

## NHS GRAMPIAN

### SPECIALTY DOCTOR IN ANAESTHESIA

REF: CI242528

#### ABERDEEN AND GRAMPIAN

With a population of approximately 220,000, 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.

<http://en.wikipedia.org/wiki/Aberdeen>.

Aberdeen enjoys excellent communication services with other European cities - e.g. flying time to London is just over one hour with regular daily flights. There are direct air links to London (City, Gatwick, Heathrow, and Luton), Manchester, Birmingham, Leeds, Southampton, Belfast and East Midlands within the U.K. There are also flights to international hub airports: Amsterdam (Schipol), Paris (Charles De-Gaulle) and Frankfurt as well as flights to other European destinations. [Aberdeen International Airport | Fly from your Doorstep | Aberdeen Airport](#) Road and rail links are also well developed.

Many new housing developments have taken place in surrounding villages providing a wide choice of housing within easy commuting distance by car.

The Grampian Region which took its name from the Grampian Mountains has a population of approximately 625,000. It is made up of five districts – Aberdeen, Banff & Buchan, Gordon, Kincardine & Deeside and Moray. The city and the surrounding countryside provide a variety of urban, sea-side and country pursuits. Aberdeen has first class amenities including His Majesty's Theatre, Music Hall, Art Gallery, The Aberdeen Exhibition and Conference Centre, Museums, and Beach Leisure centre. Within a short time, beach pursuits, equine activities, salmon, trout and sea fishing, hill-walking, mountaineering, golf, sailing, surfing and windsurfing can be reached. The city and the surrounding countryside are repeatedly given high ratings for quality of life in surveys.

*The following outdoor pursuits are available in and around Aberdeen:*

**Skiing** - 3 ski centres within 2 hours drive of Aberdeen. The nearest centre only one hour away. There is a good dry ski slope in the city

**Water sports** - Aberdeen has one of the best surf breaks on the east coast of Scotland with further good surfing at Fraserburgh. There are numerous inshore and offshore windsurfing opportunities. Excellent sea kayaking off the local coastline with river kayaking in River Dee and North Esk. Power kiting takes place at Balmedie and Queens Links.

**Cycling** – There are a number of cycling clubs and there is a wealth of excellent road cycling routes, particularly to the west and north from the city, which are within very easy reach. Due to the relatively compact nature of Aberdeen, it is possible to very quickly escape the city and enjoy a wonderful network of quiet country roads.

**Mountain Biking** – There are local official trails at Kirkhill Forest on edge of the city with many mountain biking opportunities within an hour of the city. There is a downhill mountain bike course about 1 hour away at the Lecht with many facilities in the mountains further west.

**Walking** - ranging from the forests around the city and the Deeside Way to long-distance footpaths to more difficult routes along Deeside. Further afield are walks through Glen Muick (leading to Lochnagar), and Glen Tanar culminating in challenging high-level routes into the Cairngorms, the largest National Park in the UK. A little further re the high mountains of the Cairngorms with other ranges beyond.

**Climbing** – There is indoor climbing at Transition Extreme and RGU sports centre in the city and outdoor and winter climbing on Lochnagar and the Cairngorms.

**Golf** - many excellent links and parkland courses both public and private including Royal Aberdeen which hosted the 2014 Scottish Open and the 2011 Walker Cup. Trump International Scotland is only 20 minutes from the city boundary

Country pursuits- fishing on Dee, Don and Spey and shooting estates in the East Caingorms.

There are 4 National Nature Reserves within an hour's drive - Sands of Forvie, Muir of Dinnet, Glen Tanar, St Cyrus and 3 RSPB reserves (Fowlsheugh, Meikle Lodge and Loch of Strathbeg) and one SWT reserve (Montrose Basin) – all within an hour's drive.

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 four fee-paying schools (three coeducational and one for girls); all cater for primary and secondary pupils. The North East Scotland College [Homepage - North East Scotland College](#) is one of Scotland's largest colleges of further/higher education and vocational training with 21,000 student enrolments.

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** [www.abdn.ac.uk](http://www.abdn.ac.uk)

The University of Aberdeen is a fusion of two ancient universities: Kings College founded in 1495 and Marischal College, which dates from 1592. [University of Aberdeen - Wikipedia](#) 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 13,500 matriculated students.

### **Aberdeen University Medical School**

The Medical School is located on the Foresterhill site along with the majority of NHS Grampians clinical services. The majority of non-clinical teaching takes place in the Suttie Centre, a joint University and NHS Grampian centre for postgraduate and undergraduate education, opened in 2009. [The Suttie Centre | The University of Aberdeen](#)

**The Institute of Medical Sciences** [The Institute of Medical Sciences | The University of Aberdeen](#)

The IMS is adjacent to the University 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.

### **Others**

The Aberdeen Centre for Evaluation (previously The Health Services Research Unit of Scotland) [Aberdeen Centre for Evaluation | The University of Aberdeen](#) and the Health Economics Research Unit (HERU) of Scotland [Health Economics Research Unit \(HERU\) | The University of Aberdeen](#) are located on the Foresterhill campus. The Rowett Institute of Health and Nutrition has also been recently relocated to the Foresterhill site. The Institute was founded in 1913 and between the two world wars the research staff led many landmark studies of diet and health, both in humans and in animals. [The Rowett Institute | The University of Aberdeen](#)

**Robert Gordon University** [Aberdeen's Robert Gordon University \(RGU\) Home | Top Uni for Satisfaction and Employability | Aberdeen Scotland | RGU](#)

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. Nearly 16,000 students study almost 145 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.

NHS Grampian Acute Sector comprises, Aberdeen Royal Infirmary (ARI), Royal Aberdeen Children's Hospital (RACH), Aberdeen Maternity Hospital (AMH), Woodend Hospital, Cornhill Hospital, and Roxburgh House, all in Aberdeen and Dr Gray's Hospital, Elgin.

### **Aberdeen Royal Infirmary**

ARI has a complement of approximately 800 beds. It is the principal adult acute teaching hospital for the Grampian area providing a complete range of medical and clinical specialties. It is a comprehensive facility and houses all major surgical and medical specialties in one hospital. Surgical facilities and operating theatres are mostly in the pink zone, with the medical wards in the new green zone. There is one main theatre suite in the ARI building pink zone, with 17 theatres and a total of 22 operating theatres on site. The intensive care unit is split on two locations (level 1 of the pink zone of ARI and in ward 106b of the new green zone) with the surgical HDU located on level 7 of the pink zone. The green zone comprises the new Emergency Care Centre (see below) is part of ARI and is located centrally in the site.

### **Emergency Care Centre (ECC)**

The Emergency Care Centre brings together emergency and urgent care services into one building. Accident and Emergency (A&E), GMED (primary care out-of-hours service), NHS24 and services for people who require urgent assessment and treatment are all in the new building. This facility was opened in December 2012 and currently houses most medical specialties of the Foresterhill site.

The 10 bedded second ICU is located on the fourth floor, adjacent to the Coronary Care unit and Respiratory Unit. The GI Bleeding Unit is nearby in the same building.

### **Critical Care Provision**

The adult Intensive Care Unit is on two sites (level 1 of the pink zone of ARI and in ward 106b of the new green zone) and caters for approximately 700 admissions a year of which, less than 10 per cent are elective and 14 per cent are transfers from other hospitals.

### **Royal Aberdeen Children's Hospital (RACH)**

The Children's Hospital opened in 2004, to provide a comprehensive range of services for acute care of children. The 85-bed facility has been planned to co-locate 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) provides all specialist care for children up to the age of 16 years in the Grampian Region and the Orkney and Shetland Islands.

### **Aberdeen Maternity Hospital (AMH)**

The maternity hospital, with 141 beds and close to six thousand deliveries a year, is located within the Foresterhill site and serves the area of Grampian, and the islands of Shetland and Orkney.

### **Woodend Hospital**

Has 332 beds, and is located approximately one mile South-West of the Aberdeen Royal Infirmary and has The Orthopaedic Unit, a Department of Medicine for the Elderly, a Geriatric Orthopaedic Rehabilitation Unit, a Young Disabled Unit and a new Department of Rehabilitation Medicine. Pre-Operative Assessment is also situated within Woodend Hospital for both General and Orthopaedic patients. The orthopaedic theatres are on this site with 5 theatres currently operational. These theatres are used exclusively for orthopaedic surgery.

### **Dr Gray's Hospital, Elgin**

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

## **Royal Cornhill Hospital**

This is the main centre in the North-East of Scotland for the care of people with mental health problems. It is also the main training centre for medical and nursing staff who work in mental health. The Cornhill site, which is adjacent to the Foresterhill site, houses 416 beds. Support for ECT is provided by the anaesthetic department in a purpose built ECT suite in Cornhill Hospital.

## **Roxburghe House**

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

## **North of Scotland Major Trauma Centre**

In October 2018, Aberdeen became the first Major Trauma Centre in Scotland and will play a key role in leading the way in delivering specialist trauma care for adults and children. The North of Scotland Major Trauma Centre (NoS MTC) [North of Scotland Major Trauma Centre](#) is part of an inclusive and collaborative North of Scotland Trauma Network spanning five health board areas. The NoS MTC and Network will be developed as part of an inclusive Scottish Trauma Network which reflects the needs of the population across Scotland.

## **Emergency Medical Retrieval Service**

In order to improve retrieval support and to provide a pre-hospital critical care response in the North of Scotland, an additional Scottish Specialist Transfer and Retrieval service will be based at Aberdeen airport and commence operation on the 1<sup>st</sup> of April 2019.

## **Developments in process - The Baird Family Hospital**

This is a new build development and will include facilities for maternity, gynaecology, breast screening and breast surgery services. It will also include a neonatal unit, centre for reproductive medicine, an operating theatre suite and research and teaching facilities. It will be located on the current site of the Foresterhill Health Centre and the Breast Screening Centre, with direct physical links into the Royal Aberdeen Children's Hospital and the Aberdeen Royal Infirmary to allow neonates to be transferred for surgery at RACH and women to ARI for imaging and intensive care.

## **DIRECTORATE OF ANAESTHESIA, THEATRES, AND PAIN SERVICES**

Unit Clinical Director	Dr Paul Bourke
Unit Operational Manager	Mr Clive Matthews
Chairman of the Senior Staff Committee	Dr Charles Moore
TPD for Anaesthesia	Dr Calum McDonald
Regional Advisor	Dr Anoop Kumar
College Tutors	Dr Moira Hendrie, Dr Jolene Moore, Dr Laurin Allen
Service Clinical Director for Theatres	Dr Alastair McDiarmid
Clinical Lead - Cardiac Anaesthesia	Vacant
Clinical Lead - Obstetric Anaesthesia	Dr Joanna Szygula
Clinical Lead - Paediatric Anaesthesia	Dr Kay Davies
Clinical Lead - Chronic Pain	Dr Ravi Nagaraja
Clinical Lead - Acute Pain	Dr Andrea Harvey
Clinical Lead - Pre-Operative Assessment	Dr Laurin Allen
Clinical Lead - Woodend Hospital	Dr Alastair McDiarmid

The Department of Anaesthesia in Aberdeen is one of the largest single departments in the UK with approximately 70 Consultants, 30 Trainees, 1 Associate Specialist, and 1 specialty doctor. All major specialties are covered including cardiac and thoracic surgery, major vascular surgery, trauma, head and neck, and plastic surgery, neurosurgery and paediatric surgery.

Elective orthopaedics is undertaken at Woodend Hospital a mile from the main ARI site with its own dedicated theatre suite. Mental health support is provided at the Royal Cornhill Hospital. This spectrum of services is facilitated by a department which is very well integrated, and which includes staff with a wide breadth of experience in many branches of Anaesthesia. The Department of Anaesthesia itself physically consists of administrative offices, tutorial room, computer room, coffee room and consultant and trainee accommodation all located in close proximity to the main theatre suite in ARI. The majority of consultant offices are in or near to the department. For more information, please visit Aberdeen Anaesthesia at [Aberdeen Anaesthesia](#).

## CONSULTANT ANAESTHETISTS

Dr H Algameel	Dr M Hannus	Dr M Lamont	Dr P Sasidharan
Dr L Allen	Dr A Harvey	Dr A Laurie	Dr N Schloermerkemper
Dr G Anderson	Dr M Hendrie	Dr Li Yen Liew	Dr N Scott
Dr J Austin	Dr S Hii	Dr J MacBrayne	Dr D Seath
Dr A Barnett	Dr A Hunter	Dr J Macdonald	Dr A Singh
Dr A Bayliss	Dr F Ismail	Dr D MacLeod	Dr R Starr
Dr U Bellin	Dr P Jackson	Dr A McDiarmid	Dr B Stickle
Dr T Bhari	Dr T Jagelman	Dr C McDonald	Dr L Strachan
Dr R Bloomfield	Dr C Johnston	Dr J McDonald	Dr R Subramaniam
Dr P Bourke	Dr G Johnston	Dr E McKay	Dr J Szygula
Dr G Byers	Dr A Kamat	Dr A Mahdy	Dr R Thomson
Dr A Celnik	Dr S Kanakarajan	Dr C Moore	Dr A Wake
Dr J Chalmers	Dr C Kaye	Dr J Moore	Dr C Wallace
Dr D Coventry	Dr S Lonsdale	Dr L Muollo	Dr F Warrick
Dr R Coventry	Dr M Kirkham	Dr R Nagaraja	Dr S Williams
Dr K Davies	Dr N Kirodian	Dr N Nagdeve	
Dr K Ferguson	Dr Z Knezevic-Woods	Dr D Nesvadba	
Professor P Forget	Dr A Kumar	Dr P Orzylowski	
Dr S Freeman	Dr M Kumar	Dr C Patterson	
Dr K Hanlon	Dr N Kumar	Dr S Rae	

The Anaesthetic Department provides Anaesthetic services to the hospitals in and around Aberdeen including General, Maternity, Paediatrics, and Psychiatric units. It also provides cover for some peripheral hospitals in the area.

CME for Consultants is encouraged and supported, and meeting appraisal and revalidation requirements is mandatory. As most members of the department have the majority of their commitments in one hospital, the organisation of departmental meetings and teaching is facilitated. This is supported by the use of video-conferencing between sites for educational meetings and some teaching activity. There are a variety of educational meetings each week particularly during the academic term. These involve speakers from within the department, from other departments in the hospital and from elsewhere in the country and cover a spectrum of topics.

Professor Patrice Forget is the head of the Academic Department of Anaesthesia

## ***Main Theatre Suite***

The Main Theatre Suite (MTS) in ARI houses 17 theatres with a recent new build of two theatres and a major upgrade of the recovery facilities. All the main surgical specialties have elective sessions in this theatre suite and have access to the emergency theatres housed there.

## ***Emergency theatres***

Theatre 16 and 9 are the emergency theatres covered during normal working hours (08:00- 18:00) by the 1<sup>st</sup> on call consultant who is supported by other consultants and trainees. There is also a weekday (08:00- 18:00) dedicated orthopaedic trauma theatre (MTS 11) and currently a second dedicated orthopaedic trauma theatre (MTS 9). Weekend and out of hours cover is provided by the general on call rota with the dedicated trauma list on managed by an additional group of consultant anaesthetists (trauma group). Cardiac, ITU, Obstetrics, and paediatrics have separate emergency cover.

## ***Short Stay Surgical Unit***

In addition to the day cases performed on the majority of main suite operating lists, there is a Short Stay Surgical Unit (SSSU) located within ARI. The unit houses three theatres (two surgical and one procedures) and two wards of 20 beds each. Additionally, there are two stand-alone day case theatres in Ward 202 (Urology) and Level 0 (mixed Hand Trauma, Plastics and General Surgery). There is a strong drive to optimise the provision of day case surgery within NHS Grampian.

## ***Preoperative assessment clinic (POAC)***

The preoperative assessment clinics at Woodend hospital are nurse-led clinics with a number of dedicated sessions delivered by consultant anaesthetists. The clinics cater for more than 8000 patients per annum from a wide variety of surgical specialties. There is a strong commitment to achieve 100% preoperative assessment for all surgical subspecialties which will require further expansion and with it the opportunity to further develop the service. Recent developments have seen the introduction of several national guidelines, including guidance on pre-operative investigations and management of hypertension. Further work is planned around the management of anti-coagulants and patients with diabetes and a perioperative anaemia pathway is being developed with a planned IV iron clinic based in the pre-operative assessment clinic. In the next few months, an electronic pre-operative assessment record, embedded within the electronic patient record, will be introduced.

## ***Department of Scheduled Admissions (DoSA)***

This is a very recent development that benefits patients, families, carers and our staff across the hospital. The newly opened unit is a step change away from admission to a ward area on the day of/day before surgery to a model which aims to see at least 90% of patients admitted on the day of treatment. The unit is adjacent to the main theatre suit which will improve flow and avoids unnecessary delays.

## ***Anaesthesia for Elective Orthopaedic Surgery***

Woodend Hospital is a mile from the main Foresterhill Site. There are 6 theatres with 5 currently in use almost exclusively for Orthopaedic elective work. There is a mix of day case and inpatient procedures undertaken on these lists. The team of Orthopaedic surgeons, regular Anaesthetists and nursing staff are a very cohesive and supportive group who work well together in this dedicated elective unit.

## ***Chronic and Acute Pain Services***

The Aberdeen Chronic Pain Management service provides an outpatient based service for 500 new patients per annum from the Grampian region and also sometimes patients from Highland. Four consultant Anaesthetists have an interest in Chronic Pain Management supported by a Senior Physiotherapist, a Clinical Psychologist and two Pain Nurses. The Chronic Pain Service offers a wide range of pain management treatments including acupuncture, TENS, relaxation training, on-site physiotherapy, advanced pain interventional techniques – denervation and spinal cord stimulators as well as psychological therapies. The Acute Pain Service functions independently of the chronic pain service although there are excellent working relations between the teams. The service is delivered largely by the dedicated team of acute pain nurses who provide daytime weekday and weekend morning's cover. There are four consultant acute pain ward rounds per week (Mon, Wed, Thurs, and Fri)

## ***Anaesthesia for Obstetric Services***

There is a twenty-four-hour Epidural service, with a trainee Anaesthetist resident at the maternity hospital which is on the Foresterhill site, adjacent to ARI. A group of 14 Obstetric Consultant Anaesthetists cover the Elective service, day time emergencies, Labour ward and High Dependency Unit as well as out of hours cover.

## ***Paediatric Anaesthesia Services***

The Royal Aberdeen Children Hospital is located within the Foresterhill site and is directly connected to the ARI via an overpass that links the two hospitals. There are three theatres within the RACH theatre complex. A team of eight paediatric anaesthetists provide the majority of perioperative care in addition to acute and chronic pain services, and HDU, and out of hours cover.

## **DESCRIPTION OF THE POST**

**Title:** Specialty Doctor in Anaesthesia

**Specialty:** Anaesthesia

**Principal Place of Work:** Aberdeen Royal Infirmary/ Woodend Hospital

**Contract:** Permanent: Full time or Part time

**Availability Supplement:** Level 1 (5%)

**Out-of-hours:** Out of hours commitment 1 in 8 weekend day shifts

**Managerially responsible to:** Dr Paul Bourke, Unit Clinical Director, Anaesthesia, Theatres, Pre-assessment and pain services

This is a whole time equivalent post based at Aberdeen Royal Infirmary and Woodend Hospital with occasional duties at Aberdeen Maternity Hospital and Aberdeen Royal Children Hospital. The 40 hours per week job description comprises 36 hours of direct clinical care and 4 hours for supporting professional activities. Clinical duties will consist of anaesthetic theatre sessions covering a variety of specialties including general surgery, plastics, gynaecology, breast surgery, urology, orthopaedics and orthopaedic trauma. Special interests in paediatric, neuro, cardiac, and obstetric anaesthesia may be accommodated.

The out of hours on call commitment is 1 in 8 weekends. Weekend work consist Friday evening 6pm-8pm plus Saturday and Sunday 8am-8pm. This would be either resident anaesthetist general on call duties covering ARI and RACH, or resident anaesthetist duties covering Aberdeen Maternity Hospital. Up to two extra-programmed activities (8 hours) may also be agreed with the unit clinical director. The post also provides an opportunity for candidates who wish to work on a part time basis.

The successful candidate will be expected to undertake continuing medical education and personal development, regularly taking part in teaching, training, audit and quality improvement activities. They will also be expected to participate in regular appraisals and revalidation as specified by national bodies.

NHS Grampian aims to maintain the tradition of clinical excellence and to encourage clinical staff to work in an environment where people are looking to innovate and are aware of, and contribute to, developments within their specialties and are excited by the prospect of involvement in the exchange of ideas within the national and international research community. NHS Grampian's Research & Development Strategy has been developed to prioritise and stimulate research and development within the Trust'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. Candidates should contact Dr Maggie Cruickshank Director, Research and Development, NHS Grampian, on Ext 551118, to discuss any particular research area of interest.

The person appointed will be expected, if he or she has no conscientious objection, to participate in the work undertaken in the hospitals in connection with the Abortion Act.

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

## NHS GRAMPIAN

### POST OF SPECIALTY DOCTOR IN ANAESTHESIA

#### 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 Anaesthetics 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 - £99,975 per annum. Movement through the scale will be contingent on meeting the criteria set out in Schedule 11 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 a licence to practise 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.

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

Dr Paul Bourke, Unit Clinical Director, on +44 (0)1224 553144.

Apply for this post by visiting [apply.jobs.scot.nhs.uk](http://apply.jobs.scot.nhs.uk) and search for the above Ref No.

**Closing date: Sunday, 26 April 2026.**

NHS Grampian has a process of induction for all newly appointed doctors. 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 Specialists even if they have previously worked in Grampian should have this opportunity once appointed to a Specialist 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.

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 Board. 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 Format

Name: Specialty: Anaesthesia

Main Base: ARI / Woodend (other Regular Workplaces: Occasional duties at Aberdeen maternity and children hospitals)

Contract: Full Time

Programmed Activities: 10 DCC: 9 SPA: 1 EPAs:

Availability Supplement: Level 1 (1 in 8)

% Premium Rate Received: 5%

Managerially Accountable to: Paul Bourke

Responsible for:

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

DAY	HOSPITAL / LOCATION	TYPE OF WORK
<b>Monday</b> From / To 08:00- 18:00	ARI/ Woodend/ AMH/ RACH	Theatre list
<b>Tuesday</b> From / To 08:00- 18:00	ARI/ Woodend/ AMH/ RACH	Theatre list
<b>Wednesday</b> From / To 08:00- 18:00	ARI/ Woodend/ AMH/ RACH	Theatre list
<b>Thursday</b> From / To 08:00- 13:00 13:00- 14:00	ARI/ Woodend/ AMH/ RACH ARI	Theatre session Admin work related to DCC
<b>Friday</b> From / To 08:00- 12:00	ARI	SPA
<b>Saturday</b> From / To		

<b>Sunday From / To</b>		
-----------------------------	--	--

**NHS GRAMPIAN  
PERSON SPECIFICATION FORM  
SPECIALTY DOCTOR IN ANAESTHESIA**

	<b>REQUIREMENTS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>A</b>	<b>Qualifications</b> <i>Basic</i> <i>Postgraduate</i>	<p>Primary Medical Degree.</p> <p>Full GMC registration with licence to practise for the duration of the post. (Licence to practise must be in place prior to starting in post)</p>	Fellowship of the Royal College of Anaesthetists or equivalent qualification.
<b>B</b>	<b>Experience</b>	<p>Minimum of four years' full-time postgraduate training (or its equivalent gained on a less than full-time or flexible basis) at least two of which will be in a specialty training programme or specialty registrar locum appointment for training (LAT) in Anaesthesia; or</p> <p>shall have equivalent training, experience or competencies, either in the UK or overseas.</p> <p>Ability to demonstrate up to date experience and competencies in order to fulfil the requirements of the role.</p> <p>Awareness of all aspects of anaesthetic perioperative care for elective and emergency patients.</p>	
<b>C</b>	<b>Ability</b>	<p>Ability to take full responsibility for independent management of ASA 1, 2 and 3 patients.</p> <p>Ability to communicate effectively and clearly with patients and other team members.</p> <p>Knowledge of, and able to accept, limitations in experience and decision making.</p>	Satisfactory completion of life support courses (eg ALS, ATLS APLS or equivalent)
<b>D</b>	<b>Motivation</b>	<p>Self-motivating and enthusiastic.</p> <p>Capable of self-reflection.</p> <p>Evidence of commitment to continuous professional development and life-long learning.</p>	<p>Evidence of self-directed development and of ability to motivate others.</p> <p>Evidence of continued learning and development</p>
<b>E</b>	<b>Personality</b>	<p>Effective interpersonal skills.</p> <p>Able to establish good relations with colleagues and able to work within a multidisciplinary team.</p>	

<b>F</b>	<b>Audit</b>	Evidence of commitment to clinical audit and quality improvement activities.	Evidence of designing and managing audits and quality improvement projects.
<b>G</b>	<b>Research</b>	Evidence of understanding of the principles of clinical research.	Evidence of research/ publications/ presentations in peer reviewed journals.
<b>H</b>	<b>Management</b>	Ability to organise and prioritise workload effectively.  Understanding of current issues within the NHS.	