



**Job Title: Consultant Otolaryngologist**

**Location: Aberdeen Royal Infirmary**

**Ref No: ST157314**

**Closing Date: Sunday, xx September  
2023**

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## **NHS GRAMPIAN**

### **POST OF CONSULTANT OTOLARYNGOLOGIST REF: ST157314**

#### **JOB DESCRIPTION**

##### **ABERDEEN**

With a population of approximately 250,000, the city of Aberdeen stands between the rivers Dee and Don on the North East coast of Scotland. Aberdeen is a beautiful and historic city with many architectural splendours constructed from the local granite which sparkles in the sunlight earning Aberdeen's 'Silver City' nickname. There is a sense of history as you walk through the older sections of the city and the large and busy harbour provides a vivid reminder of the areas dependence on the sea for many centuries from fishing through to oil. Recognised as the prosperous 'oil and gas capital' of Europe, Aberdeen nevertheless retains its old-fashioned charm and character making it an attractive place in which to live and work.

There is excellent potential to pursue outdoor leisure activities/facilities in particular, with renowned skiing, hill walking and golfing attractions to name but a few, within easy road access. The surrounding countryside offers something for everyone from historic castles and stately homes to beautiful beaches, scenery and amazing wildlife.

Aberdeen enjoys excellent links with other British cities, for example flying time to London is just over one hour with multiple flights per day. Road and rail links to all points north and south are also excellent. Many new housing developments have arisen in surrounding villages providing a wide choice of housing within easy commuting distance by car.

Well known for its superb quality of life, Aberdeen enjoys first class amenities including His Majesty's Theatre, Music Hall, Art Gallery, Museums, Aberdeen Sports Village and Beach Leisure centre. Regional primary and secondary education facilities are excellent as evidenced by national league tables. In addition to Local Authority schools, there are excellent local fee-paying schools, one of which caters for girls only. There is also an International School, which has a wide and diverse pupil and parent community. To find out more about Aberdeen and the North East, visit [www.aberdeen-grampian.com](http://www.aberdeen-grampian.com).

##### The University of Aberdeen

The University of Aberdeen is a fusion of two ancient universities: Kings College founded in 1495 and Marischal College which dates from 1592. Thus until they joined in 1860, Aberdeen had two universities for over 250 years. The University maintains an outstanding record in scholarship and supports a high level of teaching and learning underpinned by a first class portfolio of research programmes and currently has 11,500 matriculated students.

The Institute of Medical Sciences is adjacent to the University Medical School on the Foresterhill site and brings together medical scientists and clinicians in a fully integrated research facility. Phase II of the Institute, which will facilitate further developments enhancing the integration between fundamental and clinically based research groups, is fully operational. Aberdeen Medical School consistently ranks in the Top 5 UK medical schools and has an international reputation for teaching excellence.

For more information visit [www.abdn.ac.uk](http://www.abdn.ac.uk).

## Robert Gordon University

Robert Gordon University has earned wide recognition for its pragmatic approach to higher education both in Scotland and internationally.

For generations it has produced qualified professionals across a broad spectrum of careers in the arts, management, engineering, sciences, pharmacy, health and the professions allied to medicine.

Around 9,500 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.

For more information visit [www.rgu.ac.uk](http://www.rgu.ac.uk).

## **HOSPITALS**

**NHS Grampian** was formed on 1<sup>st</sup> April 2004. It incorporates Aberdeen Royal Infirmary, Royal Aberdeen Children's Hospital and Aberdeen Maternity Hospital on the Foresterhill site. Other sites include Woodend Hospital in Aberdeen and Dr Gray's Hospital in Elgin as well as the palliative care facilities at Roxburghe House.

Peripheral outpatient clinics are provided at various hospitals throughout the north east of Scotland and in Orkney and Shetland.

**Aberdeen Royal Infirmary (ARI)** with a complement of around 800 beds is situated on a large open site to the north west of the city centre with the medical school of the University of Aberdeen. This is the principal adult acute hospital of the Grampian area providing a complete range of medical specialties including General Medicine, Cardiology, Respiratory, Gastroenterology, Infectious Diseases, Neurology, Clinical Pharmacology, Stroke Medicine, Diabetes and Endocrinology, Haematology, Nephrology, Oncology, Dermatology, Blood Transfusion, Rheumatology and Geriatrics and surgical specialties including General Surgery, Cardiothoracic, Vascular, Orthopaedics, Neurosurgery, Plastic Surgery, OMFS, ENT, Transplantation, Ophthalmology, Urology, Gynaecology, ITU, A and E, Radiotherapy and Anaesthetics.

Aberdeen Royal Infirmary is a teaching hospital and is a tertiary referral centre for the North and North East of Scotland in a number of specialties.

**Royal Aberdeen Children's Hospital (RACH)**, together with the Neonatal Unit based in Aberdeen Maternity Hospital (AMH), provides all specialist care for children up to the age of 16 years in the Grampian region and the Orkney and Shetland Islands.

**Aberdeen Maternity Hospital (AMH)**, is the main Maternity Hospital for the area. It has both ante-natal and post-natal beds, and a level 3 Neonatal Unit.

**Woodend Hospital** is situated one mile west of Aberdeen Royal Infirmary and includes the Adult ENT Clinic and Audiological services.

**Dr Gray's Hospital, Elgin** in the Moray district of Grampian. This district general hospital serves the population of Moray and provides a general ENT service delivered by Aberdeen and Inverness consultants.

## **THE DEPARTMENT**

Otolaryngology / Head and Neck Services are provided from Aberdeen Royal Infirmary and the Children's Hospital and cover the areas of Grampian, Shetland and Orkney. The total population served by the unit is in excess of 500,000. A full range of general and sub-speciality adult and paediatrics services is provided.

The outpatient unit at Woodend Hospital has a full range of diagnostic equipment.

Adult in-patient services are delivered from ward shared with Maxillofacial Surgery. There are on-site Intensive Care and High Dependency Units for complex cases.

Paediatric patients are treated in the Royal Aberdeen Children's Hospital, which is on the same site.

There are specialised clinics covering Otology, Rhinology, Head and Neck, Thyroid, Voice, Skull Base, Paediatric Hearing Assessment and Cleft Palate. Full audiological and vestibular investigations are available.

There are outreach clinics in Elgin, Huntly, Stonehaven, Turriff, Fraserburgh and Peterhead. The clinics are well equipped, with endoscopes and microscopes provided in all clinics. There are no inpatient facilities and all surgery is carried out in the main hospitals in Aberdeen.

Cover is also provided for Orkney and Shetland. A Consultant and a junior member of staff attend each island for three days every two months. Inpatient services are provided for routine surgery on the islands and any complex surgery is referred back to Aberdeen.

## **THE POST**

The post is that of full time Consultant Otolaryngologist with NHS Grampian.

Within the department there are eight Consultants (including this post), three Specialist Trainees, one Core Trainee, four Specialty Doctors, four Foundation Year 2 Doctors and one Physician Associate.

### **Consultants**

Mr D Veitch	Paediatrics
Professor K Ah-See	Head and Neck
Mr B Ram	Rhinology and Skull Base
Mr C Brewis	Otology and Paediatrics
Miss S Maini	Otology and Rhinology
Mr M Shakeel	Head and Neck and Thyroid
Mr V Vallamkondu	Rhinology and Paediatrics

## **DUTIES AND RESPONSIBILITIES**

The person appointed will be expected to participate in the general work of the department throughout Grampian, Orkney and Shetland. This includes duties at Aberdeen Royal Infirmary, Royal Aberdeen Children's Hospital and peripheral hospitals.

A subspecialty interest in Head and Neck surgery is preferred. This will consist of a combination of benign and malignant head and neck conditions. The opportunity to help with the local multidisciplinary voice clinic exists. The Head and Neck service is delivered through a MDT setting with the full support of the range of specialties including Maxillo-facial surgery, Oncology, Radiology,

Pathology, Speech and Language therapy, Restorative dentistry, specialist cancer nursing and dietetics.

Aberdeen Royal Infirmary was the first institution in Scotland to introduce Robotic surgery. (Da Vinci). This was initiated through a multidisciplinary approach involving a range of surgical specialties, including ENT. Urology, Gynaecology and General surgery are now up and running with the next phase expected to be the introduction of Head and Neck Surgery. This post holder will be expected to form part of this team to help develop Robotic head and neck surgery in Grampian.

Duties will involve in-patient, out-patient and on call work.

You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues in the medical contribution to management. Subject to the provisions of The Terms and Conditions of Service you are expected to observe NHS Grampian agreed policies and procedures drawn up in consultation with the profession on clinical matters and follow the standing orders and financial institutions of NHS Grampian. 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 NHS Grampian Health and Safety Policies.

## **LIBRARY FACILITIES**

There are extensive Library facilities at the University of Aberdeen Medical School based on the Foresterhill site.

## **LABORATORY SERVICES**

A full range of laboratory services are provided at the Hospital.

## **MANAGEMENT**

The Acute Sector is divided into four units; Medicine, Surgery, Womens and Childrens Services, and Clinical Support Services.

ENT sits within the Surgical Specialties Unit within the Division of Surgery. This is managed by a Unit Operational Manager and a Nurse Manager in collaboration with the relevant Clinical Leads.

This post reports to the ENT Clinical Lead and is accountable to the Acute Sector Associate Medical Director.

## **TEACHING AND TRAINING**

The department consistently receives outstanding feedback for the quality of its teaching and training. Medical Students from the University of Aberdeen and Specialty Trainees from the East of Scotland training programme rotate through the department.

## **RESEARCH AND DEVELOPMENT**

NHS Grampian aims to maintain the tradition of clinical excellence and to encourage 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 prospects of involvement in the exchange of ideas within the national/international research community. NHS Grampian's Research and Development Strategy has been developed to prioritise and stimulate research and development within NHS Grampian'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.

## **AUDIT**

The appointee would be expected to take an active interest in audit within the department and any more widespread audit activities agreed with other departments. Participation in any nationally agreed organised audit programme is encouraged.

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

## **NHS GRAMPIAN**

### **CONSULTANT OTOLARYNGOLOGIST**

#### **REF:**

#### 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 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 ENT
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.**
20. 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 Mr Clive Brewis, ENT Clinical Lead, on 01224 553903 and/or Professor Kim Ah-See, ENT Consultant, on 01224 552117.

NHS Grampian has a process of induction for all newly appointed Consultants. You will have a local department induction and orientation led by your Clinical Lead. 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 Lead along with you will be responsible for ensuring this is undertaken. Clinical Leads 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 to withhold information about convictions which for other purposes are “spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the 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 Nursery facility for children of staff employed by NHS Grampian. ‘Little Acorns Day Nursery’ which has been specially designed can accommodate 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.



## NHS GRAMPIAN PERSON SPECIFICATION FORM

	REQUIREMENTS	ESSENTIAL	DESIRABLE
<b>A</b>	<b>Qualifications</b> <i>Basic</i> <i>Postgraduate</i>	Basic Medical Qualification registered with GMC  FRCS or equivalent  Registered (or eligible to be registered) with the GMC with a licence to practise.  On the Specialist Register or eligible within 6 months of the interview date.	
<b>B</b>	<b>Experience</b>	Broad experience in ENT practice including significant Head and Neck experience.	
<b>C</b>	<b>Ability</b> <i>Knowledge</i>  <i>Clinical Skills and</i> <i>Technical Skills</i>	Knowledge and experience of ENT and allied specialties.  Ability to work within a team.  Ability to perform core ENT procedures.  Able to take part in on-call rotas.	
<b>D</b>	<b>Motivation</b>	Self-motivating and enthusiastic.	Able to motivate others.
<b>E</b>	<b>Personality</b>	Effective interpersonal skills.  Able to establish good relations with colleagues and able to work within a multidisciplinary team.	
<b>F</b>	<b>Audit</b>	Some experience of clinical audit.	
<b>G</b>	<b>Research</b>	Some evidence of understanding of clinical research	Evidence of publication.  Evidence of research activity.  Postgraduate Degree.
<b>H</b>	<b>Management Ability</b>	Be willing to participate in hospital management and to accept ethos of management.  Capable of self-reflection.  Show willingness to take on areas of responsibility with the agreement and cooperation of other department members  Organisational ability to effectively combine clinical and management roles.  PVG clearance	Have attended a management course.  UK, EEA national or have verifiable permission to work in the UK  Have understanding of current management issues within the NHS
<b>I</b>	<b>Other requirements</b>	Current driving licence holder	

