

## **NHS GRAMPIAN**

### **Fixed Term Speciality Doctor in Neonatology – 6 month post**

**The Neonatal Unit, Aberdeen Maternity Hospital, Cornhill road, Aberdeen, AB25 2ZL  
NHS Grampian**

**Closing date: Sunday, 5<sup>th</sup> April 2026**

**Job Ref: PM240804**

## **GENERAL**

### **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 communication services with other European cities - e.g. flying time to London is just over one hour with regular daily flights. Road and rail links to all points north and south are excellent.

Since 1971, more than 60,000 houses have been built thereby increasing the choice of housing. Many of the new developments have taken place in villages 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 are two fee-paying schools for girls and one co-educational college. All three cater for primary and secondary pupils.

### **The University Of Aberdeen**

The University of Aberdeen is a fusion of two ancient universities: Kings College founded in 1495 and Marischal College which dates from 1592. Thus until they jointed in 1860, Aberdeen had two universities for over 250 years.

The University of Aberdeen maintains an outstanding record in scholarship and supports a high level of teaching and learning underpinned by a first class portfolio of research programmes.

The University currently has 7,200 matriculated students.

The University Medical School is located on the Foresterhill site of NHS Grampian.

A new Institute of Medical Sciences adjacent to the Medical School at Foresterhill has recently been built to accommodate both medical researchers and the pre-clinical sciences with the intention of promoting fruitful interaction. The Suttie centre is a new undergraduate and postgraduate teaching centre at Foresterhill.

## **Robert Gordon University**

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

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

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

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

## **DESCRIPTION OF HOSPITALS**

***Aberdeen Royal Infirmary*** with a bed complement of 938 beds is the main teaching hospital of the Grampian Area. It is situated on a large open site to the north-west of the city centre. The University Medical School, the Aberdeen Maternity Hospital and the Royal Aberdeen Children's Hospital and the National Hyperbaric Centre are also located on this site.

***Royal Aberdeen Children's Hospital (RACH)***. This new Children's Hospital opened in January 2004, to provide a comprehensive range of services for acute care of children. The 85-bed facility has been planned to co-locate paediatric surgical services, with the wards, theatres and high dependency unit built in close proximity. The Royal Aberdeen Children's Hospital coupled with the Neonatal Unit, Aberdeen Maternity Hospital (AMH) provide all Specialty care for children up to the age of 14 years in the Grampian Region and the Orkney and Shetland Islands.

***Aberdeen Maternity Hospital*** with a bed complement of 141 is the main Maternity Hospital for the Grampian Area. It has both ante-natal and post-natal beds and the Neonatal Unit as described later.

***Woodend Hospital*** with 311 beds is located approximately one mile South West of the Royal Infirmary and has orthopaedic and geriatric units.

**Outline of post/MJP:**

This is a speciality doctor post in the Level 3 Neonatal Unit.

1. A doctor appointed to this grade:

shall have full registration with the General Medical Council; and

shall have completed at least four years' full-time postgraduate training in Paediatrics (or its equivalent gained on a part-time or flexible basis) at least two of which will be in a specialty training programme in Neonatology or.

shall have equivalent experience and competencies working and managing patients in Level 3 Neonatal unit

**Supervisors:** Consultant Neonatologists

**Departmental Information:**

The department is situated in the Neonatal Unit (NNU) based in Aberdeen Maternity Hospital. It is fully accredited by the North of Scotland Deanery as a centre for subspecialty training in neonatal medicine. The foetal maternal medicine programme also has close links with the department.

The department is staffed by 10 consultant neonatologists, 10 paediatric trainees, 6 speciality doctors and 4 advanced neonatal nurse practitioners (ANNP's). The Unit has close links with the Royal Aberdeen Children's Hospital and runs a follow up programme.

**Activity / Workload:**

The Aberdeen NNU is the tertiary referral centre for the North of Scotland and leads the Scottish Northern regional network. The unit is one of the largest in Scotland and has 38 neonatal cots, consisting of 17 ITU/HDU cots and 21 special care cots. There are approximately 6000 deliveries per annum the area with approximately 4500 babies born in Aberdeen Maternity Hospital. NNU has approximately 800 admissions per annum.

The Neonatal Transport service for the North of Scotland, has approximately 400 transports per year, by air (fixed wing/helicopter) and by road. The NNU is the regional centre for the North of Scotland for neuroprotective cooling and has portable equipment to initiate cooling during transport.

**Clinical Training and Responsibilities:**

Professional competence in the clinical care of the critically ill newborn and understanding the physiology and pathophysiology of the foetus and neonate is acquired via training in clinical management, research, and teaching.

Speciality doctors will deliver the general principles of neonatal critical care, as well as care skills that include:

- Neonatal resuscitation and stabilization

- Percutaneous long lines, UVC UAC, peripheral arterial lines, chest drains
- Endotracheal intubation
- All modes of respiratory support including HFOV
- Management of ELBW
- Neonatal Radiology
- Cranial Ultrasonography
- Basic Echocardiography
- Cerebral Function Monitoring
- Total Body Cooling for neuroprotection
- Nitric Oxide delivery
- Nutritional support
- Neonatal Transport
- Management of babies with surgical problems e.g. diaphragmatic hernia, gastroschisis, oesophageal atresia, spina bifida etc

Speciality doctors will attend high risk births and provide care for premature and critically ill newborns (including transport if necessary). They will also be involved in consultations for high-risk obstetric patients, foetal anomalies, preterm labour, the management of high-risk deliveries and foetal monitoring. Exposure is offered to the combined care of neonates with complex medical and surgical conditions. Telemedicine links exist with the regional centre in Glasgow for support with cardiac care.

Follow-up clinics at the Royal Aberdeen Children's Hospital are run by the Neonatologists and neurodevelopmental physiotherapist/ and occupational therapist. Speciality doctors are encouraged to participate in this follow-up of high-risk neonates throughout.

The Unit has a formal academic programme for all trainees and the speciality doctors will be involved in the facilitation of these. There are also regular bedside problem based tutorial sessions.

It is expected that the speciality doctors will supervise junior doctors and nurse practitioners during their clinical rotations.

Speciality doctors are expected to actively participate in the Unit's Academic programme. Consultant led bedside teaching rounds offer an ideal opportunity to consolidate knowledge and skills. Successful applicants will have opportunity to get involved in Quality Improvement projects, Risk Management and Neonatal Mortality & Morbidity reviews.

### **PROGRAMMED EDUCATIONAL SESSIONS**

- Consultant led ward rounds 10am-11:30am (Monday, Tuesday, Wednesday, Friday)
- Trainee Teaching 08:15am-9.15am (Tuesday)
- X –Ray review 12:15 – 13:00 (Tuesday)
- Multidisciplinary meeting 13:00-13:30 (Tuesday)
- High Risk Obstetric meeting 13.00-13:30 (Wednesday)
- Neonatal Academic meeting 14.00 -15.00 (Wednesday)
- Bedside Ground Round teaching 12:00 -13:00 (alternative Fridays)

- Neonatal Mortality and Morbidity Meeting 08.30-09:15 (last Tuesday of the month)
- Risk Management meeting 14.00- 15:00 (alternative Fridays)
- Journal club 08:15 – 09:00 (Third Friday) monthly
- Neonatal Risk Management Meeting 14.00- 15:00 (Last Friday of the month)

### **Non-Clinical Training and Responsibilities:**

The Unit currently has several ongoing research projects. Speciality doctors are encouraged to develop their own audit and research projects under the guidance of their clinical supervisors. Speciality Doctors will also have the opportunity to participate in ongoing research should they desire. The directorate and clinical effectiveness department will support clinical audit work supervised by consultants. Participation in management roles will also be expected e.g. rotas, appraisal, teaching of nurses, students and colleagues in training.

### **Particular Training Opportunities:**

Neonatal Life Support Program  
 APLS  
 MRCPCH if appropriate  
 Neonatal stabilization and Transport  
 Cranial Ultrasound course  
 Basic Echocardiography course  
 Basic Research Methodology education.

While there is no dedicated funding or time allocated to research, speciality doctors would be supported in developing their own projects.

Study leave and funding for approved courses and specialty study days is available.

### **Rota arrangements:**

The Unit is staffed 24/7 by a combination of junior doctors (ST1/2) and more experienced doctors (ST3 and above) and ANNPs, working shifts in the NNU (on site).

There are Consultant Neonatologists available 24/7.

The total number of hours will not exceed 46 per week and this is averaged over 26 weeks.

The rota is EWTD compliant (copy is available).

The rota runs over a 15 week cycle and is a combination of short days (08:00 – 16:00), Long days (08:00 – 20:30) and Nights (20:00 – 08:30) and includes weekends and public holidays.

There are 3 consultant led hand over ward rounds per day.

### **Study Leave**

Equivalent to the North of Scotland Deanery Paediatric trainees

Study budget of £500/pa from the NNU Endowment funds (same as the Paediatric trainees).

### **Emergency Duties**

As with all other trainee members of the department the Speciality Doctor will also be required to perform duties in occasional emergencies and unforeseen circumstances at the request of the appropriate Consultant, in consultation where practicable, with colleagues both senior and junior.

It has been agreed between the professions and the Department that while Speciality Doctors accept that they will perform such duties, it is stressed that additional commitments arising under this sub-section are exceptional, and, in particular that you should not be required to undertake work of this kind for prolonged periods or on a regular basis.

### **Conditions of appointment**

The appointee must be registered with a licence to practise with the General Medical Council throughout the duration of your employment.

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 adequate defence cover for activities not covered by NHS Grampian indemnity.

**NHS GRAMPIAN**

**PERSON SPECIFICATION FORM**

<b>REQUIREMENTS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualifications</b>	<p>Basic medical degree recognized by the GMC</p> <p>4 year minimum taught postgraduate qualification in Paediatrics recognized by RCPCH</p> <p>Full registration with the GMC (with License to Practise) at time of interview.</p>	<p>MRCPCH or equivalent</p> <p>Further relevant degree/diploma/fellowship</p> <p>Distinctions, prizes</p>
<b>Experience</b>	<p>12 months training in Neonates</p> <p>Must have equivalent experience and competencies to independently manage babies in Level 3 Neonatal Unit</p>	<p>Experience in Neonatal Transport</p>
<p><b>Ability</b></p> <p><i>Knowledge</i></p> <p><i>Clinical Skills and Technical Skills</i></p>	<p>Basic knowledge in Paediatric and Neonatal physiology and Pathophysiology</p> <p>Ability to examine Newborn Infant, assess finding, formulate diagnosis and treatment.</p> <p>Ability to take bloods, cannulate IV, perform LP, intubate, manage extreme premature, ventilated newborn infants</p>	<p>Ability to manage complex Neonatal Medical and/or Surgical patients</p> <p>Ability to understand and apply advanced methods of mechanical ventilation (TTV, HFOV) in newborn infants</p>
<b>Motivation</b>	<p>Commitment to learning,</p> <p>Ability to prioritise clinical need</p> <p>Possession self-organisational skills</p> <p>Initiative person</p>	<p>Track record of successful achievements as a lead of the group</p>
<b>Personality</b>	<p>Good communicator and team worker, is aware of limitations, is able to function in a busy clinical service</p>	<p>Track records of successfully leading multidisciplinary group</p>
<b>Audit</b>	<p>Understands the principles of audit.</p>	<p>Presentations, publications</p>
<b>Research</b>	<p>Has interest in Clinical research</p>	<p>Presentations, publications</p>
<b>IT skills</b>	<p>Basic IT skills</p>	<p>Familiarity of Neonatal Badger system</p>
<b>Other requirements</b>	<p>Flexible approach</p>	

**NHS GRAMPIAN: PM240804**  
**POST OF FIXED TERM SPECIALTY DOCTOR IN NEONATOLOGY**

**PARTICULARS OF POSTS**

- 1 The appointment will be made by an Advisory Appointments Committee of NHS Grampian constituted for this purpose.
- 2 The officer appointed will be required to assist the senior staff at NHS Grampian and will work within the Neonatology department under the direction of the Clinical Lead. The officer appointed may also be required to visit district hospitals and clinics in the Area and to undertake locum duties within the Area.
- 3 The officer will be required to take part in undergraduate and postgraduate medical teaching.
- 4 The inclusive salary is within the scale of £64,158 to £99,975 per annum. Movement through the scale will be contingent on meeting the criteria set out in Schedule 15 of the Terms and Condition of Service.
- 5 Placement on the scale will be in accordance with previous service and experience. 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.
- 6 So far as is consistent with the proper discharge of the above duties the postholder undertakes to deputise from time to time for absent colleagues.
- 7 The postholder undertakes exceptionally to perform additional duties in occasional emergencies and unforeseen circumstances.
- 8 The postholder undertakes exceptionally to be available for such irregular commitments outside normally rostered duties as are essential for continuity of patient care.
- 9 The officer appointed will be required to have full registration with the General Medical Council.
- 10 NHS Grampian is legally liable for the negligent acts or omissions of employees in the course of their NHS employment. Medical staffs are however advised to ensure that they have adequate defence cover for activities not covered by the Board indemnity.

- 11 Your residence, which shall be maintained in contact with the public telephone service, shall normally not be more than 10 miles by road from Aberdeen unless specific approval is given by NHS Grampian to a greater distance.
- 12 As a result of guidance issued by the Scottish Office on "Protecting Health Care Workers and Patients from Hepatitis B" the 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.

- 13 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](#))
- 14 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 subsequently be required to attend for health screening.
- 15 The Officer appointed will be required to work within the policies and procedures of NHS Grampian which have been agreed by the appropriate committee and negotiating committees.
- 16 Termination of the appointment is subject to three months notice on either side.

## NOTE

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

Please note that receipt of applications will not be acknowledged, however, successful applicants will be informed of the outcome of shortlisting within three weeks of the closing date.

**Further information can be obtained and an appointment to view the Department by contacting:**

<b>Contact person</b>
Dr S Satas Consultant Neonatologist and Service Clinical Director <a href="mailto:saulius.satas@nhs.scot">saulius.satas@nhs.scot</a>

The Board is 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 Trust. Any information given, however, will be completely confidential and will be considered only in relation to the post for which you are now making application.

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

**IN THE INTEREST OF HEALTH PROMOTION, WE OPERATE A NO SMOKING POLICY**

## MODEL JOB PLAN FOR SPECIALITY DOCTOR IN NEONATOLOGY

Name: Doctor                      Specialty: Neonatology      Grade:      Speciality      Doctor

Effective Date of Job Plan:      From start of employment

Next Expected Review Date:      Annually

Contract:                              Full Time

Weekly PAs:      10      DCC: 9      SPA:1      Weekly APAs:                      TOTAL HOURS: 40

Principal Place of Work              Neonatal Unit, Aberdeen Maternity Hospital

Other Regular Workplaces:      Outpatient Department, RACH,

On-Call Availability Supplement:      should be 5% as 1:8 on call

Out of Hours Work:: Predictable: All              PAs      Unpredictable: None PAs

Managerially Accountable to      Service Clinical Director

Clinically Responsible to:      Consultant on Service

### a) Proposed timetable of activities which have a specific location, time and PA's

DAY	HOSPITAL/ LOCATION	DESCRIPTION OF WORK	CATEGORY	
			DCC	SPA
	AMH	Provision of medical care for babies born in AMH		
<b>Monday From / To</b>	08:00- 16:00	Short Day Cover of HDU, Labour Ward	2.0	0
<b>Tuesday From / To</b>	08:00- 16:00	Short Day Cover of HDU, Labour Ward	1.75	
	08:15-09:15	Teaching led by Trainees		0.25
	12:15-13:30	X-ray meeting, NNU MDT meeting		0.27
<b>Wednesday From / To</b>	08:00- 16:00	Cover of HDU, Labour Ward	1.75	
	14:00-15:00	Teaching led by Consultant		0.25
<b>Thursday From / To</b>	08:00-20:30	Long day, BLOCK of 3 days,1 x month, starting day may vary in the week	1.2	
<b>Friday From / To</b>	08:00-20:30	Long day, BLOCK of 3 days, 1 x month, start day variable in the week Grand round		0.125
<b>Saturday From / To</b>	08:00-20:30	Expected one weekend per 4 weeks ICU or HDU cover, leading Junior team :	1.05	

<b>Sunday From / To</b>	20:00-08:30	Night shift 4 per month with some Cover weekends - ICU or HDU cover,	1.05	
<b>Total PAs</b>			9	1

**Rolling Rota is EWTD compliant. It is combination of short, long days of service with night shifts up to 4 per month. There are allocated study/project days as for Doctors in Training. Teaching time is bleep free.**