



**Job Title: Clinical Fellow General Surgery (ST3+) - Aberdeen  
Royal Infirmary**

**Ref No: NR248123**

**Closing Date: 8th June 2026**

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**NHS Grampian**  
**Clinical Fellow (ST3+) in General Surgery - (General/Paediatric/Vascular/ Breast Surgery)**  
**Aberdeen Royal Infirmary**  
**12 month Fixed Term post**

**WORKING PATTERN**

The pay banding for the post will reflect the working pattern in operation from your first day of taking up appointment.

This will be advised to you on offer of appointment, after interview.

**JOB DESCRIPTION**

**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 Granite City. Recognised as the prosperous oil capital of Europe, Aberdeen nevertheless retains its old-fashioned charm and character making it an attractive place in which to live. The potential for leisure facilities are outstanding with skiing, hill walking, golf to name a few with easy road access to the countryside to visit historical castles or just enjoy the beautiful scenery.

Aberdeen enjoys excellent communication services with other British cities - eg flying time to London and many other UK cities 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 towns and 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 with a choice of Regional Education Authority schools and private schools, the latter including the International School of Aberdeen which offers an international education for all local and expatriate children from ages 3 through to 18.

To find out more about Aberdeen, visit the Website at <http://www.britishpublishing.com/Pages/AberdeenOG/introducing.html>

**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 16 000 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. The recently built Suttie centre, situated at the heart of the Aberdeen Royal Infirmary site, offers state of the art teaching facilities for use by the Medical School and its associates.

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

### **ROBERT GORDON UNIVERSITY**

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 15,000 students study almost 300 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/>

## **1. DESCRIPTION OF HOSPITALS**

### **NHS GRAMPIAN HOSPITALS**

**NHS Grampian** was formed on 1<sup>st</sup> April 2004. It incorporates: -

- Aberdeen Royal Infirmary
- Royal Aberdeen Children's Hospital
- Aberdeen Maternity Hospital
- Woodend General Hospital Aberdeen
- Royal Cornhill Mental Health Hospital
- Roxburghe House Palliative Care
- Dr Gray's Hospital in Elgin

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

**Aberdeen Royal Infirmary**, Foresterhill, with a complement of 975 beds is situated to the north-west of Aberdeen city on the teaching hospital site with the Medical School of the University of Aberdeen. This is the principal adult acute hospital of the Grampian Area providing a complete range of medical and surgical specialties including General Medicine and allied specialties (Acute Medicine, Cardiology, Respiratory, Gastroenterology, Infectious Diseases, Neurology, Clinical Pharmacology, Stroke Medicine, Diabetes & Endocrinology, Haematology, Nephrology, Oncology, Dermatology, Blood Transfusion, Rheumatology and Geriatrics), General Surgery and allied specialties (Cardiothoracic, Vascular, Orthopaedics, Neurosurgery, Plastics, Dental, ENT & Maxillofacial, Burns, Transplantation, Ophthalmology, Urology), Gynaecology, ITU, A & E, Radiotherapy and Anaesthetics.

Aberdeen Royal Infirmary is also a major tertiary referral centre for the North and North East of Scotland in a number of specialties. It is situated on a large open site to the North-West of the city centre.

**Woodend Hospital** with a complement of 422 beds is situated one mile west of Aberdeen Royal Infirmary and includes the provision of elective Orthopaedics and Intermediate Care

Medicine for the Elderly.

**Royal Aberdeen Children's Hospital (RACH)**, with a complement of 103 in-patient and 13 day beds, together with the Neonatal Unit in Aberdeen Maternity Hospital (AMH) provides all Specialty care for children up to the age of 16 years in the Grampian Region and the Orkney and Shetland Islands. The new Children's Hospital adjoining Aberdeen Royal Infirmary opened in early 2004.

**Aberdeen Maternity Hospital**, with a complement of 120 beds, is the main Maternity Hospital for the area. It has both ante-natal and post-natal beds.

**Royal Cornhill Hospital** provides a comprehensive Psychiatric service to Aberdeen and Aberdeenshire.

## **2. WORK OF THE DEPARTMENT OF GENERAL SURGERY**

### **Consultant Surgeons:**

There are currently 21 substantive Consultant General Surgery posts, 7 Consultant Breast Surgeons, 6 Consultant Vascular Surgeons and 4 Consultant Paediatric Surgeons in Post. The General Surgery specialty interests are as follows:

### **Colorectal and General Surgery (Purple Team)**

Mr Emad Aly  
Ms Aileen McKinley  
Mr Terry O'Kelly  
Mr Craig Parnaby  
Ms Lynn Stevenson  
Miss Shafaque Shaikh  
Mr Craig Mackay  
Mr George Ramsay  
Mr Jason On  
Mr D Scrimgeour

### **HPB and Endocrine, and General Surgery (Yellow Team)**

Mr Irfan Ahmed (on career break)  
Mr Bassam Alkari  
Mr James Milburn  
Mr Sebastian Aspinall (Endocrine)  
Mr Mudassar Ghazanfar  
Mr Ganesh Radhakishnan (Locum)  
Mr Yasser Kholeif (Locum)

### **Upper GI/ Bariatric and General Surgery (Red Team)**

Mr Abdul Qadir  
Mr Shay Nanthakumaran (Clinical Lead)  
Mr Manoj Kumar  
Ms Natasha Ross  
Mr Peter Mekhail  
Mr Mohammad Habib

### **Specialist Trainees and Foundation Programme Staff:**

4 Fellows  
24 Specialty Trainees on the North of Scotland HST Scheme  
7 Foundation Programme Year 2 Doctors  
20 Foundation Programme Year 1 Doctors

## 5 Physician Associates

The General Surgery Department in Aberdeen provides an opportunity for training in all aspects of General / Vascular / Breast / Paediatric Surgery within a teaching hospital environment in which there are active research programs and post graduate teaching in place.

Aberdeen Royal Infirmary is the major teaching hospital for the North East of Scotland and is a designated Trauma Centre. The General Surgery Department provides a tertiary referral service for the region, providing specialist care in Upper GI, HPB, Colorectal, Endocrine, Breast, Paediatric and Vascular Surgical Units. The unit has active research programs with Aberdeen University, Robert Gordon's University and the Rowett Research Institute. The Surgical Department consists of: -

- 3 General Surgery Wards and 1 High Dependency Unit
- 2 Short Stay Surgery Wards
- 1 Surgical Ambulatory Clinic
- 1 Vascular Surgery Ward
- 1 Breast Surgery Ward
- 1 Paediatric Surgery and High Dependency Unit

### 3. THE POST

#### **Fixed term post: Clinical Fellow in General Surgery**

The post will be based at the Aberdeen Teaching Hospitals working within the adult General Surgery, Paediatric Surgical Ward, or Breast Surgery Ward. On call duties will also cover the Breast, Vascular and Paediatric and Short Stay Surgical wards.

The aim of the Fellow post is to support the General Surgery service and will allow clinical development of the candidate. The department will be able to accommodate a variety of special interests. This post is ideal for an enthusiastic and energetic candidate who has completed Core Training in General Surgery or equivalent (as an absolute minimum). The Fellowship will provide opportunities for delivering service in a variety of settings and is particularly suitable for candidates who wish to complete final general competencies in Higher Surgical training for General Surgery.

#### 1. DUTIES

##### **Clinical Duties**

The successful candidate will be expected to make a full contribution to the role of the General Surgery Department, and its associated areas of work. This can include supervision of more junior staff, participation in ward rounds, assisting in theatres, supervised operating, emergency Surgical receiving, and teaching of medical students. They will be encouraged to take an active part in all the educational meetings of the units, and also participate in the research activities of the units.

Day-time duties entail the day-to-day management of patients and on-call commitment includes evening, periodic night and weekend cover.

Rota details are available prior to taking up post.

Activities will include:

- Participation in receiving shifts, including carrying referrals pager
- Participation in post-receiving ward round
- Assisting in Theatres, with supervised operating
- Continuing care of patients in "step down" wards and decanted patients
- Communication with relatives
- Discharge planning with multidisciplinary team
- Associated administration and correspondence

**Teaching** – All trainees are regularly involved in undergraduate teaching and multidisciplinary teaching. Occasional postgraduate teaching may be required depending on the individual unit.

**Audit Opportunities** - An important aspect of all levels of training is to take part in, and initiate, clinical audit projects.

It is expected that throughout all the attachments the successful candidate will participate in unit audit and educational meetings.

**Research Opportunities** - There is an active programme of research carried out in conjunction with staff in the Aberdeen University Health Services Research Unit. The successful candidate will be encouraged to take part in the existing projects and interests of the department or to develop their own research interest with a view to promoting the specialty of general Surgery.

**Hours of Work** - In line with the nationally agreed hours limits for junior medical staff the following has been agreed for junior doctors working within NHS Grampian:

**NHS Grampian** - The maximum contracted hours will be no more onerous than an average of 48 hours per week. The appointment is offered on the basis outlined above.

**Cover for Colleagues** - The allocation of a Banding is prospective and therefore includes an allowance for cover for colleagues on annual and study leave. The pay banding for the post will reflect the working pattern in operation from your first day of taking up appointment. This will be advised to you on offer of appointment, after interview.

**Administration** - In the Aberdeen teaching hospitals there is a Junior Hospital Medical Staff Committee with representatives from each of the specialties.

## **2. LOCATION OF DUTIES**

The post will be located at Aberdeen Royal Infirmary and Royal Aberdeen Children's Hospital.

## **3. EMERGENCY DUTIES**

Surgical staff will also be required to perform duties in occasional emergencies and unforeseen circumstances and 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 Departments that while surgical staff accept that they will perform such duties, it is stressed that additional commitments arising under the sub-section are exceptional and, in particular, that these doctors should not be required to undertake work of this kind for prolonged periods or on a regular basis.

## **4. STUDY AND TRAINING**

Extensive library facilities are provided in the Medical School Library on the Foresterhill site.

## **5. MAIN CONDITIONS OF SERVICE**

The Fellow post will not have educational approval from the Postgraduate Dean and will not be recognized for training.

## **6. CONDITIONS OF APPOINTMENT**

Applicants for the above post must have completed Foundation Training in Medicine and Core Surgical Training (or equivalent). All must be registered with the General Medical Council, and be eligible to work in the United Kingdom.

## **7. GENERAL INFORMATION**

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 from:

Mr Shayanthan Nanthakumaran, Consultant General Surgeon & Clinical Lead  
[shayanthan.nanthakumaran@nhs.scot](mailto:shayanthan.nanthakumaran@nhs.scot)

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

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

## **Clinical Fellow (ST3+) in General Surgery**

### **PARTICULARS OF POST**

1. The CF appointment will be held by a registered medical practitioner and is designed to give opportunities for further training in General Surgery.
2. The appointment will be made by NHS Grampian on the recommendation of an Appointments Committee.
3. The CF appointed will be required to assist the Consultants and other staff within the General Surgery units in Aberdeen.
4. The CF will be required to take part in undergraduate and postgraduate medical teaching.
5. The inclusive salary is within the scale £45,504 - £71,550 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 CF 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 General Surgery 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 one month notice on either side.

**NHS GRAMPIAN  
PERSON SPECIFICATION**

	Essential	Desirable
Education, qualifications & training	<p>Full GMC registration</p> <p>MBBS or equivalent</p> <p>MRCS or equivalent</p>	<p>Higher Degree</p> <p>Evidence of academic &amp; professional achievement</p> <p>FRCS or equivalent</p>
Particular skills & experience.	<p>Clinical &amp; operative skills at ST3 level or above</p> <p>Completion of Core Surgical Training (or equivalent)</p> <p>Ability to learn new practical &amp; clinical skills.</p> <p>Ability to work as part of a team.</p>	<p>Good time management and personal organisation.</p> <p>Clinical and operative competencies at the level of intermediate phase of Higher Surgical Training as per ISCP (or equivalent)</p>
Research & Clinical Audit	Evidence of completed audit projects.	Peer-reviewed publications & presentations.
Teaching & Learning	<p>Experience of supervising junior medical staff</p> <p>Experience of participation in undergraduate and postgraduate teaching</p> <p>Ability to teach clinical / technical / practical Skills</p> <p>Ability to recognise uncertainty and know own limitations.</p>	<p>Attendance at courses to develop teaching skills</p> <p>Postgraduate qualification in medical education</p>
Communication & Interpersonal skills	<p>English language to IELTS level 7.5 with minimum of 7 in each of 4 domains.</p> <p>Well-presented CV.</p> <p>IT skills.</p>	<p>Leadership qualities.</p> <p>Evidence of having organised regional or national meetings or post-graduate examinations.</p>
Management	Evidence of engagement with management activity	<p>Evidence of ability in organisation.</p> <p>Willingness to take on management roles.</p>

