



Job Title: Consultant Physician in Medicine for the Elderly

Location: Aberdeen Royal Infirmary and community areas

Ref No: SP238411

Closing Date: Sunday 12th April 2026

www.nhsgrampian.org/jobs
caring • listening • improving



**NHS GRAMPIAN
JOB DESCRIPTION
CONSULTANT PHYSICIAN IN MEDICINE FOR THE ELDERLY**

REF:

LOCATION

Aberdeen is Scotland's 3rd largest city and is found in the North-East of Scotland with a population of approximately 230,000 within the city and a further 260,000 within Aberdeenshire. The city stands between the Rivers Dee and Don and is surrounded by coastline. 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, it retains its old-fashioned charm and character making it an attractive place in which to live.

Many staff, work and live here because of the beautiful countryside and access to outdoor activities. Weekends can be spent skiing, rock climbing, munroing or trekking in the glens. Amazing beaches and lochs are both close by and further afield offering a variety of water sports and fishing. Many picturesque villages and towns lie within easy commute to the hospital offering the 'country lifestyle'

For those who prefer the city, Aberdeen has first class amenities including His Majesty's Theatre, Music Hall, Art Gallery, the Aberdeen Events Centre, Museums, Aberdeen Sports Village and Beach Leisure centre. The city also boasts many excellent restaurants, cafes and bars.

Aberdeen is particularly strong in the field of education with a large number of excellent state schools which consistently rank very highly in national league tables. Additionally, there are three fee-paying schools. As well as having excellent schooling, Aberdeen is a university town and is home to two of the UK's oldest and most successful universities.

The University of Aberdeen - The School of Medicine, Medical Sciences and Nutrition

The Medical School is located on the Foresterhill site along with the majority of NHS Grampians' clinical services. The majority of lectures, tutorials, and clinical skills teaching take place at the Suttie Centre which is a joint University and NHS Grampian centre for postgraduate and undergraduate education, opening in 2009. Our medical programme is consistently ranked in the top 10 in the UK (2nd in the UK according to the Guardian league tables 2021).

The Institute of Medical Sciences (IMS) is adjacent to the Suttie Centre and brings together medical scientists and clinicians in a fully integrated research facility. The institute has the mission to become an acknowledged centre of excellence in Medical Science Research. The University believes this can only be achieved by the optimal integration of both medical and scientific research.

Robert Gordon University

The Robert Gordon University has earned wide recognition for its pragmatic approach to higher education both in Scotland and internationally. Courses offered include pharmacy, nursing and allied health professionals.

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.

HEALTH SERVICE IN GRAMPIAN

DESCRIPTION OF HOSPITALS

The Foresterhill campus

This large hospital campus includes the Royal Aberdeen Children's Hospital, Maternity Hospital, Medical school, and Aberdeen Royal Infirmary. The close location of all these services and medical school on the one campus allows easy integration of undergraduate and postgraduate studies whilst providing access to specialist investigations and opinions.

Aberdeen Royal Infirmary

This is the principal acute hospital of the Grampian Area providing a complete range of medical and surgical specialities.

The Emergency Care Centre is a modern purpose built facility incorporating out of hours GP, NHS24, Emergency Department and Acute Medical Initial Assessment (AMIA) together with acute medical wards/specialties including Geriatric Medicine in the floors above.

Woodend Hospital

Situated two miles west of Aberdeen Royal Infirmary and includes Medicine for the Elderly, Rehabilitation Medicine and Elective Orthopaedics. It consists of:

- Geriatric and Vascular Rehabilitation – The Links Unit – 22 beds
- Continuing Care Morningfield House – 20 beds
- Stroke Rehabilitation Unit – 28 beds
- Neurological Rehabilitation Unit– 12 beds
- Orthopaedic Rehabilitation Unit – 18 beds
- Elective Orthopaedic Surgery

Community hospitals – Aberdeenshire wide

There are currently 9 GP run community hospitals throughout Aberdeenshire providing intermediate and rehabilitation care. Each hospital has mainly older people with frailty as

inpatients with the care being led by local GP's. GP's admit directly here or patients step down from Aberdeen Royal Infirmary. Local community teams work in the wards allowing integration between hospital and home. Each hospital has a Geriatrician aligned to them.



TITLE OF POST – CONSULTANT PHYSICIAN IN MEDICINE FOR THE ELDERLY, ABERDEEN CITY AND ABERDEENSHIRE.

32 hours/ .8WTE (8PA) Consultant post with split of 6.5 DCC and 1.5 SPA sessions.

CLINICAL SERVICES – FRAILITY SERVICES

We are looking to recruit an enthusiastic and forward-thinking Consultant in Geriatric Medicine to develop and deliver high quality care for older people living with frailty in NHS Grampian.

As a successful post holder you will be part of our well-developed acute service including frailty reviews in our acute medicine admissions unit and 1 in 4 weeks in our Geriatric Assessment Unit. The performance of this unit has been recognised nationally in the Scottish Care of Older People (SCoOP) Acute Hospital Outcomes report.

This is a community facing service focused on ‘home first’ principles. There are well-established community services. There are longstanding relationships between GP practices and Community Hospitals using a linked-geriatrician alignment model, in Aberdeen City and Aberdeenshire. There is an established Hospital at Home service, which has been Consultant-led since March 2021, with plans to develop Hospital at Home throughout Aberdeenshire with a “discharge to assess” initial model. The development of the “Frailty Pathway” within NHS Grampian over the last few years has allowed us to focus more on streamlined care with our 2 aligned health and social care partnerships within Aberdeen City and Aberdeenshire. Video-conferencing has allowed us to become part of the multi-disciplinary teams throughout Aberdeen city and Aberdeenshire in areas we previously would have not been able to visit regularly. A key part of this post will be to become embedded within community working.

Our 14 bedded geriatric medicine ward is located close to our Geriatric Assessment Unit within Aberdeen Royal Infirmary and provides ongoing multidisciplinary medical care to those requiring to remain within the acute site.

This consultant role has the potential to be tailored to individual skills and interests including Community Geriatrics, Hospital at Home, Orthogeriatrics, Surgical & Medical Liaison, Rehabilitation and Parkinson’s disease.

Hospital at home

The team has been growing and developing for over 4 years, and became a fully consultant-led Hospital at Home team for Aberdeen City in March 2021. Based in the former Day Hospital at Woodend Hospital, the multidisciplinary team provide hospital level care in patient's own homes as an alternative to hospital admission or to support active recovery on discharge from hospital. The team provide a 7 day service with twice daily multidisciplinary team meetings.

Ward 102/ Geriatric Assessment Unit

This is an admissions and assessment unit providing early comprehensive geriatric assessment. Ward 102 is based within the purpose-built Emergency Care Centre at Aberdeen Royal Infirmary, enabling rapid access to diagnostics and other specialties. There are 17 single rooms, two 4-bedded rooms, and therapy rooms including an occupational therapy assessment kitchen. There is 7-day multidisciplinary cover with daily multidisciplinary meetings and huddles.

AMIA

Since October 2022 we have reviewed patients admitted via GP's with decompensated frailty syndromes in the Acute Medical Initial Assessment unit. We carry out a ward round here each morning Monday-Friday. Early assessment from the MDT here has allowed early input and identification of those with frailty syndromes allowing early discharge where possible.

Aberdeen City community teams

Four Geriatricians are linked to the GP practices within Aberdeen city, with proactive practice-based liaison including multidisciplinary models to support GPs in managing older people with frailty in both community (via the award winning Silver City model) and care home settings. The new frailty pathway offers exciting opportunities for progress via the new Enhanced Community Support teams.

Aberdeenshire community teams

Six Geriatricians are currently aligned to the 6 different localities within Aberdeenshire. Each locality has at least one community hospital where GP's lead the care of patients within these units supported by the multi-disciplinary team which we are part of. Monthly clinics run in our community hospitals for general geriatric clinics and Parkinson's clinics. Many practices run "virtual wards" which we link in to for advice and review where needed.

OPAL (Older People Assessment and Liaison team)

In-patients within ARI are referred for assessment by the team either for advice about ongoing management or for referral for rehabilitation. We work together with the OPAL nurse to see these referrals.

Teaching

We are actively involved in the clinical based teaching of our senior medical students in year 4 and year 5. There are ample opportunities to become more involved in medical education with teaching of medical students and Physician Associate students.

Research

NHS Grampian aims to maintain the tradition of clinical excellence and research activities. Clinical staff are encouraged to exchange ideas within the national and international research community. We work in an environment where people are looking to innovate and are aware of, and contribute to, developments within their specialties. NHS Grampian has a research and Development Directorate to prioritise and stimulate research and

development within its fields of interest, complementing the research strategies of the Universities and Research Institutes in the area.

Our research programme delivered by Ageing Clinical & Experimental Research (ACER) team is led by Professors Phyo Myint and Professor Roy Soiza, Clinical Chair in Old Age Medicine. We carry out interdisciplinary research into ageing and have extensive network of national and international collaborators. Further details about the research programme can be found at: <https://www.abdn.ac.uk/iahs/research/acer/index.php>
Candidates should contact Prof P K Myint - Tel: 01224 556313 (Sec), to discuss research in their particular area of interest.

STAFFING WITHIN THE DEPARTMENT OF MEDICINE FOR THE ELDERLY

Management Staff:

Head of Service	Julie Warrender (Chief Nurse)
Medical Director (Aberdeen HSCP)	Dr Caroline Howarth
Medical Lead	Dr Sarah Alder

Clinical Staff:

Consultants:

Dr S Alder
Dr S Rochow
Professor P Myint
Professor R Soiza
Dr C Bostock
Dr C Butchart
Dr R Caslake
Dr Z Muir
Dr M Grieg
Dr M Slater
Dr J Lowrie
Dr L Shields
Dr L McDonald

Special Interests

Clinical Lead, Community Geriatrics
Parkinson's, Community Geriatrics
Research
Research, Editor-in-Chief of Age and Ageing
Intermediate care
Hospital at Home, Community Geriatrics
Parkinson's, Hospital @ Home, BGS Scotland Chairperson
Parkinson's, Community Geriatrics
Community Geriatrics
Associate Postgraduate Dean
Community Geriatrics, Orthogeriatrics
Parkinson's, Community Geriatrics
Liaison

2x ANP
1x NP
3x Physician Associate

Trainees:

9 Specialty Registrars

10 FY2/IMT/GPST staff in Training Posts, 1 FY2 in community geriatrics based with Hospital at Home

10 Pre-registration FY1 Doctors

NHS GRAMPIAN

CONSULTANT GERIATRICIAN **REF**

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.
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 Geriatrics.

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 defense 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 post-holder is involved in "Exposure Prone Procedures". This review may result in the post-holder 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 post-holder 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 sarah.alder@nhs.scot.

Dr C Howarth
Clinical Director – Aberdeen HSCP
Peterculter Medical Practice
Contact: 01224 733535

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

Lyndsay Cassie
Personal Assistant
Direct Line: 01224 558577

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 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**

ANNUAL LEAVE

The appointee is entitled to 6 weeks, in addition to statutory holidays.

STUDY LEAVE

A practitioner appointed to the grade is entitled to continuing education, subject to the Conditions of Service. The Trust Study Leave Policy is 30 days Study Leave in each fixed three year period. Full details are available from the Assistant Human Resources Manager Clinical Services A, Woodend Hospital, Eday Road, Aberdeen.

SAMPLE JOB PLAN

Specialty: Geriatric Medicine

Principal Place of Work: ARI/Woodend

Contract: Whole Time Permanent

Programmed Activities: 10. Indicative PA Split: DCC 8 SPA 2 EPAs

Availability Supplement: Level 1

Premium Rate Payment Received:

Managerially Accountable to: Medical Lead – Dr Sarah Alder and Head of Service – Julie Warrender

Sample week plan

Week 1: Acute Consultant of the Week (currently 1 in 4 weeks)

DAY	HOSPITAL/ LOCATION	TYPE OF WORK
Monday	AM – 102 ARI	Acute assessment reviews-teaching ward round, MDT
	PM – Rehab Ward	Ward round and relatives – 10 bedded unit
Tuesday	AM – 102 ARI	Acute assessment reviews-teaching ward round, MDT
	PM - SPA	Unit radiology meeting, teaching meeting and senior staff meeting.
Wed	AM – 102 ARI	Acute assessment reviews-teaching ward round, MDT
	PM - Off	
Thursday	AM – 102 ARI	Acute assessment reviews-teaching ward round, MDT
	PM – Community Hospital	Ward round
Friday	AM – 102 ARI	Acute assessment reviews-teaching ward round, MDT
	PM - SPA	CPD/Audit; Trainee supervision
Saturday	AM/PM – ARI 9-6	On-call 1 in 12 Level 1 OOH included in job-plan
Sunday	AM/PM – ARI 9-6	On-call 1 in 12 Level 1 OOH included in job-plan

Weeks 2-4 sample week

Day	Hospital/Location	Type of work
Monday	AM – Rehab Ward	Ward round and MDT
	PM - Community	GP/community meetings
Tuesday	AM – Outpatient clinic	New and return patients
	PM - SPA	Departmental meetings, trainee supervision
Wednesday	AM – Patient administration	Inpatient and outpatient administration
	PM - off	
Thursday	AM – Rehab Ward	Ward round and MDT, family meetings
	PM – ARI 102 or community	On call (1 in 3 weeks) on site 1-7pm Home visits/GP meetings
Friday	AM – Admin and teaching	Vetting referrals, liaison community teams, medical student teaching
	PM - SPA	CPD/Quality improvement
Saturday	AM/PM – ARI 9-6	On-call 1 in 12 Level 1 OOH included in job-plan
Sunday	AM/PM – ARI 9-6	On-call 1 in 12 Level 1 OOH included in job-plan

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.

NHS Grampian

Person Specification Form

Post of Consultant Physician Medicine for the Elderly

	REQUIREMENTS	ESSENTIAL	DESIRABLE
A.	Qualifications and specialist skills	MB ChB or equivalent MRCP (UK) or equivalent GMC registered with licence to practice	Additional qualifications e.g. PhD, MD Holds valid driving licence.
B.	Experience and skills	Acquired full training in Geriatric Medicine with GMC Registration on Specialist Register or within six months of obtaining CCT. Evidence of commitment to Geriatric medicine	Experience of service re-design. Experience in a hospital at home service delivery model
C.	Ability	Extensive specialist knowledge in the care of frail older adults with decompensated frailty syndromes Able to independently conduct a specialist Comprehensive Geriatric Medicine Assessment and lead the multi-disciplinary team.	Evidence of having implemented change in practice as part of service re-design. Additional sub-specialty interest.
D.	Personal attributes	Enjoys working in a multidisciplinary environment. Must have good communication skills. Flexible approach to service delivery. Commitment to personal development Motivated to develop service	
E.	Audit/Quality improvement	Experience in performing and teaching quality improvement projects	Experience working at national level in quality improvement or national audit.
F.	Research	Knowledge of basic research methods and ability to guide junior doctors to conduct their research projects	Evidence of publications in peer reviewed journals
G.	Management Ability	Involvement in project management. Working Knowledge of NHS management system and current developments. An understanding of clinical governance	Previous experience of leadership role within geriatric medicine
H.	Teaching and supervision	Interest in teaching and supervising both undergraduate and postgraduate trainees.	Postgraduate qualification in medical education.

			Evidence of having organised seminars or educational meetings. Evidence of supervision or mentorship of other team members.
--	--	--	--