

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

Consultant in Emergency Medicine

Dr Gray's Hospital, Elgin

Ref no: PS229891

www.nhsgrampian.org/jobs





#wishyouworkedhere

Consultant in Emergency Medicine

We are looking for Emergency Medicine Consultants at Dr Gray's Hospital, Elgin, to work a 2-10PA contract on a flexible annualised basis for those wanting either a single post or portfolio career.

You will be joining an enthusiastic team of existing Consultants, dedicated to providing a high quality, consultant-led emergency care service. Full consideration will also be given to those who may have an interest in working across Emergency Care, Acute Medicine or Paediatrics. And we fully support portfolio working across university or cross-site posts, with some of consultants also working in pre-hospital and retrieval medicine as part of the Emergency Medical Retrieval Service (EMRS) – part of the Scottish Ambulance ScotStar Service.

Dr Gray's Hospital is situated in Elgin, the county town of Moray, in North-East of Scotland, five miles from the coastal town of Lossiemouth. It is the only centre in Grampian out-with Aberdeen providing a range of acute services.

On site services include General Surgery, Orthopaedics, Ophthalmology, General Medicine, Paediatrics, Obstetrics and Gynaecology. There is an Acute Medical Assessment Unit, and a stroke and rehabilitation ward and day care ward. There is also an onsite consultant-led psychiatry service, with an excellent multi-professional Mental Health service to the ED.

Hyper-acute stroke management takes place in ED, with support from Acute Stroke consultants in Aberdeen, also now progressing to thrombectomy transfers in selected cases.

The hospital has been redeveloped, with modern equipment and user friendly facilities throughout and there is a library and a Postgraduate Medical Centre with 24/7 access and videoconferencing facilities. A recent addition has seen the development of a new Clinical Skills Centre (CSC) providing a dedicated environment for continuous learning and development for students and all members of staff. The centre benefits from state-of-the-art equipment with virtual ward environments and simulated clinical training.

Dr Gray's has a close knit team of 35 consultants working across the acute sector and provides a consultant-led service with a small-hospital atmosphere of friendly co-operation. There is a good rapport with local General Practitioners.



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 Emergency Department

At Dr Gray's Emergency Department (ED) we see approximately 25,000 patients a year. With our nearest Emergency Departments 40 miles to the West and the major trauma centre 60 miles to the East in Aberdeen we see an undifferentiated mix of paediatrics, trauma and critical care. We provide critical care to patients being retrieved to ICU off site. Within one department we practice the full range of Emergency Medicine (EM). Within our department we practice an extensive range of emergency medicine; we are true generalists and also contribute to the local retrieval and pre-hospital service if that interests you. We also manage both adults and children in the corresponding observation areas. At the same time we redirect non-EM presentations at triage other services thanks to the Scottish government's national redirection policy meaning we can stick to the core business of EM.

Being out-with a 45-minute travel time of the nearest Major Trauma Centre in Aberdeen, we still see our fair share of major trauma and our STAG (Scottish TARN) data reflects this.

The department has had a consultant-led service since 2011 and has Consultant cover 24/7 as well as a Consultant-delivered Trauma and Paediatric Emergency team.



We operate a 1:6 rota compatible with a life outside of medicine so you can enjoy all that Moray has on offer for you and your family. The current consultant workforce have held substantive posts in England previously before moving to Elgin and have interests in PHEM, critical care, examining, ultrasound, paediatrics and teaching.

There is a middle-grade tier of Emergency Medical Practitioners (EMP's) – experienced General Practitioners (GPs) and specialty doctors with additional skills and experience in Emergency Care, some of whom have portfolio careers with other posts in General Practice and specialist areas of interest.

There is a full complement of FY2 and GP ST junior doctors as well as a Minor Injury Nurse-led See and Treat stream.

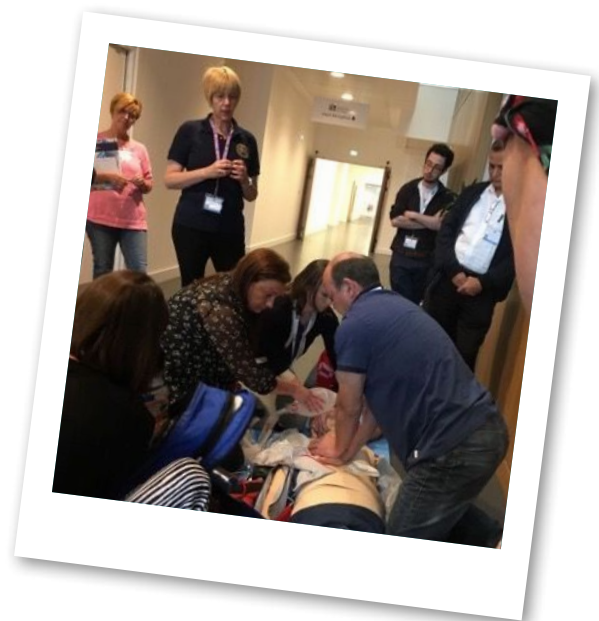
A whole range of interventions are undertaken in the department from the management of major trauma, stroke thrombolysis, initial management of STEMI and transfer for PPCI, along with procedural sedation from two years of age upwards.



You will be joining a friendly department with great facilities. Approximately 40% of our FY2 doctors go on to apply for Emergency Medicine after working with us with some interviewing for CDF (F3) years. We pride ourselves in our work and the climate we create.

We enjoy excellent professional relationships with the emergency services as well as local MCA Coastguard Search and Rescue services and Mountain Rescue Teams at RAF Lossiemouth. These extend to a wealth of multi-disciplinary training opportunities and team-building events, with a social emphasis.

The Major Trauma Network is now well established in North Scotland, this includes the ScotStar North pre-hospital and retrieval hub which went live in April 2019. Air and land-based resources are based at Aberdeen Airport and three of the current Dr Gray's consultants contribute sessions to this service. There is also a development of a network of skilled practitioners across the North of Scotland, from First Responder to Pre-hospital Critical Care Consultants, a necessity with the challenges of our Remote and Rural terrain. Further information can be found on the Scottish Trauma Network website – www.traumacare.scot





The Post

Job Title: Consultant in Emergency Medicine

Salary Scale: £111,430 - £148,064

The posts are required to fill a whole time vacancy and achieve a sustainable service and job plans with a 1:6 on-call rota.

This is a 2-10 PA post workable on an annualised rota for maximum flexibility and those with a portfolio career. Additional PA's may be available.

All Consultants work flexibly to provide cross-cover for colleagues who are on leave, accounted for within job planning. The appointee will be expected to play a role in the activities of the department and the hospital, including teaching, audit, quality improvement, departmental meetings, liaison with other departments and general administration, as well as having opportunity to develop any specialist interests.

Informal enquiries and visits are welcome. Please contact:

Dr Pam Hardy

ED Clinical Lead
Dr Gray's Hospital, Elgin
pamela.hardy@nhs.scot

Dr Gavin Tunnard

ED Consultant
Dr Gray's Hospital, Elgin
gavin.tunnard@nhs.scot

Person Specification Form

Post/Grade: **Consultant in Emergency Medicine**

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

Ward/Department: **Department of Emergency Medicine**

The Person Specification should meet the demands of the job and comply with current legislation. Setting unnecessary standards may, for example, unfairly discriminate against one sex, the disabled or minority racial groups. Applicants should be assessed in relation to their ability to meet the real requirements of the job as laid down in the job description. Shortlisted candidates MUST possess all the essential components as detailed below.

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • MB ChB (or equivalent). • FRCEM (or equivalent). • CSER in Emergency Medicine. • CCT in Emergency Medicine or expected to be awarded with six months. • GMC Registration with Licence to Practice. • GMC Specialist Registration in Emergency Medicine (or expected within six months). 	
Experience	<ul style="list-style-type: none"> • Minimum of six years emergency medicine, in recognised training post. • Ability to undertake the clinical work expected of a consultant in Emergency Medicine in NHS practice in Scotland. 	
Abilities	<ul style="list-style-type: none"> • Evidence of ability to take full responsibility for independent management of patients • Experience of teaching and supervising the performance of clinical skills by trainees. 	<ul style="list-style-type: none"> • Clear clinical and managerial leadership skills.
Motivation	<ul style="list-style-type: none"> • Genuine interest and enthusiasm for practicing patient-focused emergency medicine in a small district general hospital. • Genuine interest and enthusiasm for living in a largely- rural area and community. 	<ul style="list-style-type: none"> • Evidence of development of services for patients. • Clear commitment to developing future of emergency medicine.

Attributes	Essential	Desirable
Personality	<ul style="list-style-type: none"> • Enthusiasm and ability to work as part of a small, mutually-supportive team. • Ability to cope with acutely stressful situations on a recurring basis. • Able to organise time efficiently and effectively. 	<ul style="list-style-type: none"> • Leadership qualities.
Audit	<ul style="list-style-type: none"> • A commitment to the principles of clinical audit. • Willingness to contribute to departmental audit projects. 	<ul style="list-style-type: none"> • Enthusiasm for initiating audit projects.
Management	<ul style="list-style-type: none"> • Sensitivity to management issues. • Understanding of the organisation of the NHS. 	
Other Requirements	<ul style="list-style-type: none"> • Sensitivity to professional issues, standards and ethics. • Ability to communicate with clarity in written and spoken English. • Ability to communicate, establish rapport and negotiate. • Ability to produce legible notes. • Enthusiasm for teaching medical students, trainees and non-medical staff. 	

Model Job Plan T.Owte

Name:

Specialty: Emergency Medicine

Principal Place of Work: Dr Gray's Hospital

Contract: Whole Time

Programmed Activities: 10 PA Split: DCC 8.0 SPA 2.0 EPAs (if applicable):

Availability Supplement: Level 1

Premium Rate Payment Received: 8 %

Managerially Accountable to: Associate Medical Director

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

Day	Hospital/Location	Type of Work
Monday From/To	Dr Gray's Hospital. Supporting Professional Activities.	Monday to Friday. 2 x 8am to 4pm shifts. 1 x 10am to 6pm shift. 1 x 1pm to 9pm shift with on call – variable day of the week. With some minor shift variation and on call to cover leave, all annulaised and self-rostered using HealthRota. 8 hours per week flexible in time and place.
Tuesday From/To		As above.
Wednesday From/To		As above.
Thursday From/To		As above.
Friday From/To		As above.
Saturday From/To	Dr Gray's Hospital.	9am to 4.30pm and on call (1 weekend in 6). With prospective cover (self-rostered).
Sunday From/To	Dr Gray's Hospital.	9am to 4.30pm and on call (1 weekend in 6). With prospective cover (self-rostered).

Model Job Plan 0.9wte

Name:

Specialty: Emergency Medicine

Principal Place of Work: Dr Gray's Hospital

Contract: Whole Time

Programmed Activities: 9 PA Split: DCC 7 SPA 2 EPAs (if applicable):

Availability Supplement: Level 1

Premium Rate Payment Received: 8 %

Managerially Accountable to: Associate Medical Director

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

Day	Hospital/Location	Type of Work
Monday From/To	Dr Gray's Hospital. Supporting Professional Activities.	Monday to Friday. 1.5 x 8am to 4pm shifts. 1 x 10am to 6pm shift. 1 x 1pm to 9pm shift with on call – variable day of the week. With some minor shift variation and on call to cover leave, all annulaised and self-rostered using HealthRota. 8 hours per week flexible in time and place.
Tuesday From/To		As above.
Wednesday From/To		As above.
Thursday From/To		As above.
Friday From/To		As above.
Saturday From/To	Dr Gray's Hospital.	9am to 4.30pm and on call (1 weekend in 6). With prospective cover (self-rostered).
Sunday From/To	Dr Gray's Hospital.	9am to 4.30pm and on call (1 weekend in 6). With prospective cover (self-rostered).

Conditions of Appointment

Consultant in Emergency Medicine

REF: **PS229891**

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 Emergency 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 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

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 PJ Hardy

Consultant in Emergency Medicine and Pre-hospital Care

Dr Gray's Hospital

Chair Faculty of Pre-hospital Care

- pamela.hardy@nhs.scot

Dr Gavin Tunnard

Consultant in Emergency Medicine and Pre-hospital Care

Dr Gray's Hospital

- gavin.tunnard@nhs.scot
- 01343 567473

Prof. Duff Bruce

Dr Gray's Hospital Clinical Director

- duff.bruce@nhs.scot

Mr Alasdair Pattinson

General Manager Dr Gray's Hospital

- alasdair.pattinson@nhs.scot

Apply for this post by visiting apply.jobs.scot.nhs.uk and search for Ref No quoted above.

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 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 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 six months and five years. Please contact the Nursery Manager on (01224) 557828 for further details.

In the interest of health promotion we operate a no smoking policy.

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 Lossiemouth Beach
11mins drive (5.5 miles)



Elgin to Bow Fiddle Rock
34mins drive (21 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

#wishyouworkedhere

Discover more at
www.wishyouworkedhere.scot

Scan or click here to see
our Make a Life film



This publication is available in other languages and formats
on request. Please call NHS Grampian on 01224 551116
or email: gram.communications@nhs.scot

Ask for publication MVC 250114