90 minutes away...
Travel times from the North of Scotland to major cities (and some beautiful local tourist spots).

Make a life, not just a living, in the North of Scotland

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our Make a Life film



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