

Aberdeen Royal Infirmary
**Consultant in
Critical Care Medicine**
Ref No: CI229760





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NHS Grampian

Consultant In Critical Care Medicine

Ref: CI229760

The Post

The successful candidate will work eight direct clinical care (DCC) programmed activities in total with six being in Critical Care and the remaining two in another area based on skill set.

Eight hours per week (2 PAs) will be allocated to supporting professional activities (SPA) in this post. For the first two years one of these SPA sessions will be dedicated to undertake training and achieve independent competence in ECMO retrieval work. After this two year period there will be a formal review of where ECMO retrieval work sits in the individual's job plan.

All job plans are reviewed annually in parallel with appraisal meeting but can be subject to interim reviews depending on circumstances and changes to the agreed objectives.

In appropriate circumstances, additional SPA time may be available, for specific non-clinical activities by agreement with the Clinical Director and Unit Operational Manager and will be subject to performance management against agreed objectives.

Extra-programmed activities (EPAs) may be available and will be determined by job planning agreement with the Clinical Lead and Unit Clinical Director.

The successful candidate will undertake general critical care duties alternating between 1st and 2nd on consultant responsibilities. The second on call role is to aid the 1st on call in periods of high activity and to provide support for ECMO retrievals, either by back filling another consultant or performing the retrieval. All on call is on a non-resident basis.

As the nationally commissioned VV ECMO centre, we work as part of the UK ECMO network taking referrals and giving advice to centres from across Scotland. On average there are between 15-20 retrievals per annum and, as mentioned above, there will be job planned time allocated to the successful candidate to allow them to become independently competent in retrieval work over an 18 month to two year period.

There will also be the ability to gain further experience in complementary areas such as echocardiography and lung ultrasound during this time.

New appointments are expected to contribute to the education programme, this will involve both undergraduate and postgraduate medical teaching as well as nursing and other allied health professionals.

The unit has a strong emphasis on clinical governance and active participation in audit, quality improvement and patient safety programmes is expected. The department has a very active research department and involvement in this is encouraged.



Job Plan Template

Specialty: **Critical Care**

Principal Place of Work: **Aberdeen Royal Infirmary**

Contract: **Whole Time**

Programmed Activities: **10 Indicative PA Split: DCC 8 SPA 2 EPAs (if applicable): 0**

Availability Supplement: **Level 1**

Premium Rate Payment Received: **5%**

Managerially Accountable to: **James MacBrayne**

Responsible for: **Unit Clinical Director, Critical Care**

(Opposite page - based on eight PA Critical Care job plan. Different proportions of Critical Care commitment will result in pro rata alteration in frequency of shifts).



Week	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	SPA			ECMO MDT 1-2pm	8am-8pm + 2nd on call	1st on call 24hrs	2nd on call 24hrs (from home)
2	8am - 6pm	8am - 8pm + 2nd on call	8am - 6pm	8am -8pm + 2nd on call	8am - 3pm Handover & CGM		
3	SPA		SPA		CGM 1-3pm		
4		1st on call 24hrs		1st on call 24hrs	CGM 1-3pm		
5	SPA		SPA	ECMO MDT 1-2pm	CGM 1-3pm		
6	SPA				1st on call 24hrs	2nd on call 24 hrs (from home)	8am - 8pm
7	8am-8pm + 2nd on call	8am - 6pm	8am - 8pm + 2nd on call	8am-6pm	8am - 3pm Handover & CGM		
8	SPA		SPA		CGM 1-3pm		
9	SPA		SPA	ECMO MDT 1-2pm	CGM 1-3pm		
10	1st on call 24hrs		1st on call 24hrs		8am - 6pm	8am - 8pm	1st on call 24hrs
11			SPA		CGM 1-3pm		
12	SPA		SPA		CGM 1-3pm		

The Department of Critical Care

Located on one of the largest health campuses in the UK, we are a well-resourced, modern Critical Care service with access to all forms of advanced respiratory and multi organ support. Having all medical and surgical specialities on the one site allows for very good support and easy access to speciality opinions. The Cardiothoracic ICU sits adjacent to one of our units, though a separate team provides care for these patients. Being the tertiary referral and major trauma centre for the North of Scotland and surrounding islands, we admit and care for all pathologies, with the exception of paediatrics.

Due to the national provision of Critical Care services we have close working relationships with all hospitals in the North of Scotland and the Emergency Retrieval Service (EMRS) North, which is based at Aberdeen Airport.

The Coronavirus pandemic led to a reconfiguration of how Critical Care is delivered in Aberdeen Royal Infirmary. There are now two geographically distinct units with a funded bed base across these two areas of 28. We are one of the busiest units in Scotland dealing with in excess of 1500 admissions annually with approximately 60% of these requiring Level 3 support.

As the nationally commissioned respiratory ECMO centre we manage referrals for extracorporeal support from across Scotland. We provide a mobile ECMO service to retrieve suitable patients from their base hospital and bring them to Aberdeen. We have a close working relationship with the other commissioned ECMO centres across the UK including involvement in regular meetings and sharing of data.

Within the department there are currently 15 consultants and one associate specialist with a range commitments to critical care, anaesthesia, management, research and education. Our permanent team of a Specialty Doctor and seven Advanced Critical Care Practitioners provide continuity for our service and we have a large number of trainees rotating through from various specialties as well as a highly competitive Clinical Fellow programme.

The nursing team is led by our Nurse Manager Helen Paddon and consists of approximately 150 WTE staff with skills to cover all aspects of Critical Care and Hyperbaric medicine. There is an established training programme for nursing development and, led by our ECMO lead nurse Lucy Sim, there is a locally run ECMO training course.

The department plays an active role in local, national and international research projects. There is a dedicated team who help collect data for research and national audit projects, they also lead a multi-disciplinary inpatient and outpatient follow up services.

We have our own simulation room in our unit that provides high fidelity training to all clinical staff as well as undergraduates from the University of Aberdeen.

Critical Care Senior Medical Team:

- Dr Lee Allen FFICM
- Dr Roxanna Bloomfield FRCA, FFICM
- Dr Andrew Clarkin FRCA, FFICM
- Dr Douglas Coventry FRCA, FFICM
- Dr Stephen Friar FRCA, FFICM
- Dr Paul Gamble MRCP, FFICM
- Dr Callum Kaye FRCA, FFICM
- Dr Andrew Laurie FRCA, FFICM
- Dr James MacBrayne MRCP,FRCA, FFICM
- Dr David Middleton FFICM
- Dr Linzi Moir FRCA, FFICM
- Dr Ian Scott FRCA, FFICM
- Dr Kevin Sim FRCA, FFICM
- Dr Steve Stott FRCA, FFICM
- Dr Stuart Williams FRCA, FFICM
- Dr Graham Wilson MRCEM, MFICM, FRCP

Directorate of Critical Care, Surgical High Dependency and Hyperbaric Medicine:

- | | |
|---|------------------------|
| • Unit Clinical Director: | Dr James MacBrayne |
| • Unit Operational Manager: | Faye Simpson |
| • Nurse Manager: | Helen Paddon |
| • Clinical Lead for Critical Care: | Dr Douglas Coventry |
| • Clinical Lead for SHDU: | Dr Sarah Rae |
| • Clinical lead for Hyperbaric Medicine: | Dr Christopher Skinner |
| • Clinical lead for Resuscitation training: | Dr Stuart Williams |
| • Regional Adviser for ICM: | Dr Paul Gamble |



NHS Grampian

NHS services for the half-million people who live in Grampian are provided by NHS Grampian, and are overseen by one single NHS Board.

The Board is supported from headquarters at Summerfield House in Aberdeen. Senior managers for the functions which cover the whole of Grampian are based here, including financial overview, corporate planning, and central responsibility for protection and promotion of public health.

NHS Grampian consists of acute services, corporate services and three Integration Joint Boards and works closely with the local authorities. NHS Grampian is also very closely linked with both the University of Aberdeen and The Robert Gordon University, especially in the fields of research, workforce planning and training.

NHS Grampian Acute Sector comprises of the following sites:

Aberdeen Royal Infirmary

Aberdeen Royal Infirmary has a complement of approximately 800 beds. It is the principal adult acute teaching hospital for the Grampian area providing a complete range of medical and clinical specialties. It is a comprehensive facility and houses all major surgical and medical specialties as well as all emergency and urgent care services.

Royal Aberdeen Children's Hospital

The Royal Aberdeen Children's Hospital coupled with the neonatal unit at Aberdeen Maternity Hospital provides all specialist care for children up to the age of 16 years in the Grampian Region and the Orkney and Shetland Islands.

Aberdeen Maternity Hospital

Aberdeen Maternity Hospital is the main maternity hospital in the North of Scotland. It has both ante-natal and post-natal beds. In 2026 this will be replaced by the new Baird Family Hospital that is currently under construction. This state of the art building will have direct physical links into the Royal Aberdeen Children's Hospital and the Aberdeen Royal Infirmary to allow neonates to be transferred for surgery at RACH and women to ARI for imaging and Critical Care support.

Woodend Hospital

Located approximately one mile South-West of the Aberdeen Royal Infirmary and has orthopaedic units, a department of medicine for the elderly, a geriatric orthopaedic rehabilitation unit, a young disabled unit and a new department of rehabilitation medicine.
Royal Cornhill Hospital

This is the main centre in the North-East of Scotland for the care of people with mental health problems. It is also the main training centre for medical and nursing staff who work in mental health. The Cornhill site, which is adjacent to the Foresterhill site, houses 416 beds.

Roxburgh House

Roxburgh House is a specialist palliative care facility, which is close to the Foresterhill site. It has been purpose built to meet the needs of patients requiring palliative care and has facilities for in-patients and day-patients.

Dr Gray's Hospital, Elgin

In-patient services in this 185 bed small district general hospital are provided in the following specialties: medicine, surgery, gynaecology, obstetrics, paediatrics, ophthalmology, as well as psychiatric and geriatric assessment.

University of Aberdeen Medical School

The University of Aberdeen Medical School is recognised as one of the top medical schools in the UK and is based in the state of the art Suttie Centre, next to Aberdeen Royal Infirmary, on the Foresterhill campus. There are very close links between the university and NHS Grampian with frequent opportunities for clinical staff to become involved with undergraduate teaching and assessment.

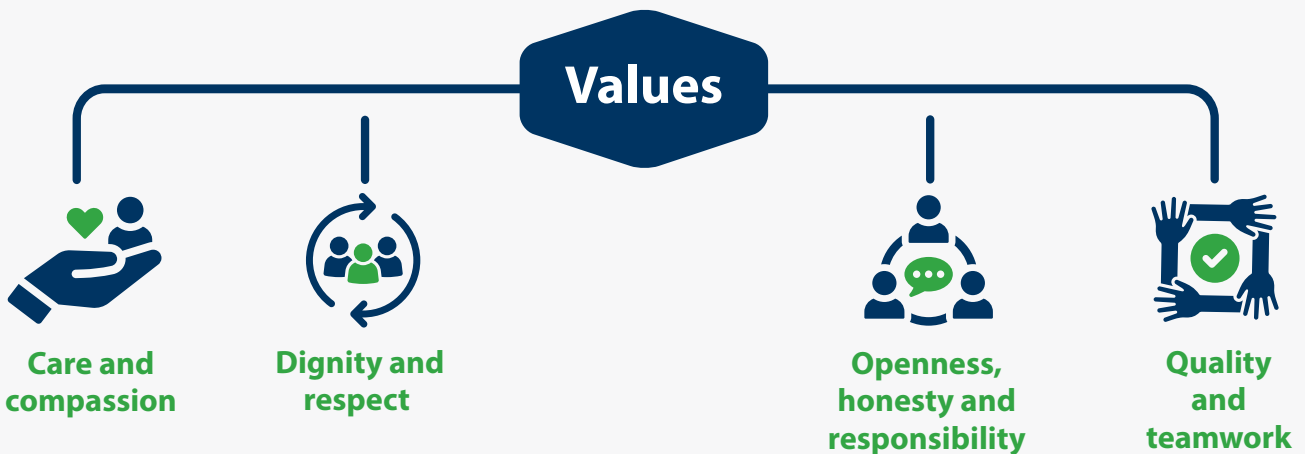
Lifestyle

The North of Scotland provides the opportunity for an excellent work life balance, and is consistently rated as one of the best regions to live in the UK. The Foresterhill campus is located in the west end of the city and is an easy commute by foot, bike, bus or car from many of the surrounding locations.

Aberdeen itself is a vibrant, affluent and cosmopolitan city with excellent schools, amenities and transport links. The surrounding countryside, including the Cairngorms National Park, is easily accessible and provides the perfect backdrop for a wide variety of outdoor pursuits.

Values

NHS Grampian have adopted a Values Based approach to recruitment. We are committed to the values of NHS Scotland, which are:-



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. As a teaching hospital, the postholder will be expected to engage in undergraduate and postgraduate teaching and learning activities, and also support both quality improvement and research within the service and wider organisation.
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 Critical Care 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: Dr Douglas Coventry (douglas.coventry@nhs.scot), Clinical Lead, Critical Care or Dr James MacBrayne (james.macbrayne@nhs.scot), Unit Clinical Director, Critical Care. Phone enquiries should be to the Unit Secretary Brenda Ferries on 01224 554253.



Mr P Bachoo

Medical Director - Acute Services
NHS Grampian
3rd Floor West Wing, Ashgrove House
ARI Site



Dr H Bishop

Medical Director
NHS Grampian
3rd Floor West Wing, Ashgrove House
ARI Site



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



Lauren Yule
Personal Assistant
Direct Line: **01224 554299**

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**.



REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications	<p>MB ChB or equivalent</p> <p>Registered with General Medical Council with licence to practise (licence to practise must be in place prior to starting in post).</p> <p>CCT or within 6 months of Specialist Registration in Intensive Care Medicine at time of interview OR should have CESR or Portfolio Pathway Specialist Registration.</p> <p>FFICM or equivalent.</p>	<p>Higher degree in an area relevant to teaching hospital consultant practice (e.g. MD, PhD) Additional postgraduate medical qualifications (e.g. MRCP).</p> <p>Other credentials relevant to working in a large teaching hospital (e.g. Medical Education, Management).</p>
Experience	<p>Minimum of 6 years in recognised Intensive Care Medicine training unit.</p> <p>Ability to undertake the clinical work and supervisory medical work expected of a consultant in NHS practice within Scotland.</p>	<p>Complementary post - CCT training or experience.</p> <p>Experience of and involvement in extracorporeal life support techniques including retrieval work.</p> <p>Knowledge and experience of Echocardiography in Critical Care.</p>
Ability	<p>Competence in a wide range of Critical Care techniques and knowledge.</p>	<p>Competence in and teaching of specialist techniques appropriate to the work of a teaching hospital (e.g. bronchoscopy, point of care ultrasound).</p>
Motivation	<p>Genuine interest and enthusiasm for the specialty of Intensive Care Medicine.</p> <p>Proactively drive personal professional development.</p>	<p>Affiliation to relevant societies.</p>
Personality	<p>Enthusiasm, warmth and ability to work flexibly as part of a team.</p> <p>Can demonstrate resilience, the ability to remain calm and manage challenging situations.</p> <p>Clear evidence of leadership qualities.</p> <p>Can demonstrate putting personal values and behaviours into practice in the workplace and align these to the values of NHS Scotland.</p>	<p>Desire to take on managerial roles within the department during career.</p> <p>Undertaken post graduate communication skills course.</p>

REQUIREMENTS	ESSENTIAL	DESIRABLE
Audit / Quality Improvement	<p>Evidence of effective participation in audit and quality improvement work throughout career.</p> <p>Enthusiasm and willingness to initiate and / or supervise audit projects.</p>	<p>Publication of audit in peer reviewed medical journals.</p>
Clinical Governance	<p>Active involvement in clinical governance processes and awareness of the importance of this.</p>	<p>Knowledge of the Datix reporting system and how it is used as a learning tool</p>
Research	<p>Evidence of supporting or participation in research work.</p> <p>Interest in and enthusiasm for research work in Critical Care.</p>	<p>Evidence of design and / or conduct of research studies. Publication of research in peer reviewed medical journals.</p>
Management	<p>Sensitivity to management issues.</p> <p>Understanding of the organisational structure within NHS Grampian and the wider NHS in Scotland.</p>	<p>Practical experience, course attendance, or qualification.</p>
Other requirements	<p>Adherence to professional, standards and ethics.</p> <p>Ability and willingness to participate in teaching of under-graduates and post- graduates, nurses and other health-care professionals.</p> <p>Ability to communicate clearly and concisely with members of the public, work colleagues and external organisations.</p>	<p>Experience of teaching multi-disciplinary teams.</p> <p>Ability to build rapport, listen, persuade & negotiate widely.</p> <p>Uses a non-judgmental approach to patients and colleagues.</p>

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