

**Job Title: Locum Consultant General Surgeon with an interest in Colorectal Surgery**

**Location: Aberdeen Royal Infirmary**

**Ref No: MK003433**

**Closing Date: Sunday, 29 September 2019**

General Surgery – Locum Consultant General Surgeon with an interest in Colorectal Surgery

NHS Grampian provides medical services for the half-million people who live in the region. This is overseen by a single NHS Board. NHS Grampian consists of acute services, corporate services and three Community Health Partnerships and works closely with the local authorities.  NHS Grampian is also very closely linked with both the University of Aberdeen and The Robert Gordon University, especially in the fields of research, workforce planning and training.

This new post is based in Aberdeen Royal Infirmary (ARI), which is the principal adult acute teaching hospital in Grampian. ARI is situated on a large open site to the North-West of the city centre, and provides a complete range of specialties. The Royal Aberdeen Children's Hospital and the Aberdeen Maternity Hospital are also located on this site.

***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. 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 Suttie Centre is a state of the art purpose built clinical skills and postgraduate centre on the Foresterhill site and opened in September 2009.

The Institute of Medical Sciences is adjacent to the University Medical School on the Foresterhill site and this 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 (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.

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.

***Aberdeen***

With a population of approximately 250,000, the city of Aberdeen stands between the Rivers Dee and Don. This historic city has many architectural splendours and the use of the sparkling local granite has earned Aberdeen the name of the ‘Silver City’. Aberdeen is recognised as the oil capital of Europe but nevertheless retains its old-fashioned charm and character, making it an attractive place to live.

Aberdeen enjoys excellent communication services with other British cities - flying time to London is just over one hour with regular daily flights, and road and rail links to all points North and South are excellent. There is a wide choice of high quality housing available within easy commuting distance. 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.

***General Surgery Department***

The General Surgery department is a large and expanding department. ARI has recently built two new state of the art integrated operating theatres and General Surgery has received approximately 50% of this additional capacity. One of these theatres has a surgical robot installed. The department has an active interest in clinical research and the appointee will be expected to contribute to ongoing activities. Both clinical and basic science research is conducted in the department in collaboration with the University of Aberdeen and RGU.

***Duties of the post***

The post is for a Consultant General Surgeon with an interest in colorectal surgery, based in Aberdeen Royal Infirmary. The General Surgery department deals with 100-120 emergency admissions per week. The elective activity demand is such that 300-400 patients are added to the inpatient waiting list every month. There are 18 WTE General Surgical Consultants, of whom 5 have an interest in Colorectal Surgery. This post is in addition to the current complement. There is a rectal rota in place (administered by the colorectal MDT team) and new rectal cancer patients are allocated in an equitable fashion between these 5 individuals (Mr E Aly, Ms A McKinley, Mr C Parnaby, Ms L Stevenson and Ms S Shaikh. Over 100 rectal cancers are operated on in ARI per year. Some of the colon cancers are treated by other members of the General Surgery team currently, with appropriate engagement with CR MDT meeting.

There are also fully staffed Vascular and Breast Units in ARI, and the Royal Aberdeen Children’s Hospital Is on site at Foresterhill.

General Surgery has 82 beds in the Core Unit of which 67 are open at present (Ward 206 and 207), 42 of which are on the emergency admissions ward (Ward 208). This is situated beside the Surgical Ambulatory Care emergency clinic. In addition there are 18 integrated Surgical HDU beds, which are close to the Core Unit (Ward 217). General Surgery shares access to the Short Stay Unit beds the other surgical specialties, and on average uses 8 beds per day.

The appointee to this post will be expected to:

* Work effectively within a multi-disciplinary team in a collaborative and complementary fashion
* Contribute to the General Surgical emergency receiving commitment
* Contribute to the elective management of patients with colorectal conditions in a complementary fashion to the existing team
* Have experience in advanced laparoscopic colorectal surgery and work with existing Consultants to develop this area further
* Support development of person centred care, day of admission protocols and enhanced recovery practices
* Be committed to the delivery of teaching, training and supervision of both undergraduate and postgraduate trainees, as well as other relevant clinical staff
* Encourage academic activities within a clinical setting concentrating on colorectal diseases
* Contribute to ongoing service development and re-organisation.

An indicative job plan with sessional commitments is given on page 7. This is likely to be modified to allow for further redesign of the service, and to incorporate sessions for staffing of the SAC, which is Consultant led.

NHS Grampian aims to maintain the tradition of clinical excellence. It encourages 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 and Development Strategy has been developed to prioritise and stimulate research and development within the organisation’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.

General Surgery has an active research programme that draws on the excellent clinical and basic science facilities within the hospital and the University of Aberdeen. There are active collaborations with several clinical and basic science departments within the University.

Quality Improvement / Morbidity & Mortality meetings are held weekly, with the day rotating each term. These are held at 08:30h, and the start of all elective activity for the relevant day is delayed until 09:30h to allow all medical staff to attend. There are monthly ½ day CPD sessions, when elective activity is cancelled to allow attendance. The dates of these vary within the 4-week cycle so that one session is not always disrupted. In addition, there is ongoing internal audit within the department.

The Colorectal MDT is held weekly on Fridays at 12:00h.

***Job Plan***

The job plan will be for 12PAs (8:2:2 DCC:SPA:EPA) and includes emergency on call. The delivery of emergency care is carried out as part of an elective-emergency split. The post has the support of a full-time secretary, based on Surgical Admin Floor, Level 5, Yellow Zone close to the Consultant’s office.

The details of the job plan will be agreed on appointment - the following timetable gives an indicative schedule of the post duties. The General Surgeons are organised into 4 teams (Yellow, Red, Green and Blue). Each team has a rolling 4 week programme, with 1 week in 4 being dedicated to emergency Receiving, which starts on a Friday morning at 08:00h. All elective activity for that week is cancelled, and the Consultants within the team share the Receiving duties over 7 days. Within a Receiving period there is a Receiving weekend on-call (as the emergency ‘take’ begins) and a Post-Receiving weekend, after the Unit has stopped admitting emergency patients, but still has a large number of patients to be looked after. The other 2 weekends on the 4 week cycle are called ‘on call’ weekends, and one of the Unit Consultants will provide cover for the unit inpatients. The on call pattern is therefore 1:4, with the on call weekends being less onerous than those related to Receiving. The Receiving, post-Receiving and on call weekends are distributed equitably amongst the Consultants in the team. The post attracts the high (8%) availability supplement.

The other 3 weeks of the cycle are for scheduled elective activity, with the theatre activity for the Unit in one week being mostly scheduled in Short Stay Theatre (SSTh), and the other 2 weeks in the Main Theatre Suite (MTS). The SSTh complex has 3 theatres. The Main Theatre Suite has 18 theatres, of which General Surgery has 3 specific elective theatres and a dedicated day-time CEPOD theatre (Monday-Friday days), in addition to access to a shared 24-hour emergency theatre.

This post has flexible operating lists in Main theatre, SSTh and peripheral centres across Grampian. At present 1 list per month per Consultant is being stood down due to theatre nursing shortages – active recruitment measures are in place by NHSG to rectify this position as soon as possible. Advanced Nurse Practitioners (ANPs) are available to support surgical lists.

The junior medical staff includes 2 STRs, 2 Core Surgical Trainees, an FY2 doctor and 5 FY1 doctors. Each unit has a permanent Physicians Associate (PA) and PA students rotate through the Department. There is also a part-time Associate Specialist funded. Educational responsibility for these trainees is shared amongst the Consultant team by agreement. Time for educational supervision in the job plan is within the SPAs.

There are 3 full time colorectal stoma nurses, and one full time colorectal cancer nurse based in General Surgery. Two further colorectal cancer nurses are based in Oncology and have significant patient input.

The Green team operate a rotating Consultant of the Week (CoW) system – this Consultant leads the morning ward round daily on all of the team’s patients.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | Week 1 | Week 2 | Week 3 | Week 4 |
| Saturday | AM | Post Receiving (1:4) | On-call weekend (1:4) |  | Receiving Weekend (1:4) |
|  | PM | Post Receiving (1:4) | On-call weekend (1:4) |  | Receiving Weekend (1:4) |
| Sunday | AM | Post Receiving (1:4) | On-call weekend (1:4) |  | Receiving Weekend (1:4) |
|  | PM | Post Receiving (1:4) | On-call weekend (1:4) |  | Receiving Weekend (1:4) |
| Monday | AM | Ward round (CoW) |  |  | Receiving |
|  | PM |  | OP Clinic A - GS |  | Receiving |
| Tuesday | AM | Ward round (CoW) | Main Th (all day) or SAC |  | Receiving |
|  | PM | Endoscopy list | Main Th (all day) or SAC | Endoscopy list | Receiving |
| Wednesday | AM | M&M/ QI (1h) rotating day  Ward round (CoW)  Main Theatre (all day) | M&M/ QI (1h) rotating day | M&M/ QI (1h) rotating day  Short Stay Th (all day) | M&M/ QI (1h) rotating day |
|  | PM | Main Theatre (all day) |  | Short Stay Th (all day) | Receiving |
| Thursday | AM | Ward round (CoW) |  |  | Receiving |
|  | PM |  | Endoscopy list | OP Clinic A – GS | Receiving |
| Friday | AM  PM | Ward round (CoW)  08:30h Admissions mtg  12:00h CR MDT  OP Clinic A – GS  On-call weekend (1:4) | 08:30h Admissions mtg  12:00h CR MDT | Receiving /  08:30h Admissions mtg  12:00h CR MDT | Post Receiving (1:4)  08:30h Admissions mtg  12:00h CR MDT |

Managerial accountability for this post is to the General Manager via the Unit Operational Manager. Professional accountability is to the Acute Sector Associate Medical Director, via Mr Abdul Qadir, Unit Clinical Director for Surgery 2. The post is subject to Medical and Dental Staff Terms and conditions.

***General Surgery in ARI***

The main wards are located in the Pink Zone Level 4, above the Main theatre suite:

Wards 206 and 207: elective and step down, Ward 208: emergency admissions

Ward 217: High Dependency Unit (Level 7 Pink Zone)

Short stay theatres and wards 301 and 302 (Ground Floor Orange Zone) also accommodate General Surgery activity.

**Yellow Team - HPB**

Prof I Ahmed, Mr B Alkari, Mr M Habib, Mr J Milburn, Mr P King (4 sessions)

**Blue Team - Colorectal**

Ms A McKinley, Mr C Parnaby, Miss L Stevenson, Vacant post

**Red Team - UGI/ Bariatric**

Mr A Qadir, Prof D Bruce, Mr S Nanthakumaran, Mr M Kumar, Ms N Ross, Mr P Mekhail

**Green Team: Colorectal & Endocrine**

Mr E Aly, Ms S Shaikh, Mr S Aspinall (Endocrine), Vacant post

**Further Information**

Further information about University of Aberdeen can be found on the website: [http://www.abdn.ac.uk/sras/index.shtml](#)

Information about Aberdeen Royal Infirmary can be found on the hospital website. [www.nhsgrampian.org](#)

Information about Aberdeen (famously known as The Granite City) is available on various websites.

[http://www.agtb.org/aberdeen-scotland.htm](#)

http://[www.aberdeencity.gov.uk/](#)

[http://en.wikipedia.org/wiki/Aberdeen](#)

**CONTACT DETAILS:**

For any further information please contact

|  |  |  |
| --- | --- | --- |
| Mr Emad Aly  Colorectal General Surgeon  01224 552956  [emad.aly@nhs.net](#) | Mr Abdul Qadir  Unit Clinical Director  01224 551275  Abdul.qadir@nhs.net | Fiona Murray  Unit Operational Manager  01224 559131  f.murray@nhs.net |

or any of the Unit Consultants

**PERSON SPECIFICATION FOR CONSULTANT SURGEON WITH AN INTEREST IN COLORECTAL SURGERY IN NHS GRAMPIAN**

|  |  |  |
| --- | --- | --- |
| **Requirement** | **Essential** | **Desirable** |
| **Qualifications** | - Full GMC Registration  - FRCS or equivalent  - CCT, CESR or equivalent | Higher degree  (eg MD/PhD/MSc) |
| **Special interest** | - Colorectal surgery  - Advanced laparoscopic colorectal surgery with evidence of appropriate training | Experience of robotic surgery |
| **Teaching** | - Evidence of continuing activity in, development of and contribution to medical education and training |  |
| **Research** | Peer reviewed publications | Evidence of ongoing research |
| **Communication**  **skills** | - Effective communication skills.  - Evidence of effective working within a multi-disciplinary clinical team  - Evidence of good team working skills |  |
| **Audit** | Evidence of involvement in audit | Ongoing commitment to audit |
| **Patient Safety & Quality Improvement** | Evidence of commitment to patient safety and quality improvement (QI) | Ongoing commitment to patient safety and QI |
| **Management experience** | Evidence of effective engagement with service management | Experience of service development and implementation of change |

MODEL JOB PLAN FORMAT

**Name: Locum Consultant Specialty: General Surgery  
Principal Place of Work: Aberdeen Royal Infirmary**

**Contract:** Whole Time

**Programmed Activities: ... Indicative PA Split: DCC 7.5….. SPA …2.5… EPAs (if applicable): …2**

**Availability Supplement**: Level 1

**Premium Rate Payment Received: 8 %**

**Managerially Accountable to: Aileen McKinley**

**Responsible for: Elective & Emergency General Surgery patients**

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

|  |  |  |
| --- | --- | --- |
| **DAY** | **HOSPITAL/ LOCATION** | **TYPE OF WORK** |
| **Monday**  **From / To** | Aberdeen Royal Infirmary | Receiving (1 out of 4)  SAC All day (1out of 4) |
| **Tuesday**  **From / To** | ARI / SRTC/ DGH | Receiving (1 out of 4)  Theatre All Day (1 out of 4) |
| **Wednesday**  **From / To** | Aberdeen Royal Infirmary | Receiving (1 out of 4)  Endo list PM (3 out of 4) |
| **Thursday**  **From / To** | ARI / SRTC/ DGH | Receiving (1 out of 4)  Theatre All Day (2 out of 4) |
| **Friday**  **From / To** | Aberdeen Royal Infirmary | Receiving (1 out of 4)  Out Patient Clinic AM (3 out of 4) |
| **Saturday**  **From / To** |  |  |
| **Sunday**  **From / To** |  |  |

***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**

**CONSULTANT GENERAL SURGEON WITH AN INTEREST IN COLORECTAL SURGERY**

**REF: MK003433**

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 £80,653 - £107,170 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 General Surgery.

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 defence 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 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.

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.

1. The Board is required to instigate a check to be made with the Disclosure Scotland Office for any convictions recorded before an offer of appointment can be made (rehabilitation of Offenders Act 1974 amended 1985 and 1986) and (Disclosure of Criminal Convictions of NHS Staff with Substantial Access to Children 1989).

**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 Ms Lynn Stevenson, lynn.stevenson2@nhs.net or 01224 559858*.*

Mr P Bachoo Dr N Fluck

Medical Director – Acute Services Medical Director

NHS Grampian NHS Grampian

3rd Floor West Wing, Ashgrove House Summerfield House

ARI Site Eday Road, Aberdeen

Contact: Gavin Davidson Lyndsay Cassie

Personal Assistant Personal Assistant

Direct Line: 01224 554299 Direct Line: 01224 558577

Apply for this post by visiting [apply.jobs.scot.nhs.uk](#) and search for Ref No quoted above. Closing date: Sunday, 29 September 2019.

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 no 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**