

Consultant Anaesthetist
National Treatment Centre–Highlands
&
Raigmore Hospital
Inverness

Information Pack
MS14 130956

**APPOINTMENT OF CONSULTANT ANAESTHETIST
INFORMATION PACK**

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Section 1 – Welcome

Introduction

Thank you for your interest in joining NHS Highland. This information package contains details relating to the local area, this post and the Terms and Conditions of Service.

NHS Highland is committed to becoming a learning organisation, recognising that staff require access to opportunities to learn, maintain and develop skills and knowledge, and we recognise the importance of valuing and supporting our staff throughout their time here.

We offer:

- Policies to help balance commitments at work and home and flexible family friendly working arrangements
- Excellent training and development opportunities.
- On-site library services at the Centre for Health Sciences
- Access to NHS staff benefits/staff discounts
- Cycle to Work Scheme
- Excellent student support
- Access to NHS Pension scheme

Recruitment Process

Applicants are expected to make contact with the department before applying and we would **strongly** encourage those that are shortlisted to visit the department prior to interview. The cost of one preliminary visit will be met by NHS Highland.

When organising a visit, candidates must agree appropriate travel and accommodation arrangements with the Medical Staffing Department prior to booking. Expenses will be reimbursed to candidates who are subsequently shortlisted.

How to Apply

- Applicants should complete an Application Form and return to the email noted below as we are unable to accept CVs.
- All candidates and employees are afforded equal opportunities in the recruitment and selection process and in employment irrespective of their age, disability, gender reassignment, marriage or civil partnership , pregnancy and maternity, race, religion or belief, sex or sexual orientation.
- Your personal information will not be sent with the application for shortlisting. The application form will be identified by the candidate number only to ensure that no applicant will be unfairly discriminated against.

Please contact kayleigh.noble@nhs.scot for any queries regarding submitting your application to the NHS Scotland National Recruitment website.

Job reference: MS14 130956

Closing date: 15/01/2022

For further information on NHS Highland, please visit our website on www.nhshighland.scot.nhs.uk

For further information on the National Treatment Centre- Highlands, please visit our website on <https://www.ntchighland.org.uk/>

Section 2 – Advert

NHS HIGHLAND RAIGMORE HOSPITAL, INVERNESS CONSULTANTS IN ANAESTHETICS

This is an exciting time to join the expanding, friendly and dynamic team of Anaesthetists, at the new National Treatment Centre (NTC) – Highlands (start date April 2023) and Raigmore Hospital. The NTC will have 2 Orthopaedic theatres for elective hip and knee joint replacement surgery and 3 Operating theatres for Ophthalmology. One of Ophthalmology theatres will also be used for elective hand and foot surgery twice a week. The successful applicants will join a team of enthusiastic anaesthetists who can offer expertise in Regional Anaesthesia, and also help to develop a productive, sustainable, state of the art service with quality improvement projects and efficient work streams.

In addition to work at the NTC - Highlands, you will have clinical commitments at Raigmore hospital working in the refurbished bright theatre suite with modern equipment, and will contribute to the on call rota at Raigmore covering a variety of emergency services across different specialties and age groups.

The successful applicants will be expected to provide clinical supervision to Anaesthetic trainees that rotate from the North of Scotland Deanery.

This is a substantive post and is available on a ten programmed activity basis (8 DCC: 2 SPA) and applicants with a broad General & Regional Anaesthesia interest would be welcome.

This is an exciting opportunity for an enthusiastic and able individual to join the department and live in an unique and developing area of the Scottish Highlands with a fantastic outdoor lifestyle.

The Anaesthetic Department has 32 Consultants (10 Intensivists), 1 Associate Specialists, 12 Speciality Doctors and 12 Specialty Trainees. The on-call for anaesthesia covers all general emergencies, trauma and obstetrics (~1:15). There is a separate on-call for Critical care provide by the Intensivists.

Applicants must be on the GMC Specialist Register or within 6 months of the anticipated award of a CCT at the time of interview.

Informal enquiries to Dr Mario Fernandes, Service Clinical Director for Anaesthesia, 01463 705350 or email mario.fernandes@nhs.scot

Job packs are available electronically by e-mailing kayleigh.noble@nhs.scot

Please quote reference MS14 130956

Closing date for completed applications: 15/01/2022

For useful information on the Highlands please go to www.enterprisinghighland.com

For further information on NHS Highland, please visit our website on www.nhshighland.scot.nhs.uk and for the National Treatment Centre- Highlands, please visit <https://www.ntchighland.org.uk/>

Section 3 – Job Information

1. THE POST

Whole-time Consultants in Anaesthesia for NHS Highland based at NTC Highland and Raigmore Hospital. Appointment will be on the basis of 10 Programmed Activities (PAs) with 8 Direct Clinical Care (DCC) sessions and 2 Supporting Professional Activity (SPA) sessions. Applicants with a broad general interest would be welcomed.

2. DEPARTMENT OF ANAESTHESIA & INTENSIVE CARE

The department consists of 32 consultants and 13 SAS doctors:

Dr	Kate Arrow	Consultant in Anaesthesia
Dr	Dan Baraclough	Consultant in Anaesthesia
Dr	Ken Barker	Consultant in Anaesthesia
Dr	Gordon Bathgate	Consultant in Anaesthesia (Clinical Lead Anaesthesia)
Dr	David Blacoe	Consultant in Anaesthesia
Dr	Graeme Brown	Consultant in Anaesthesia
Dr	Ross Clarke	Consultant in Anaesthesia
Dr	Natalie Clark	Consultant in Anaesthesia (starts February 2023)
Dr	Mike Duffy	Consultant in Anaesthesia & ICM
Dr	Mario Fernandes	Consultant in Anaesthesia (Service Clinical Director)
Dr	Ben Greatorex	Consultant in Anaesthesia & ICM
Dr	Jayne Halcrow	Consultant in Anaesthesia
Dr	Hamish Hay	Consultant in Anaesthesia
Dr	Kristina High	Consultant in Anaesthesia
Dr	Tim Hooper	Consultant in Anaesthesia & ICM
Dr	Sandy Hunter	Consultant in Anaesthesia & ICM
Dr	Chic Lee	Consultant in Anaesthesia & ICM
Dr	Michael Leggate	Consultant in Anaesthesia
Dr	Marian MacKinnon	Consultant in Anaesthesia & ICM
Dr	Sarah MacLean	Consultant in Anaesthesia & ICM
Dr	Ruth Neary	Consultant in Anaesthesia
Dr	Dora Paal	Consultant in Anaesthesia
Dr	Jenny Parsons	Consultant in Anaesthesia (College Tutor)
Dr	John Rae	Consultant in Anaesthesia & ICM
Dr	Hal Robinson	Consultant in Anaesthesia
Dr	John Smith	Consultant in Anaesthesia & ICM
Dr	Dev Srivastava	Consultant in Anaesthesia and Pain Medicine
Dr	Michael Stallard	Consultant in Anaesthesia
Dr	Rosel Tallach	Consultant in Anaesthesia
Dr	Jonathan Whiteside	Consultant in Anaesthesia & ICM (Clinical Lead Critical Care)
Dr	Emma Whyte	Consultant in Anaesthesia
Dr	Morven Wilson	Consultant in Anaesthesia
Dr	Gumer Robayna	Associate Specialist
Dr	Charu Agrawal	Specialty Doctor
Dr	Natasha Burley	Specialty Doctor
Dr	Ross Howell	Specialty Doctor
Dr	Olutola Laditi	Specialty Doctor
Dr	Rhian Morgan	Specialty Doctor
Dr	Nadia Strock	Specialty Doctor
Dr	Morag Sutherland	Specialty Doctor
Dr	Kate Whiteside	Specialty Doctor
Dr	Michael Wilkie	Specialty Doctor
Dr	Mumtaz Shah	Specialty Doctor (fixed term)

Dr Douglas Sharpe Specialty Doctor (fixed term)
Dr Robyn Johnston Specialty Doctor (fixed term)

Mrs Morag Ritchie Department Administrator
Mr Kenny Oliver Service Manager (Theatres, Anaesthesia & ICU)

There are four CT1s, four CT2s, and four ST3s linked to the Aberdeen School of Anaesthesia. The department is currently undergoing an expansion of its Critical Care service with an aim to have 8 level III, 6 level II and 4 PACU beds.

3. DUTIES AND RESPONSIBILITIES

You will be expected to work with local managers and professional colleagues in the efficient running of the service, and will share with consultant colleagues in the medical contribution to management. These duties will be across the NTC Highland and Raigmore Hospital. Subject to the provisions of the Terms and Conditions of Service you are expected to observe the NHS Highland Board's agreed policies and procedures, drawn up in consultation with the profession, on clinical matters, and to follow the standing orders and financial instructions of NHS Highland. In particular, where you formally manage employees of NHS Highland, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff, involved in the care of your patients, to be able to contact you when necessary.

You are required to comply with the NHS Highland Board's Health & Safety Policies.

You will be responsible for the training and supervision of the junior medical staff with whom you work, and you will be expected to devote time to this activity on a regular basis. In addition you will be expected to ensure that junior staff have access to advice and counselling. If appropriate, you will be named in the contracts of doctors in training grades, as the person responsible for overseeing their training, and as the initial source of advice to such doctors, on their careers.

4. JOB PLANS

It is a requirement for all consultants to have a job plan. The proposed job plan is in the attached information pack. Agreed job plans will be prospective and will set out:

- All professional commitments
- Time and service commitments
- Accountability and management arrangements
- Objectives
- Resources
- Any agreed extra programmed activities

All job plans will follow the model format contained at Appendix 4 of the New Consultant Contract.

The job plan will be subject to review at least annually, or more often, if changes to staffing resources, or working practices, or the consultant's circumstances require it.

5. ANAESTHESIA

The successful applicants will provide Anaesthesia at the NTC with rotation to Raigmore Hospital for the remainder of their clinical commitments. A provisional job plan reflecting the clinical work is attached. The on-call at Raigmore is dedicated to anaesthesia, and subject to small changes, is ~1:15 with prospective cover. There is a separate intensive care medicine on-call rota. There are 2 anaesthetists resident in the hospital overnight - this typically comprises of an SAS/Specialty doctor and a trainee (CT2 or ST3). They are expected to work collaboratively, but one of these covers ICU and the other covers theatres & obstetrics/epidurals etc. In addition there will be a 3rd resident to comply with the requirements for the expansion of the critical care service, who may range from a clinical development fellow to a specialty doctor.

The National Treatment Centre – Highlands (start date April 2023): This state of the art centre will have 2 Orthopaedic theatres for elective hip & knee joint replacement surgery and 3 Operating theatres for Ophthalmology that includes a barn theatre. The ophthalmology theatre will also be used for elective hand and foot surgery twice a week. The successful applicants will join a team of enthusiastic anaesthetists who can offer expertise in Regional Anaesthesia, and also help to develop a sustainable, state of the art service with quality improvement projects and efficient work streams. The successful candidate will be expected to provide clinical supervision to Anaesthetic trainees that rotate from the North of Scotland Deanery.

Raigmore: The main theatre suite has 10 operating theatres and also an obstetric theatre within the labour suite. Besides theatres we also provide Anaesthesia for Endoscopy, Radiology (CT, MRI, Angio), Cardioversions and ECT. The successful candidate will be required to have a broad range of skills to cover the following surgical specialties:

- General Surgery (including upper GI)
- Vascular
- Orthopaedics and Trauma
- Gynaecology
- Obstetrics
- Ear, Nose and Throat
- Urology
- Maxillo-facial/Dental
- Ophthalmology

6. OBSTETRICS

The maternity unit has approximately 2000 deliveries a year. There are daily scheduled caesarean section lists and we provide a 24 hour epidural service. In the last 12 months there were 680 caesarian sections performed at Raigmore, 336 of these were elective. Labour ward/theatres is staffed with a consultant anaesthetist mon-fri 0800-1800 hrs. There are currently 6 consultant anaesthetists with regular sessions and an interest in obstetrics. The successful candidate will be expected to cover Obstetrics emergencies when on call.

7. ACUTE PAIN

The Acute Pain Service is delivered by 3 Consultant Anaesthetist and the daily management of pain problems in the in-patient population is dealt with by two senior nurses. The acute pain service is not only involved in the daily management of patients but also provides in-house education to all the staff in the hospital.

8. PAEDIATRICS

We have a lead Paediatric Anaesthetist and Paediatric lists covering general surgery, ENT, eyes, orthopaedics, plastics, oral surgery, community dentals, and radiology. We routinely anaesthetise all children except neonates. Out of hours the consultant anaesthetist and Intensivist often work

collaboratively in the stabilisation of acutely unwell infants whilst awaiting the arrival of the regional retrieval teams.

9. PREASSESSMENT

We have a predominantly nurse led Preassessment Service that is integrated with locally delivered Preassessment services across the Highlands. There are 5 Consultant Anaesthetists with regular sessions in Preassessment to manage the high risk surgical patients. We are in the process of implementing the Synopsis electronic Preassessment package for the whole of the Highlands and also establishing Prehabilitation services for these patients.

10. THE CRITICAL CARE UNIT

The Intensive care unit has been recently refurbished and it is a modern, bright and attractive place to work. It is fully equipped to take 8 - Level III critically ill patients and has around 450 admissions each year. In addition there are well laid out plans to increase capacity for any covid surges as and when necessary. The unit is covered seven days a week with daytime consultant programmed activities. There is a resident CT2 or specialty doctor and also an FY1/CDF in the daytime mon-fri. There is ongoing work to amalgamate the SHDU into Critical care with an aim to have 6 level 2 beds and also a 4 bedded PACU. This will be covered by an additional Intensivist during daytime hours 5 days a week.

<http://www.highlandcriticalcare.com>

https://www.ficm.ac.uk/sites/default/files/a_day_in_the_life_of_an_intensivist-remote_and_rural.pdf

11. TEACHING AND TRAINING

There is a departmental library and each consultant has their own computer. The department has weekly educational meetings; monthly audit meetings; monthly departmental meetings and weekly tutorials. There are ample opportunities for teaching of both under and post graduates.

Raigmore Hospital is part of the North of Scotland Deanery. There are four CT1s, four CT2s, and four CT3s and there are aspirations to have more senior trainees rotating from Aberdeen. There is an active educational programme to which the successful applicants will be expected to contribute. This involves in person or video linked tutorials with trainees across the region, as well as local training programmes including simulation sessions.

Aberdeen Medical School sends students to Raigmore hospital and the Anaesthetic department is heavily involved in teaching both anaesthesia and critical care. In addition we also provide training to Paramedics and Rural Physicians.

12. THE HIGHLAND CLINICAL RESEARCH FACILITY

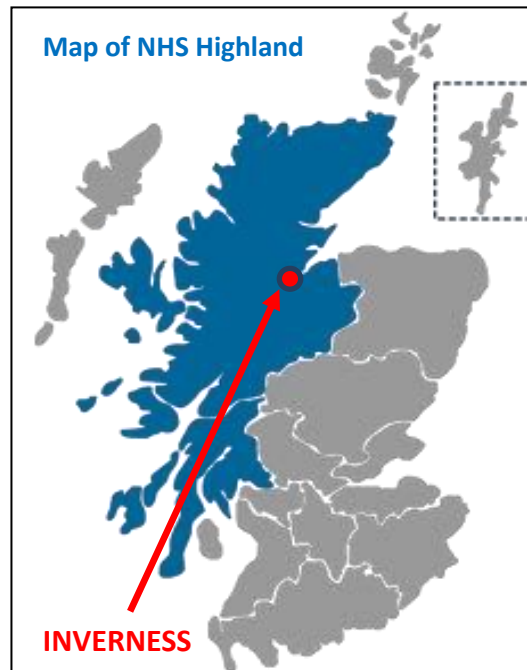
The University of the Highlands and Islands (UHI) Clinical Research Facility is housed on the ground floor of the Centre for Health Science building adjacent to the Raigmore Hospital site, it opened in January 2009.

The Clinical Research Facility is a joint NHS/UHI initiative aiming to provide a high quality clinical environment in which participants can take part in research programmes safely according to ethically approved study protocols. It comprises a bedded clinical research unit in which patient monitoring may be conducted on a day case or 24 hour basis. The facility has the capacity to be used by departments or specialties within NHS Highland, UHI or other research institutions for clinical research.

The facility is supported by the CRF Advisory Group and approved studies are reviewed by the CRF User's Group. It is staffed by a small team comprising a dedicated manager, research nurses, research pharmacist, part time pharmacy technician and administrative support under the leadership of a part time CRF Director, Prof Sandra MacRury.

13. RAIGMORE HOSPITAL & THE HIGHLANDS

Raigmore Hospital, Inverness, is the main Hospital for the NHS Highland Health Board area and has 460 in-patient beds. The region covers an area of 15,000 square miles, which represents approximately 41% of the Scottish and 11% of the UK land surface (an area the size of Belgium). The area is highlighted in blue on the map and it also provides certain services to the Western Isles Health Board (Outer Hebrides) – the total population covered being 320,000. The catchment area comprises the largest and most sparsely populated part of the UK with all the attendant issues of a difficult terrain, rugged coastline, populated islands and a limited internal transport and communications infrastructure.



The area is recognised for its outstanding natural beauty and access to all sorts of recreational activities such as road and mountain biking, sailing, hiking, climbing, fishing, snow sports and all kinds of water sports. The City of Inverness is situated on the banks of the beautiful River Ness that flows from the famous Loch Ness. There are a fantastic range of restaurants, café bars, pubs and clubs where you will find live bands playing modern and traditional music. There is also a vibrant arts scene with Eden Court Theatre playing host to shows/entertainers of all genres. There is an airport only 15 minutes away that allows quick and easy links to London and Europe. Overall, this post can provide a satisfying and stimulating workplace whilst at the same time providing a beautiful place to live with a multitude of opportunities for the whole family.

14. ADDITIONAL INFORMATION

This post would suit someone looking to maintain a broad range of interests and be part of a dynamic department. We are keen to support individuals pursuing specialist interests and will discuss potential opportunities with any prospective candidates.

Section 4 – Job Plan

1. Whole-time Consultant Anaesthetist for NHS Highland based at National Treatment Centre - Highlands and Raigmore Hospital. Although based at the NTC and Raigmore Hospital, Inverness, you may be required to work in other NHS Highland Healthcare facilities in order to meet the requirements of the service.
2. You will be working alongside local managers and professional colleagues in the efficient running of the service, and will share with consultant colleagues in the medical contribution to management. These duties will be across the NTC Highland and Raigmore Hospital. Subject to the provisions of the terms and conditions of service, you are expected to observe the NHS Highland board's agreed policies and procedures, drawn up in consultation with the profession, on clinical matters, and to follow the standing orders and financial instructions of NHS Highland. In particular, where you formally manage employees of NHS Highland, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff, involved in the care of your patients, to be able to contact you when necessary.
3. You are required to comply with NHS Highland's health and safety policies.
4. You have agreed that you will be responsible for the training and supervision of the junior medical staff that works with you and you will be expected to devote time to this activity on a regular basis. In addition, you will be expected to ensure that junior staff has access to advice and counseling. If appropriate, you will be named in the contracts of doctors in training grades, as the person responsible for overseeing their training, and as the initial source of advice to such doctors, on their careers.
5. The main duties and responsibilities of your post include:
 - a) Provision with consultant colleagues of a service in Anaesthesia to NHS Highland, with responsibility for the prevention, diagnosis and treatment of illness, and for the proper functioning of the department
 - b) Out of hours responsibilities: 1:15 rota
 - c) Requirements agreed for the provision of cover for consultant colleagues
 - d) Professional supervision and management of junior medical staff
 - e) Responsibilities for carrying out teaching, accreditation and examination duties, as required, and for contributing to post-graduate and continuing medical education activity
 - f) Responsibilities, which relate to a special interest
 - g) Requirements to participate in medical audit and in continuing medical education (where appropriate and agreed)
 - h) Managerial, including budgetary, responsibilities (where appropriate and agreed)
 - i) Work on behalf of the NHS Highland Board such as domiciliary consultation or services provided but NHS Highland for other agencies.

6. It is a requirement for all consultants to have a job plan. Agreed job plans will be prospective and will set out:
- All professional commitments
 - Time and service commitments
 - Accountability and management arrangements
 - Objectives
 - Resources
 - Any agreed extra programmed activities

All job plans will follow the model format contained at Appendix 4 of the New Consultant Contract.

The job plan will be subject to review at least annually, or more often, if changes to staffing resources, or working practices, or the consultant's circumstances require it.

NHS Highland - Proposed working pattern

Job plan for Consultant in Anaesthesia (Sample)

Basic Information

Appointment	Full Time
Expected number of weeks in attendance	42 weeks
Usual place of work	NTC Highlands & Raigmore Hospital, Inverness
Contract	New
1 PA of premium time equates to	4 hours

PA Breakdown

	Main Employer PAs	Core PAs	EPA PAs	Total PAs	Core hours	EPA hours	Total hours	Premium hours
Direct Clinical Care (DCC)	8.000	8.000	0.000	8.000	32:00	0:00	32:00	2:12
Supporting Professional Activities (SPA)	2.000	2.000	0.000	2.000	8:00	0:00	8:00	0:00
Total	10.000	10.000	0.000	10.000	40:00	0:00	40:00	2:12

On-call summary

Location	Weekday Freq	Weekend Freq	Level	Supplement	PAs
Raigmore Hospital, Inverness	15	15	1	3%	0.733

Breakdown:

Normal	Premium	PA
		0.733
1:00	20:00	0.516
0:45	3:45	0.217
Availability supplement is:	3% (based on the highest supplement from all your rotas)	

On-call rota details

Weekday work		
What is the frequency of your weekday on-call work?	1 in 15.00	
Do you work your weekday on-call on a specific day?	No fixed day	
	Predictable	Unpredictable
What are your average hours of emergency work per weekday on-call?	01:00	01:30
How much of this takes place between 20:00 & 08:00? (premium time)	00:00	00:45
How much of your weekday predictable on-call work displaces other activities?	00:00	
Weekend work		
<i>(A weekend is classed as Saturday to Sunday for this rota)</i>		
What is the frequency of your weekend on-call work?	1 in 15.00	
	Predictable	Unpredictable
What are your average hours of emergency work per weekend on-call?	20:00	03:00
Does your weekend predictable work displace other activities?	No	

Activities - Work an annualised job plan

In the year expected to deliver 240 DCC sessions/year (equivalent to 120 full-day theatre lists)

Type	Day	Time	Weeks	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
							Total:	Core EPA	9.143 0.000	36:34 0:00
	Mon	08:00 - 18:00		Theatre Comments: Flexible list over 2 days - in this example over Mondays or Tuesdays with SPA to make up the remaining time.	NHS Highland Health Board.	Raigmore Hospital, Inverness	DCC	36	2.143	8:34
	Tue	09:00 - 17:00		Supporting Professional Activity Comments: Appraisal/revalidation/teaching etc. Roles to be discussed at 1st JP meeting.	NHS Highland Health Board.	Raigmore Hospital, Inverness	SPA	42	2.000	8:00
	Wed	08:00 - 18:00		Theatre Comments: Orthopaedic anaesthesia	NHS Highland Health Board.	Raigmore Hospital, Inverness	DCC	42	2.500	10:00
	Thu	08:00 - 13:00		Theatre Comments: Flexible anaesthetic list	NHS Highland Health Board.	Raigmore Hospital, Inverness	DCC	42	1.250	5:00
	Thu	13:00 - 18:00		Theatre Comments: Flexible anaesthesia list	NHS Highland Health Board.	Raigmore Hospital, Inverness	DCC	42	1.250	5:00

No specified day

Type	Normal	Premium	Activity	Employer	Location	Cat.	Num/Yr	PA	Hours
						Total:	Core EPA Replaced	0.125 0.000 (0.000)	3:26 0:00 (0:00)
	0:30	0:00	pre operative assessment Comments: Review of notes pre-op	NHS Highland Health Board.	Raigmore Hospital, Inverness	DCC	42	0.125	0:30

Section 5 – Person Specification

Essential Criteria - these are attributes without which a candidate would not be able to undertake the full remit of the role. Applicants who do not clearly demonstrate in their application that they possess the essential requirements will normally be eliminated at the short listing stage.

Desirable Criteria - these are attributes which would be useful for the candidate to hold. When short listing, these criteria will be considered when more than one applicant meets the essential criteria.

Requirement	Essential	Desirable
1. Qualifications	MChB or equivalent FRCA or equivalent	Possession of higher degree (MD, PhD)
2. GMC/Specialist Registration	Full GMC registration On the Specialist Register of the GMC (or be within 6 months of the anticipated award of a CCT in Anaesthesia at the time of interview)	
3. Clinical Experience	Wide experience in the provision of all types of anaesthesia	Additional training in higher specialist centres / abroad
4. Teaching & Training	Evidence of ability & commitment to teach trainees, undergraduates, nursing staff and other professional groups	Formal educational qualification e.g., PGCert Clinical Education Life support teaching qualification (ATLS, ALS, APLS)
5. Research & Audit Experience	Strong continued commitment to process of Audit & Research Ability to apply evidence based approach to the management of clinical problems	Peer reviewed publications relevant to critical care Research skills Supervised original research

<p>6. Staff Management</p>	<p>Ability to participate in departmental and NHS Board management</p> <p>Ability to lead and manage an anaesthetic and critical care team</p> <p>Ability to manage time and prioritise clinical workload</p> <p>Experience in audit & clinical governance</p>	<p>Formal management training</p>
<p>7. Team Working & Interpersonal Skills</p>	<p>Ability to form constructive & effective professional relationships with existing consultants and staff</p> <p>Ability to work as a team</p> <p>Ability to delegate appropriately</p> <p>A caring attitude to patients, relative and nurses and other workers</p> <p>Ability & willingness to work hours of the job and provide out of hours cover on-call</p>	<p>Leadership skills</p> <p>Willingness to undertake additional professional responsibilities at local, regional & national levels</p> <p>Valid driving licence</p>

Section 6 – Terms and Conditions

TERMS AND CONDITIONS OF SERVICE

This appointment is offered on the terms and conditions of service of the Consultant Contract in accordance with the Hospital Medical & Dental Staff (Scotland) and current General Whitley Council. Further information can be found here: <http://www.msg.scot.nhs.uk/pay/medical>

Job Title	Consultant Anaesthetist
Type of Contract	Full time Permanent
Location	NTC Highlands & Raigmore Hospital, Inverness
Salary	£91,474 - £121,548 per annum Placing on the salary scale will be on the minimum point unless the successful applicant has previous experience in a NHS Consultant post or previous non-NHS experience equivalent to that gained in an NHS Consultant post.
Arrangement of Duties	See separate Job Plan.
Medical Negligence	NHS Highland takes responsibility for expenses and damages arising from medical negligence where they, as the employer, are vicariously liable for the acts and omissions of their medical and dental staff. However, the appointee is strongly advised to maintain separate medical defence or insurance cover for all work which does not fall within the scope of the Board's indemnity scheme, details of which are given in NHS Circular 1989(PCS) 32.
Registration with General Medical Council	Applicants must have full registration with the General Medical Council, a licence to practise and be eligible for inclusion on the GMC Specialist Register. Those trained in the UK should have evidence of higher Specialist Training leading to a CCT or be within six months of confirmed entry from the date of interview or obtained specialist registration through CESR (CP). Non UK applicants must demonstrate equivalent training.

<p>Disclosure of Criminal Convictions</p>	<p>Appointment to this post will be made subject to satisfactory screening by Disclosure Scotland. This post is considered to require registration with the Protecting Vulnerable Groups (PVG) Scheme as it involves substantial access to children and / or vulnerable adults. A PVG Scheme Record will contain details of all convictions on record, whether spent or unspent. This means that even minor convictions, no matter when they occurred will be included in the Scheme Record. It may also contain non conviction information held locally by the police, where this is considered relevant to the post.</p> <p>Following the selection interview only the "successful" candidate will be subject to registration with the PVG Scheme. Offers of appointment will be made subject to satisfactory PVG Scheme screening and medical fitness. Please note that a commencement date will only be issued once this clearance has been received.</p>
<p>Rehabilitation of Offenders Act 1974</p>	<p>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 these convictions or the circumstances relating to them in the course of their 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 is excluded in the provisions of the Act unless otherwise stated in the job description. If the post is excluded you are 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 your employer. Any information given, however, will be completely confidential and will be considered only in relation to the post for which this application form refers.</p>

Medical Fitness	<p>All prospective members of staff are asked to submit a confidential health questionnaire to the Occupational Health Service. On the basis of this, they may be passed fit, or an appointment for further information or screening may be required. All entrants must be certified medically fit and employment is conditional on such certification. All appointees are expected to comply with NHS Highland's Immunisation Policy.</p> <p>Those posts classified as Exposure Prone Procedures appointments are dependent on satisfactory proof of immunity or freedom from Hep B infection prior to appointment.</p>
Right to Work	<p>NHS Highland has a legal obligation to ensure that it's employees, both EEA and non EEA nationals are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS Highland they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until the right to work in the UK has been verified. You will be required provide appropriate documentation prior to any appointment being made.</p>
Annual Leave & Public Holidays	<p>The leave year shall run from date of taking up appointment and in a full year the postholder will be entitled to 6 weeks' and 3 days annual leave plus 8 statutory and public holidays as agreed by NHS Highland.</p>
Superannuation	<p>New entrants to NHS Highland who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme.</p>
Notice	<p>The postholder will be required to give and is entitled to receive a minimum of three months notice of termination of employment.</p>
Removal Expenses	<p>Assistance with Removal expenses will be given in accordance with the NHS Highland Long Term Relocation Policy. It is compulsory that you discuss any arrangements relating to your relocation with us before arranging anything. Failure to do so may result in limited or no assistance being given.</p>

Private Residence	Your private residence shall be maintained in contact with the public telephone service and shall be not more than 10 miles or 30 minutes by road from your hospital base, unless the Board gives specific approval to you residing at a greater distance.
Identity Badge Policy	NHS Highland has a policy that all staff will be issued with and required to wear an Identity Badge at all times when on duty. If your badge needs replacing for any reason you are required to contact the Fire/Security Office, Estates Department to arrange for a replacement. All identity badges are the property of NHS Highland and must be returned when you terminate your employment.
Smoke Free Policy	NHS Highland operates a No Smoking Policy of tobacco products or e-cigarettes in any of our properties, vehicles or grounds. When selecting new staff NHS Highland does not discriminate against applicants who smoke but applicants who accept an offer of employment will in doing so agree to observe and familiarise themselves with NHS Highland's Smokefree policy.
Confidentiality	<p>In the course of your duties you may have access to confidential material about patients, members of staff or other health service business. On no account must information relating to patients be divulged to anyone other than authorised persons - for example medical, nursing or other professional staff, as appropriate who are concerned directly with the care, diagnosis and/or treatment of the patient.</p> <p>If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature you must seek advice from your superior officer. Similarly no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe this rule will be regarded by your employers as serious misconduct, which could result in serious disciplinary action being taken against you including dismissal. The unauthorised disclosure of official business under consideration by the Board Management Team or one of its Committees by an employee is also regarded as a breach of confidence and may lead to disciplinary action.</p>

Scottish Workforce Information Standard System (SWISS)	<p>The information that staff provide will be used for employment purposes and where necessary to comply with legal obligations. The purpose of holding this information is for administration i.e. employment and pay amendments, superannuation, workforce management/planning and other personnel matters in relation to employment. Any requests for information outwith the above will only be processed with individual consent (e.g. building society mortgage applications etc.)</p> <p>Staff information will be held securely, and will be accessed at a local, regional and national level to meet the requirements outlined above. Managers may also hold information within your department. There will be no unauthorised access.</p>
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