



Job Title: Speciality Doctor in Obstetrics and Gynaecology

Location: Aberdeen Royal Infirmary and Aberdeen Maternity Hospital

Ref No: PM241514

Closing Date: Sunday, 7 June 2026

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JOB DESCRIPTION

Specialty Doctor in Obstetrics and Gynaecology

Hours:	40 hours per week
Location:	Aberdeen Maternity Hospital
Salary:	£64,158 - £99,975 per annum
Contract:	Permanent contract

This post is based at Aberdeen Maternity Hospital and Aberdeen Royal Infirmary which are both sited on Foresterhill Campus near central Aberdeen.

Aberdeen – the city

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 British cities - eg 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.

Many new housing developments have taken place in surrounding villages providing a wide choice of housing 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.

To find out more about Aberdeen, visit the Website at <http://www.aberdeen.net.uk/>

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 joined in 1860, Aberdeen had two universities for over 250 years. 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 10,000 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.

<http://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 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.

<http://www.rgu.ac.uk/>

DESCRIPTION OF HOSPITALS

Aberdeen Maternity Hospital (AMH) is the main Maternity Hospital for the Grampian area. It has 103 ante-natal and post-natal beds and a Neonatal Intensive Care Unit with 38 cots. The Maternity Hospital is situated on the main hospital site at Foresterhill along with Aberdeen Royal Infirmary, the Royal Aberdeen Children's Hospital and the University of Aberdeen Medical School.

Royal Aberdeen Children's Hospital (RACH), which opened in January 2004, has 85 beds and, together with the Neonatal Unit at AMH, provides all specialist care for children up to the age of 16 years in the Grampian Region and for Orkney and Shetland.

Aberdeen Royal Infirmary, Foresterhill, with a complement of 983 beds, is the principal adult acute teaching hospital of the Grampian area providing a complete range of medical and clinical specialties. It is situated on a large open site to the North-West of the city centre. Wards 308/9 in ARI is the Gynaecology ward. There is a Women's Day Clinic for out-patient procedures and the Gynaecology Out-Patient Clinic is located in the General Out-Patient Department.

Obstetrics & Gynaecology

The Department of Obstetrics and Gynaecology has been at the forefront of research and development in human reproduction since the 1960's, when Sir Dugald Baird established a worldwide reputation for his work in social obstetrics, physiology and epidemiology. Since then, the department has made many important contributions to the science and practice of obstetrics and gynaecology. In recent years, the emphasis has been on obstetric epidemiology, menstrual disorders, infertility fertility control and prevention of cancer in

women. The research programme involves extensive local, national and international collaboration.

Obstetrics and Gynaecology is part of the Division of Applied Health Sciences and is embedded in the Maternity Hospital. The main hospital service laboratories (Clinical Biochemistry, Pathology, Microbiology, Haematology, Immunology, Genetics and Medical Physics) are situated in the Polwarth Building in the Medical School. The Molecular and Cell Biology and Immunology departments are situated in the IMS Building. There is an extensive library serving the needs of the Foresterhill Site, with links to other libraries in the University and the City. Also contained within the Medical School is the Institute of Applied Health Sciences containing SOHHD funded Research Units, the Health Services Research Unit and the Health Economics Research Unit.

The main University complex is situated at King's College, less than two miles from Foresterhill, where alongside the Departments of Zoology, Agriculture, Physics and Chemistry, there is an extensive Science Library. Other research units within Aberdeen include the Rowett Research Unit (Human and Animal Nutrition), the Torry Marine Research Institute, the Macaulay Land Use Institute and the Terrestrial Ecology Unit.

A new building is being built at the site of Foresterhill Health Campus to incorporate Rowett Research Unit within the campus, which will further enhance the collaborative research.

The successful applicant for this post will be based Aberdeen Maternity Hospital and Aberdeen Royal Infirmary. Consultants in Obstetrics and Gynaecology participate in an extensive outreach programme with specialist clinics in all areas of Grampian, and also in the Orkney and Shetland Isles. The advantage of centrally organised services has been most evident in the development of Maternity and Neonatal Care, where there is now an area wide policy of booking and referral practice, agreed by all obstetricians, general practitioners and midwives. Regionally agreed referral practices have been developed in other areas including Infertility. This feature also provides excellent opportunities for research and training since the hospital is a natural tertiary referral centre for all complicated cases in the region. There is excellent collaboration among the various disciplines on the Foresterhill site, and established links with the School of Medicine and Dentistry, University of Aberdeen.

Aberdeen Centre of Reproductive Medicine (ACRM)

ACRM includes Aberdeen Fertility Centre which is an HFEA licenced tertiary with has full range of fertility services from secondary to tertiary care. ACRM has with subspeciality training accreditation both with RCOG and ESHRE. It has also has ISO certification both for laboratory (ISO- 15189-2012) and clinical (ISO-9001-2015). ACRM provides services for whole of Northeast of Scotland including Highlands and Islands.

In-patient and operating facilities are based in the gynaecology department in ARI. The facilities here also include relevant diagnostic services such as Radiology and Medical Imaging and the clinics relevant to subspecialty training (such as Recurrent miscarriage and Gynae endocrine), with the exception of Medical Genetics and Paediatric Endocrinology which are based in RACH.

The Baird Family Hospital

In 2014 the Scottish Government pledged £100 million for a new hospital on the Foresterhill site, and planning is well underway with anticipated completion by 2025. This facility will accommodate all Obstetric, Gynaecological, Fertility and Breast services on the Aberdeen site in a state of the art facility with physical links to the Royal Aberdeen Children's hospital and adult intensive care facilities.

DESCRIPTION OF CLINICAL WORKLOAD

GENERAL.

The Maternity Hospital is responsible for the care of over 6000 deliveries in the region, of which just over 5000 occur in Aberdeen Maternity Hospital. Each year there are approximately 9000 gynaecological admissions, and about 7500 operations, of which 1300 are major procedures. The Department is recognised as a subspecialty-training centre in reproductive medicine and gynaecological oncology. Historically, the RM unit has produced six accredited subspecialists in the past 19 years.

Gynae-oncology subspecialty training is also provided along with SPIN training in neonatology

WORK OF THE OBSTETRICS, GYNAECOLOGY AND NEONATOLOGY UNIT

The department provides a specialist obstetric and gynaecological service for the whole of the Grampian area. Obstetric cases requiring specialist advice are referred to AMH whose consultants provides a full range of subspecialist skills.

The consultants working within the department is as listed below. The advertised post is a replacement post. There is a University Department of Obstetrics and Gynaecology, with two Professors of Obstetrics and Gynaecology, and three Senior Lecturers. Four consultants contribute to the on call rota in DGH.

Elgin Consultants	Obstetrics Consultants (AMH)	Gynaecology Consultants (ARI)
Dr Mostafa Ali (Clinical Lead, DGH)	Dr Asha Shetty	Prof Margaret Cruickshank (University)
Dr. Ajay Poddar	Dr Tara Fairley	Dr Christine Hemming
Dr. Farha Fatima	Dr Sharon Rajkumar	Dr Premila Ashok
Dr Kirsty Lees	Dr Katrina Shearer	Dr Sarah Wallage (community)
Dr Mandy Hunter	Dr Gail Littlewood	Dr Mary Cairns
	Dr Mairead Black (University)	Prof Mohamed Abdel-Fattah (University)
	Dr Emma Doherty	Dr Lucky Saraswat
	Dr Sherif Saleh	Dr Mahalaksmi Gurumurthy
	Dr Priti Nagdeve	Dr Sreebala Sripada
	Dr Ainharan Raveendran	Dr Atiyah Kamran
	Dr Lisa Scott	Dr Swathy Vallamkondu
	Dr Maribel De Gouveia De Sa	Dr Sheethal Madari
	Dr Andrea Woolner (University)	Dr Maribel De Gouveia De Sa
	Dr Lucy Harrington	Dr Stephen Fisher
	Dr Karen Gunn	

CONDITIONS OF APPOINTMENT

On appointment the medical practitioner should have completed general professional training (i.e. three years post-Full Registration) and have extensive clinical experience in Obstetrics and Gynaecology. Being a holder of the MRCOG is desirable

The appointee 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. Medical termination of pregnancy, both first and second trimester, is well established in Aberdeen.

MANAGEMENT

Following reconfiguration the Medical Management Structure in NHS Grampian the Clinical lead reports to the Unit Clinical Director who in turn reports to the Divisional Clinical Director.

In respect of clinical duties the appointee will be responsible to the Clinical lead/Consultant in Charge, but for day to day matters to the Consultants in the department.

The appointee will be line managed by the Unit Operational Manager for Women's Services.

Specialty Doctor (ST3 or above)

MODEL JOB PLAN FORMAT

Name: Specialty: Obstetrics and Gynaecology Grade: Specialty doctor

Effective Date of Job Plan:

Contract: Full Time

Weekly PAs: 10 DCC: 9 SPA: 1 Weekly APAs: 0 TOTAL HOURS: 40

Principal Place of Work: Aberdeen Maternity Hospital/Aberdeen Royal Infirmary

Other Regular Workplaces: _____N/A_____

On-Call Availability Supplement: None

Out of Hours Work: 5 PAs

Managerially Accountable to:

Clinically Responsible to: Dr Mary Cairns (Unit Clinical Director),

Model Job Plan

DAY	HOSPITAL/LOCATION	DESCRIPTION OF WORK
Monday From/To 2000 to 0800	1:7 on average NIGHT (0.75 DCC)	On call
Tuesday From / To	Labour Ward long day	On call

0800 to 2000	(1 in 6 on average) (0.5 DCC)	
2000 to 0800	OFF if not on LW long day 1:7 on average NIGHT (0.75 DCC)	
Wednesday		
From / To		
0800H to 1230H	SSU gynae operating list (1 DCC) (6:7 weeks on average)	
1230-1700	SPA (6:7 weeks on average)	
2000-0800	1:7 on average Nights 0.75 (DCC)	
Thursday		
From / To		
0900-1300	Antenatal Activity (0.86 DCC) (6:7 weeks on average)	
1300-1700	Gynae outpatient clinic(0.86 DCC) (6:7 weeks on average)	

2000-0800	1:7 on average Nights(0.75 DCC)	
Friday From / To 0800-1600 0800-1600 2000-0800	Elective CS list (1:3 on average) (0.66 DCC) Off if not on Elective list 1:7 on average Nights (0.75 DCC)	
Saturday From / To 0800-2000 2000-0800	1:7 Daytime weekends (0.57 DCC) 1:7 on average Nights (0.57 DCC)	
Saturday From / To 0800-2000 2000-0800	1:7 Daytime weekends(0.57 DCC) 1:7 on average Nights(0.57 DCC)	

OBSTETRICS & GYNAECOLOGY

PARTICULARS OF POST

PM241514

1. The appointment will be held by a registered medical practitioner and is designed to give opportunities for further experience of Obstetrics and Gynaecology.
2. The appointment will be made by NHS Grampian on the recommendation of an Appointments Committee.
3. The Specialty doctor appointed will be required to assist the Consultants on the staff and will take part in the Obstetrics work of the area under the direction of the Clinical leads, Obstetrics and the Clinical Director of Obstetrics & Gynaecology. The officer may be required to visit peripheral hospitals.
4. The Specialty doctor will be encouraged to take part in undergraduate and postgraduate medical teaching.
5. The inclusive salary is within the scale £64,158 - £99,975 per annum. Placing on the scale will be in accordance with previous service and experience.
6. 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.
7. Conditions of appointment as to leave, travelling and subsistence allowances etc. will be in conformity with the Terms and Conditions as laid down for Hospital Medical and Dental Staff under the National Health Service (Scotland) Act.
8. The Specialty Doctor appointed will be required to be registered with a licence to practise with the General Medical Council.
9. NHS Grampian is legally liable for the negligent acts or omissions of employees in the course of their NHS employment. Medical staff must ensure that they have defence cover for activities not covered by the Trust indemnity.

Boards are liable for work carried out by their own employees and also by University Medical Staff and other research workers under their honorary contracts in the course of their NHS duties.

Where a clinical trial is authorised the Board is liable in respect of a claim against a doctor involving his or her NHS patients.

All trials must have the required approval of the Local Ethical Committee and the formal approval of the Board. In this connection, the Clinical Director of Obstetrics & Gynaecology must be informed of all clinical trials in which staff are taking part in the course of their NHS employment.

Boards are not responsible for a consultant's private practice, even in a National Health Service hospital. Where, however, junior medical staff are involved in the care of private patients in a National Health Service hospital, under the terms of their contract with the Trust, they would be the responsibility of the Trust.

10. 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 that 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 Trust'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 she/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 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 Trust's agreed Procedure for dealing with such situations where the postholder is involved in "Exposure Prone Procedures".

11. 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

12. The appointment will be terminable on three month notice on either side.

13. 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.

- 14 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.
- 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](#))
- 15 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.
- 16 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.
- 17 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:

Dr Mary Cairns (Unit Clinical Director) mary.cairns@nhs.scot

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Apply for this post by visiting www.medicaljobs.scot.nhs.uk and search for the above Ref No.
Closing date: Sunday, 7 June 2026

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

Specialty Doctor - Obstetrics and Gynaecology

PERSON SPECIFICATION

Criteria for selection	Essential	Desirable
Education, Qualifications and Specialist Skills	- Full GMC registration and hold a current licence to practise - MRCOG	Distinction, prizes, awards, scholarships and other degrees
Clinical Experience and Effectiveness	- Ability to take appropriate responsibility for the clinical care of patients and insight into when to escalate - Advanced Life Support Certificate from the Resuscitation Council UK or equivalent by intended start date - Ability to apply sound clinical knowledge and judgement to problems - Ability to prioritise clinical need - Ability to maximise safety and minimise risk - Recognition of and ability to undertake the initial management of the acutely unwell patient	Obstetric' Ultrasound
Research and Audit	- Understanding of the principles and application of clinical research including awareness of ethical issues - Understand the role of clinical audit/quality improvement projects within service - Demonstrates knowledge of evidence based practise - Knowledge of process of effective clinical audit/quality improvement and clinical risk management and evidence of direct involvement	Evidence of relevant academic and research achievements
Teaching and Training Experience	- Experience of supervising junior medical staff - Ability to teach clinical, practical and non-technical skills	- Experience in clinical skills assessments - Experience of undergraduate teaching and postgraduate training

		Evidence of feedback for teaching
Personal Attributes	- Commitment to clinical excellence - Commitment to share duties and responsibilities and excellent team working skills - Commitment to training and to personal and professional development - Ability to work as an effective member of a multidisciplinary team - Good communication skills with colleagues, GPs, midwives, nurses, patients, relatives and other agencies - Demonstrates clarity in written spoken communication and capacity to adapt language to the situation as appropriate - Alignment with the employing Board's policies and procedures - Ability and willingness to work flexibly for prospective cover - Enthusiasm - Time management	
Other	Evidence of understanding of and adherence to the principles of Good Medical Practice as set out by the GMC Is up to date and fit to practise safely and is aware of own training needs	