



Job Title: Locum Consultant in General Medicine

Location: Aberdeen Royal Infirmary

Ref No: NS220548

Closing Date: Sunday, 5th April 2026

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**NHS GRAMPIAN
POST OF LOCUM CONSULTANT
GENERAL (INTERNAL) MEDICINE (10 PAs)**

JOB DESCRIPTION

GENERAL

ABERDEEN

Aberdeen is a beautiful and historic city in the Grampian region of Scotland. Magnificent granite buildings, a bustling harbour area and a lively city centre all complement Aberdeen's reputation as the prosperous 'oil and gas capital' of Europe. Well known for its superb quality of life, Aberdeen enjoys first class amenities including His Majesty's Theatre, Music Hall, Art Galleries, Museums, numerous gyms and leisure facilities including Aberdeen Sports Village. Regional primary and secondary education facilities are excellent as evidenced by national league tables. In addition to Local Authority schools, there are excellent local fee-paying schools, one of which caters for girls only. To find out more about Aberdeen and the North East, visit www.aberdeen-grampian.com or www.whyaberdeem.com

There is excellent potential to pursue out-door leisure activities/facilities in particular, including renowned skiing, hill walking and golfing attractions within easy road access. The surrounding countryside offers something for everyone from historic castles and stately homes to beautiful beaches, scenery and amazing wildlife.

Aberdeen enjoys excellent communication services and links with other British cities. There are also daily links to the other main European hubs of Amsterdam, Paris and Frankfurt giving ample opportunity to connect with further afield. In addition road and rail links to all points north and south are excellent. Many new housing developments have arisen in surrounding villages providing a wide choice of housing within easy commuting distance by car, bicycle or public transport.

THE UNIVERSITY OF ABERDEEN

The University of Aberdeen is a fusion of two ancient universities: Kings College founded in 1495 and Marischal College which dates from 1592. The University maintains an outstanding record in scholarship and supports a high level of teaching and learning underpinned by a first class portfolio of research programmes and currently has 11,500 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. For more information visit 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 9,500 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. For more information visit www.rgu.ac.uk

DESCRIPTION OF HOSPITALS

NHS Grampian was formed on 1st April 2004 and provides health care to approximately 550,000 people. It incorporates Aberdeen Royal Infirmary, Royal Aberdeen Children's Hospital and Aberdeen Maternity Hospital on the Foresterhill site. Other sites include Woodend and Royal Cornhill Hospitals in Aberdeen and Dr Gray's Hospital in Elgin.

Outpatient clinics are provided at various hospitals throughout the north-east of Scotland and also at the hospitals in the Orkney and Shetland Isles.

Aberdeen Royal Infirmary (ARI), with over 800 beds, is situated to the north-west of Aberdeen city on the teaching hospital site with the Medical School of the University of Aberdeen. The Matthew Hay Centre (incorporating the emergency care centre/ ECC) opened in December 2012 is on this site. This building hosts unscheduled care and most medical specialties with 353 beds. Aberdeen Royal Infirmary provides a complete range of medical and surgical specialties including General Medicine and allied specialties (Cardiology, Respiratory, Gastroenterology, Infectious Diseases, Neurology, Clinical Pharmacology, Stroke Medicine, Diabetes & Endocrinology, Haematology, Nephrology, Oncology, Dermatology, Blood Transfusion, Rheumatology and Geriatrics), General Surgery and allied specialties (Cardiothoracic, Vascular, Orthopaedics, Neurosurgery, Plastics, Dental, ENT, Burns, Transplantation, Ophthalmology, Urology), Gynaecology, ITU, A & E, Radiotherapy and Anaesthetics. In addition ARI is also a major tertiary referral centre for the North and North East of Scotland in a number of specialties.

Woodend Hospital with a 300 beds is situated one mile west of Aberdeen Royal Infirmary and includes the provision of elective orthopaedics and rehabilitation services.

Royal Aberdeen Children's Hospital (RACH), and the Neonatal Unit based in Aberdeen Maternity Hospital (AMH) provides all specialist care for children up to the age of 16 years in the Grampian Region and for the Orkney and Shetland Islands. **Aberdeen Maternity Hospital (AMH)**, with a complement of 120 beds, is the main Maternity Hospital for the area. It has both ante-natal and post-natal beds, and a level 3 Neonatal Unit.

Dr Gray's Hospital, Elgin in the Moray District of Grampian provides DGH level services in the following specialties: Geriatric Assessment, Gynaecology, General Medicine, Obstetrics, Paediatrics and General Surgery. A full range of support services are also provided including Anaesthetics, Dietetics, Laboratories, Occupational Therapy, Pharmacy, Physiotherapy and Radiology.

GENERAL MEDICINE SERVICE (Ward 110, Ward 105, Ward 308, Ward 402/3, Boarders ARI)

The new bespoke Emergency Care Centre opened in December 2012. General Medicine is mostly split between two wards – Ward 105 and Ward 110. Both wards accommodate acute medical patients from the emergency department, Acute Medical Initial Assessment (AMIA) Unit and direct transfers from other hospitals (such as Dr Gray's and community hospitals in Aberdeenshire). Moreover, patients can be stepped down to the wards from Medical High Dependency Unit (MHDU) and Intensive Care Unit. There is also a 13 bedded ward, ward 308 which accommodates lesser acuity admissions from AMIA as well as medical stepdown ward 402/3.

The philosophy of the service is that patients with complex diagnoses or diagnostic uncertainty who do not fall into a specific specialty and require medical attention would be admitted to one of the two primary wards and reviewed by a Registrar or Consultant within 24 hours of transfer. We strive to afford the best standard of care achievable. There is a committed team of junior medical staff, nurses and ancillary staff based on the wards.

Consultants are expected to contribute towards teaching and mentoring junior staff. There are various teaching programmes on the ward, including Wednesday postgraduate meetings, Quality Improvement Meetings, Morbidity and Mortality meetings and ad hoc teaching of junior medical doctors and medical students.

We are always trying to find ways to improve the service provided for General Medicine patients. Any new Consultant appointment will be encouraged to contribute to the development of this service.

THE POST

TITLE – CONSULTANT PHYSICIAN IN GENERAL (INTERNAL) MEDICINE – 10 PAS

Clinical Duties

The post holder will join the vast team of consultants and will primarily be based within ward 308. However they will be required to rotate between all general medical areas and work on a 1:4 rota with out of hours cover. The service is set up to provide 24 hour consultant assessment and management of in-patients with General Medicine problems, transferred from AMIA or admitted from the ED departments.

Current consultants on Ward 110 are

Dr Rob Laing
Dr Ivan Tonna
Dr Alexander Mackenzie
Dr Robin Brittain-Long
Dr Lukman Hakeem
Dr Paula Dospinescu
Dr Ali Khan
Dr Alison Donaldson

Current consultants on Ward 105 are

Dr Utkarsh Kulkarni
Dr Dhruiti Bhatt
Dr Pui San Yapp
Dr Alexander Graveling
Dr Jane Dymott
Dr Susan McGeogh
Dr Hannah Robertson
Dr Natasha Sawhney
Dr Roby Rajan
Dr Jan Kelpacki

Administrative Duties

In general the administrative duties in each department are shared between the Consultant Staff. Broad areas of administrative responsibility are identified and rotated between the Consultant Staff.

The main areas of administrative work are co-ordinated by the Lead Consultants and involve committee work, the organisation of medical staff, dealing with complaints, clinical governance, audit and continuous improvement exercises.

Teaching

The successful applicant will be expected to take part in the undergraduate and postgraduate teaching programmes at the University of Aberdeen Medical School.

a. UNDERGRADUATE EDUCATION

The services are involved in undergraduate teaching. This takes the form of clinical exposure within the Departments and also in lecturing and delivering tutorials as part of the undergraduate courses for both MBChB and Physician Associates.

b. POSTGRADUATE TEACHING

The Consultant Staff are responsible for the education of all doctors in training within the Department. This includes direct supervision of junior staff and the formal mentoring of trainees. In addition there are regular teaching sessions for trainees which are supervised or delivered by Consultant staff.

Audit

The successful applicant will be expected to be involved in general audit within the Department.

Research

NHS Grampian aims to maintain the tradition of clinical excellence, evidence based innovation and engagement with the national/international research community. NHS Grampian's Research and Development Strategy has been developed to prioritise and stimulate research and development within NHS Grampian's fields of interest, complementing the research strategies of the Universities and Research Institutes in the area.

The Research and Development Directorate exists to support and facilitate research within NHS Grampian, and suggestions for research projects will be welcomed.

MANAGEMENT STRUCTURE

General Medicine is part of the Medical specialties and sit in the Medicine and Unscheduled Care Division of the Acute Services sector of NHS Grampian. Unit Management Teams comprise a Unit Operational Manager, a Nurse Manager, a Unit Clinical Director and Clinical Lead. The Units work under the direction of the Divisional General Manager, Nurse and Clinical Director for the Division. Ultimately the post-holder will be managerially and professionally accountable to Dr ;Paul Bachoo , Associate Medical Director.

This job description serves to indicate the range of duties of the post but is not intended to be exhaustive.

NHS GRAMPIAN
CONSULTANT PHYSICIAN IN GENERAL MEDICINE

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 whole-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 the successful applicant in line with Clinical Group 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. It is likely that the successful candidate will be offered 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 be expected to undertake domiciliary consultations as may be required by the Board.
8. The person appointed will be expected to undertake advisory ("pastoral") visits to hospitals in the Area.
9. The Person 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. 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.
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 landline 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 Board'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 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.

17. 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.
18. Termination of the appointment is subject to three months' notice on either side.
19. 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

Further information can be obtained and an appointment to view the Department actively encouraged by contacting Dr Ivan Tonna Ward 110, Aberdeen Royal Infirmary, ivan.tonna@nhs.scot

For more information about NHS Grampian please contact:

Dr Paul Bachoo
Clinical Director – Acute Services
NHS Grampian
3rd Floor West Wing, Ashgrove House
ARI Site

Dr Hugh Bishop
Medical Director
NHS Grampian
Summerfield House
Eday Road, Aberdeen

Contact: Lorna Wallace
Personal Assistant
Direct Line: 01224 551164

Lyndsay Cassie
Personal Assistant
Direct Line: 01224 553714

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 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 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 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. Please contact the Nursery Manager on 01224 552684/552761 for further details.

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

MODEL JOB PLAN FORMAT

Name:

Specialty: General Medicine

Principal Place of Work: Aberdeen Royal Infirmary

Contract: Whole Time

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

Availability Supplement: Level 1

Premium Rate Payment Received: 5 %

Managerially Accountable to: Dr Sreebala (Unit Clinical Director) and Ms Megan McAulay (Unit Operational Manager)

Responsible for: Care of General Medicine patients

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

	AM	PM
Monday	Ward Round	Ward Huddle / clinical duties
Tuesday	X ray Meeting 0830-0915 Ward round	Educational Meeting 1300-1400 Ward Huddle 1415
Wednesday	Ward Round	Ward Huddle 1415 Ward Round clinical duties
Thursday	Ward Round	M&M meeting 1300-1400 monthly Ward Huddle 1415 clinical duties
Friday	Ward Round	Admin/SPA
Saturday/Sunday	Ward round 1:5	On call 1:5

Approximate allocation of time within job plan

Direct Clinical Care

General Medicine 7.0 PA

General Medicine weekends 1:5 1.0 PA

SPA 2.0 PA

Total 10 PA

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

PERSON SPECIFICATION FORM

	REQUIREMENTS	ESSENTIAL	DESIRABLE
A	Qualifications <i>Basic</i> <i>Postgraduate</i>	Basic Medical Qualification registered with GMC MRCP or equivalent ALS CCT in General (Internal) Medicine GMC Specialist Register forG(I)M, or within 6 months of CCT or CESR(CP) at time of application	
B	Experience	Be able to demonstrate a high level of experience and competency in the full spectrum of general medicine	
C	Ability <i>Knowledge</i> <i>Clinical Skills and Technical Skills</i>	Knowledge and experience of GIM commensurate with completion of specialist training. Ability to lead and to work within a team	Extensive and recent experience in General Medicine, including Hospital at Night
D	Motivation	Self-motivating and enthusiastic. Teaching Experience and initiative. Desire to contribute to ethos of continuous improvement within the department.	Able to motivate others. Evidence of self directed development and of ability to motivate others Formal training in teaching
E	Personality	Effective interpersonal skills. Caring attitude towards patients. Ability to work under pressure and lead the team. Able to establish good relations with colleagues and able to work within a multidisciplinary team.	Good sense of humour Positivity
F	Audit	Experience of conducting clinical audit.	Evidence of supervision of a team in the process of Clinical Audit
G	Research	Evidence of understanding of clinical research Awareness of current specialty developments and initiatives	Evidence of publication Evidence of supervising and directing research performed by junior staff Postgraduate Degree. Enthusiasm to continue research.
H	Management Ability	Willingness to participate in departmental management and to accept ethos of management. Capable of self-reflection	Has attended a management course.

		Willingness to take on areas of special responsibility with the agreement and co-operation of other department members Well organised and ability to effectively combine clinical and management roles. Ability to prioritise workload effectively PVG clearance	
I	Other requirements	Current Driving Licence Holder	UK resident or have verifiable permission to work in the UK