



INFORMATION PACK

FOR THE POST OF

CONSULTANT RADIOLOGIST

**With special interest in Gastrointestinal and/or Genitourinary
(x2 posts)**

Aberdeen Royal Infirmary

Ref: IR123901

Closing Date: 27th of August 2023

North East of Scotland – a great place to work and live

Aberdeen is a lively, cosmopolitan city located in the North East of Scotland. In the city, there are beautiful parks and gardens and superb beaches. Aberdeen city and surrounding towns across Aberdeenshire boast fantastic museums, theatres, galleries, bars and restaurants, and a variety of shopping, including unique family-run businesses.

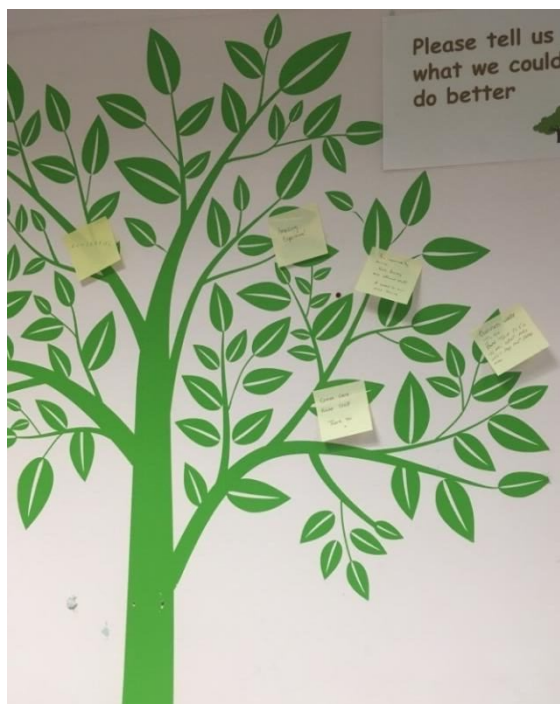
There is a wide range of annual festivals across Grampian, from food and drink, music and arts and festivals celebrating local culture and traditions. There are excellent and varied schools within the city, Aberdeenshire and Moray, with a great range of housing to suit all tastes. There are strong public transport links and a modern comprehensive road network.

Aberdeen is a gateway to explore natural landscapes from the northeast coastline to beautiful Royal Deeside and the stunning Cairngorms National Park, with many Munros and Corbetts. The castle and whisky trails across the region make the northeast famous, and there is a wide range of outdoor leisure activities, such as hill walking, water sports and skiing. There are over 50 golf courses and excellent salmon and trout rivers.

Moray has many pleasant and unique characteristics, including a varied landscape ranging from the Moray Firth's shores to the Cairngorms' foothills. As well as breath-taking scenery Elgin has a strong cultural scene with wide and varied leisure options. Elgin is family orientated and offers a peaceful and calm quality of life. There are highly rated local schools and nurseries, both public and private. Elgin is on the main road route to Aberdeen (65 miles) and Inverness (37 miles), providing excellent links to global destinations by road, rail, air and sea.

Aberdeen's international airport is served by several major carriers providing an extensive network of routes throughout the UK, direct to Europe and worldwide through major hubs. There are good road and rail connections to the major Scottish cities of Edinburgh, Glasgow and Inverness.

Patient care



The multi-disciplinary teams in NHS Grampian Radiology Department for Gastrointestinal and Genitourinary radiology are very patient-centric. Our teams make all efforts to ensure that patients feel comfortable and confident, ensuring their care and dignity. We undertake patient satisfaction audits, which help with any service redesign and respect our patients' rights and responsibilities, underpinned by person-centred values.

We take all patient feedback seriously and consistently act on complaints and compliments, both within our department and through our Divisional Clinical Governance Group. This enables a drive towards service quality and improvement. This approach to our service provision is attractive to people who also carry these values and we are keen to appoint such individuals into our team.

Future plans for NHS Grampian Radiology

The Executive Team in Radiology are very ambitious. There is a common understanding that Radiology is at the heart of the hospital, and as such, we have a constant drive for further investment across all our staffing disciplines and capital. The major capital investment for a new Baird Family Hospital and ANCHOR Centre for Oncology and Haematology will improve patient care and augment patient imaging service. NHS Grampian is also pursuing major capital investment through the National Treatment Centres, which will increase the imaging footprint with additional MRI, CT and improved x-ray facilities in Aberdeen, with plans well underway for an MRI in Dr Gray's. In addition, the Interventional Radiology suite has recently been updated with state-of-the-art equipment with further significant investment to enable departmental redesign. Replacement plans to follow for all modalities.

Value-based care for our patients and staff requires collaboration across all modalities and work streams. We work closely with our eHealth and Health Intelligence colleagues to interrogate our data and activity, producing evidence for increased funding applications and future projections, working on the capacity gap and workflow efficiencies. We also value the contributions from our collective workforce and encourage participation in our strategic planning via the modality groups and participatory events.

A workforce plan is also in development to enhance our retention and recruitment plans. Staff development is a key driver for improving services, and all staff are encouraged to engage with the weekly CPD lecture programme and given time and space to pursue their professional interests.

A consortium between NHS Grampian, Aberdeen University, Scottish Government and industry partners was successful in the funding competition – *Creating a network of digital pathology, imaging and AI centres*. The iCAIRD (Industrial Centre for Artificial Intelligence Research in Digital Diagnostics) project was initiated in the autumn of 2018 to develop infrastructure to apply AI in digital diagnostics, pathology and radiology built upon existing national initiatives. iCAIRD is a significant platform for research and service development to which NHS Grampian is committed with Radiology playing a leading role.



The Radiology Department has representation around national and regional strategic programmes and ensures that NHS Grampian are part of the decision-making processes.

The plans for the radiology department are developed in conjunction with staff and underpinned by service needs and evidence to provide the best imaging service for our patients.

Gastrointestinal (GI) and / or Genitourinary(GU)

The post holder will be expected to join the existing team of radiologists to support GI/GU imaging, undertaking programmed activities in GI/GU diagnostic imaging and CT/USS guided procedures. They will lead/participate in the many multidisciplinary team meetings associated with these specialties according to the needs of the department. The successful candidate would also be encouraged to be involved in service planning, development and quality improvement within GI/GU. They will also be involved in the supervision and training of Radiology Registrars in the North of Scotland Deanery. Potential candidates will be encouraged to identify areas within their specialist area where they can lead and develop, acting as a conduit between contemporary thinking and local good practice.



NHS Grampian is one of 10 principal Health Boards in Scotland. It provides healthcare services to approximately 600,000 people living in Grampian and additional provisions to 50,000 people living in Orkney and Shetland. The organisation employs around 17,000 staff.

A period of significant investment and modernisation began in 2013 with the opening of the Matthew Hay building, bringing emergency and urgent care services together into one building. NHS Grampian Board has recently approved plans for two new buildings on the Foresterhill site, the Baird Family Hospital and The ANCHOR Centre investing £120 million. The Baird Family Hospital will bring together maternity, gynaecology and breast services, while The ANCHOR Centre will provide outpatient and day-patient treatment for cancer and blood disorders. The Foresterhill site is novel in terms of the centralisation of all services, including university.

NHS Grampian has a status as the Major Trauma Centre for the North East of Scotland, and we expect significant investment to improve elective care within the National Treatment Centre programme with a new building and increased workforce. These are exciting times for Radiology as all these strategic local and national drivers will bring investment to the Radiology department, improving services for our patients. In particular, we are keen to develop the Gastrointestinal and Gynaecology services in line with contemporary strategic drivers to provide the best service we can for our patients.

NHS Grampian Radiology Department

Radiology services are structured on a modality basis with Service Clinical Directors and Clinical leads reporting to the Unit Clinical Director, Dr Senthil Ragupathy (senthilkumar.arcotragupathy@nhs.scot) and Radiology manager and superintendent radiographers reporting to the Unit Operational Manager, Mrs Grace Ball (grace.ball2@nhs.scot).

The primary radiology department is at **Aberdeen Royal Infirmary** on the Foresterhill site and is well equipped. The CT department includes a 128-slice Siemens Somatom X.cite and a dual-energy GE Discovery 750. Emergency and urgent CT cases are imaged on a 64 Slice GE Optima 660. The department also has a Siemens 1.5T Avanto MRI and has access to a Philips 3T University research MR scanner. The Grampian breast service hosts two high quality Hologic mammography units within the Radiology department with digital tomosynthesis, vacuum biopsy and excision services with MRI-guided biopsy and family history screening. The service is soon to offer contrast enhanced mammography and biopsy. The service is soon to start using artificial intelligence in ultrasound. The Interventional Radiology suite has two state of the art Siemens Artis Q angiographic units with the most recent replacement completed in December 2022. Plans for phased expansion into the IR team are progressing with a future vision of providing a full range of vascular and non-vascular procedures.

Dr Gray's Hospital, Elgin is a 180-bed acute hospital which provides a full range of consultant-led specialities. The fully digital radiology department provides comprehensive plain film imaging, Ultrasound, Fluoroscopy and a newly installed 160-slice Canon Aquilion Prime SP CT (with full subtraction suite, cardiac and colon packages, and dedicated multi-user thin client post-processing Vitrea workstation). A new MRI service will be in place for 2023 through the National Treatment Centre programme.



Nuclear medicine and PET-CT have a long and illustrious history in Aberdeen, with numerous world and national firsts regarding service innovations and academic achievements. The department performs around 8500 examinations annually and is equipped with 2 SPECT/CT gamma cameras and 1 SPECT, PET/CT system, a full isotope laboratory and a new PETtrace 800 cyclotron, which includes a Zn target to produce ^{68}Ga .

Aberdeen Royal Infirmary is a teaching hospital affiliated with the University of Aberdeen, the oldest medical faculty in the English-speaking world and home to one of the top Undergraduate teaching programmes in the UK. NHSG Radiology has a well-established and successful teaching programme for UG trainees. We also have strong links to Aberdeen University via the imaging research wing (www.abdn.ac.uk/abic) and Robert Gordons University, encouraging links to the UK and European academic settings for collaborative research. There is a robust audit and research component to the department for all staff members, both independently and as part of the RADIANT group at the Royal College of Radiologists. The post-holder will be encouraged to be part of the research and audit activities associated to GI / GU and will benefit from considerable research infrastructure and research management expertise.

NHS Grampian is also the base for the North of Scotland training scheme, and currently, it supports radiology training for 27 trainees across Grampian and the Highlands. The post-holder will participate in teaching trainee radiologists and wider clinical teams and will be encouraged and supported to take on recognised trainer roles.

The department is fully integrated with Carestream RIS/PACS/electronic requesting and uses a Soliton Voice Recognition System across all sites.

Consultant Radiologists, NHS Grampian

Dr S Arcot Ragupathy senthilkumar.arcotragupathy@nhs.scot	Unit Clinical Director, Breast and Uroradiology
Dr D McAteer dympna.mcateer@nhs.scot	Chair - Radiology Senior Staff Committee Gastrointestinal and Head and Neck Radiology
Prof A Denison alan.denison2@nhs.scot	Dean of Postgraduate Medicine, NHS Education for Scotland PET, Chest Radiology
Dr S Walker shonagh.walker@nhs.scot	Associate Medical Director for Professional Performance and Deputy Responsible Officer Paediatric Radiology
Dr S Olson shona.olson@nhs.scot	Nuclear Medicine Service Clinical Director Neuroradiology, Nuclear Medicine & PET
Dr L Saraswat lokesh.saraswat@nhs.scot	CT Service Clinical Director RCR Regional specialty advisor Gastrointestinal & Hepatobiliary Radiology
Dr N Rose natasha.rose@nhs.scot	MRI Service Clinical Director IRMER - Lead Musculoskeletal Radiology
Dr GLip gerald.lip@nhs.scot	Service Clinical Director, North of Scotland Breast Screening Programme Breast radiology
Dr E Ramage emma.ramage@nhs.scot	Member - Radiology Executive Committee Gastrointestinal and Gynaecology Radiology
Dr L Narayanan leela.narayanan@nhs.scot	Ass. Postgraduate Dean for Medicine & Diagnostics, North of Scotland Neuroradiology and Gastrointestinal radiology
Dr R Mitchell-Hay rosalind.mitchell-hay@nhs.scot	Training Programme Director Gastrointestinal and Hepatobiliary Radiology
Dr S Wilkie struan.wilkie@nhs.scot	NHS Grampian Clinical Lead for Radiology IT Unit Clinical Director DGH Medicine and Unscheduled Care Training Programme Director Musculoskeletal Radiology, Chest & Cardiac Radiology
Dr A Nandakumar anjali.nandakumar@nhs.scot	Audits and Quality Improvement - Lead Breast and Uroradiology
Dr D Reynolds daniel.reynolds@nhs.scot	Lead for First Imaging Musculoskeletal Radiology
Dr R Hamdy rafik.hamdy@nhs.scot	Clinical Lead – Dr Grays Radiology department Musculoskeletal Radiology, Paediatric
Dr A Thompson angus.thompson@nhs.scot	Area Medical Committee Musculoskeletal Radiology
Dr V Akondi raghavendra.akondi@nhs.scot	Joint Lead Clinician – Interventional Radiology
Dr A Sethi akshay.sethi@nhs.scot	Joint Lead Clinician - Interventional Radiology

Dr D Basko	Breast Radiology
Dr A Beaumont	Nuclear Medicine (appointed and commencing in Aug 2023)
Dr J Brodie	Head and Neck, Chest and Cardiac Radiology, Dr Gray's.
Dr F Caswell	Chest and Oncoradiology
Dr S Dubios-Marshall	Chest and Cardiac Radiology
Dr M Gandhi	Uroradiology, Gastrointestinal and Haematology Radiology
Dr D Morgan	Paediatric Radiology
Dr B Morrisey	Chest and Cardiac radiology
Dr N Muhammad Gowdh	Breast and Gynaecological Radiology (chair of the REALM)
Dr A Rana	Neuroradiology
Dr B Sethi	Paediatric Radiology
Dr S Somasundaram	Neuro Radiology
Dr B Winter	Musculoskeletal Radiology
Dr G Gupta	Breast Radiology
Mrs Alice Dewar	Consultant Mammographer

5 Description of Post - IR123901

With special interest in Gastrointestinal and/or Genitourinary

These posts are designed for a motivated individual to complement and enhance existing services, and as such, we are open to hearing from anyone who can bring their talent to the department. These posts are advertised as a 10 PA job, although we would welcome applicants wishing to work part-time. This post is advertising for Radiologist with special interests in Gastrointestinal and/or Genitourinary.

The basic contract is negotiable, and EPAs can only be awarded above contracted 10 PAs and would be the subject of detailed job planning discussions. This additional activity is separate from the main contract and variable at a three month notice period from either employee or employer.

There is the opportunity for home reporting workstations if additional reporting capacity is provided and depending upon availability of work stations. It can also be negotiated that home workstations can be used for reporting sessions and some SPA. The workstations have full RIS and PACS and access to the NHS Board systems. Office space is largely shared, with shared secretarial support.

The post holder is expected to provide comprehensive imaging services, participation in MDT and teaching of post graduate and undergraduates in Gastrointestinal and/or Genitourinary.

The successful candidate will be expected to participate in strategic discussions regarding the planning and future vision for the NHS Grampian Intervention service.

Out of hour's emergency work

Any out of hour's activity will be undertaken on the basis of the terms and conditions set out in the new consultant contract (Scotland). The out of hours work is undertaken in a hybrid of shift and on call service. In the weekends, 9 am to 9 pm, 2 consultants are on shift (9 hours each with overlap) and are on site covering emergency work and contrast cover for elective work. During weekdays, 5 pm to 8 pm is shift and on site presence required. 8 pm to 9 am on weekdays and 9 pm to 9 am on weekends are on call service. A dedicated 2 hours time is provided for the consultants to check the overnight scans during the weekdays.

Clinical Commitments

Job plans will be discussed individually but an indication on the bases of a 10PA contract will usually be based around:

3 Radiology Sessions in your Specialist Area
1 Flexible radiology session/prospective cover
1 MDT session

Up to 1.5 on call Session
1.5 Reporting sessions
2 SPA sessions

This contract would be negotiable for candidates who wish to work part time. Candidates for this post will be expected to have proficiency in aspects of diagnostic imaging including CT and MR and also US and CT guided procedures. It would be preferable if they also have proficiency in general radiological examinations including plain films.

**MODEL JOB PLAN FORMAT
IR123901**

a) Consultant Contract Details

Name:			Specialty: Radiology		
Principal Place of Work: ARI					
Contract :	Full Time		Honorary	PAs __10__	EPA _2_
Availability Supplement:	3%		Level 1		(Delete as appt)
OOH at Premium Rate worked :					
Managerially Accountable to: Unit Clinical Director					
Responsible for :	GI and/or GU radiology				

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

NB: A 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.

DAY	HOSPITAL/ LOCATION	TYPE OF WORK
Monday From / To	Aberdeen Royal Infirmary	0900 – 1300 Specialist session (4 hours DCC) 1300 – 1430 Reporting session (1 hour 30 DCC) 1430 – 1600 GI MDT (1 hour 30 DCC) 1600 – 1900 Reporting session (3 hours DCC)
Tuesday From / To		0900 – 1200 Specialist session (3 hours DCC) 1200 – 1300 Reporting session (1 hour DCC) 1300 – 1400 Specialist session (1 hour DCC) 1400 - 1600 MDT preparation time (2 hours DCC) 1600 -1700 SPA (1 hour SPA)
Wednesd ay From / To		0830 – 1045 – Flexible reporting session (2 hours 15 min) 1045-1300 – Gynae MDT (2 hours 15 min) 1300 – 1530 – SPA (2 hours 30 SPA) 1600 – 1800 – On call (2 hours DCC)
Thursday From / To		0900 – 1300 - On Call (4 hours DCC) 1300 - 1700 SPA (4 hours SPA)
Friday From / To		0900 - 1300 – Specialist session (4 hours DCC) 1300 – 1400 – SPA (1 hour SPA)
Saturday From / To		
Sunday From / To		

NHS GRAMPIAN

PERSON SPECIFICATION IR123901

The Person Specification should meet the demands of the job and comply with current legislation. Setting unnecessary standards may, for example, unfairly discriminate against one sex, the disabled or minority racial groups. Applicants should be assessed in relation to their ability to meet the real requirements of the job as laid down in the job description. Shortlisted candidates **MUST** possess all the essential components as detailed below.

POST/GRADE: Consultant Radiologist
LOCATION/HOSPITALS: Aberdeen Royal Infirmary
WARD/DEPARTMENT: GI and / or GU radiology

Requirements		Essential	Desirable
Qualifications/Training	Full Registration with the General Medical Council*, a licence to practice, and be eligible for inclusion in the GMC Speciality Register.	Yes	
	Those trained in the UK should have evidence of higher specialist training leading to CCT in Clinical Radiology or eligibility within 6 months of confirmed entry from date of interview.	Yes	
	Candidates should either be on the GMC Specialist Register, be within 6 months of CCT or be in possession of CESR.	Yes	
Ability/Knowledge	Ability to perform as an independent Clinical Consultant.	Yes	
Experience	Sub-speciality training and experience in the following:	Yes	
	• Gastrointestinal and/or genitourinary	Yes	
	• Body CT	Yes	
	• Body MRI	Yes	
	• CT & USG guided drainages	Yes	
	• Audit and research	Yes	
	• Multi-disciplinary team working	Yes	
Teaching	Experience in post graduate teaching		Yes
Special Aptitude and Abilities	Ability to work flexibly to meet the needs of the service, with particular patient focussed approach	Yes	
Deposition	Team player	Yes	
Physical requirements	Good General Health	Yes	
Management Ability	Working knowledge of the NHS management system and current developments.	Yes	
	Ability to develop and lead new areas of service development	Yes	

***GMC Requirements:**

- GMC accredited Primary Medical Qualification (PMQ)
- English language knowledge –
 - PMQ delivered in English
 - IELTS, PLAB 1 or PLAB 2
 - References from previous English-language employers covering 2 years.
 - Written offer and English Language Form from Responsible Offer of Designated Body
- Proof of identity
- Certificate(s) of Good Standing
- Activities over the past 5 years.
- Declaration of Fitness to Practice
- English-translated documents
- Payment of GMC fee

CONSULTANT RADIOLOGIST - IR123901

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 £91,474 - £121,548 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 out with 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 Radiology.
8. 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.
9. 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.
10. 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.
11. 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.
12. 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.

13. 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.
14. The officer appointed will be required to be registered on the General Medical Council's Specialist Register.
15. 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 post holder is involved in "Exposure Prone Procedures". This review may result in the post holder 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 post holder leaving the Board's employment.

16. 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.
17. Termination of the appointment is subject to three months' notice on either side.

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 - IR123901

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 Dr SenthilRagupathy, Unit Clinical Director, Mrs Grace Ball, Unit Operational Manager for Radiology on 01224 553517 (grace.ball2@nhs.scot).

Mr Paul Bachoo
Medical Director – Acute Services
NHS Grampian
3rd Floor West Wing, Ashgrove House
Aberdeen Royal Infirmary
Aberdeen

Dr N Fluck
Medical Director
NHS Grampian
Summerfield House
Eday Road,
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PA Ann-Marie Park
Direct Line: 01224 551051

Lyndsay Cassie
Direct Line: 01224 558577

Closing date 27th of August 2023

NHS Grampian has a process of induction for all newly appointed Consultants. You will have a local department induction and orientation led by the Unit Clinical Director. 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 Clinical Director 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 in Aberdeen. 'Little Acorns Day Nursery' which has been specially designed can accommodate 24 children between the ages of six months and five years. Please contact the Nursery Manager on (01224) 557828 for further details.

There is no accommodation provided for medical staff attached to the hospital. However, support can be provided to candidates moving to the area in finding accommodation and relocation expenses are available as per policy.

In the interest of Health Promotion we operate a **No Smoking Policy**.