



Job Titles: Consultant Paediatric Anaesthetist

Locations: Royal Aberdeen Children's Hospital

Ref No: CI182205

Closing Date: Sunday, 7 July 2024

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NHS GRAMPIAN

CONSULTANT PAEDIATRIC ANAESTHETIST

REF: CI182205

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ROYAL ABERDEEN CHILDREN'S HOSPITAL

Royal Aberdeen Children's Hospital (RACH) is an 85-bed tertiary paediatric centre that provides high quality acute and comprehensive care for children up to the age of 16 years from the Grampian region in the north-east of Scotland, as well as from the from the Orkney and Shetland Islands. It is the regional paediatric oncology provider and additional clinical networks, including gastroenterology and respiratory medicine, enable children from other parts of Scotland to receive their specialist care in RACH. The theatre caseload at RACH equates to approximately 5000 cases per year and includes 40 neonates per year.

Built in 2004, RACH has been carefully designed with the children's operating theatres located near to the Day Case Unit, Medical and Surgical Wards, High Dependency Unit and Emergency Department. There are three spacious and naturally lit operating theatres, one of which is retained for unscheduled work. A fourth theatre is dedicated for dental procedures.

RACH is built adjacent to Aberdeen Royal Infirmary (ARI), which has approximately 800 beds. ARI is the principal adult acute teaching hospital for the Grampian area providing a complete range of medical and clinical specialties. It is a comprehensive facility and houses all major surgical and medical specialties in one hospital. A link bridge connecting ARI and RACH enables easy access to additional services such as CT, MRI, Nuclear Medicine, adult operating theatre facilities, the adult intensive care unit and adult cardiac intensive care unit.

The children's hospital is on its journey towards Magnet® recognition. It means NHS Grampian is supporting its nursing staff and multidisciplinary teams to work in a culture of shared decision-making, education and development to deliver the best possible care for patients, with the best outcomes.

<https://www.nursingworld.org/organizational-programs/magnet/>

PAEDIATRIC ANAESTHESIA SERVICES AT RACH

A recent business case to expand children's theatres in line with growing clinical demand has been successful. This exciting development has already led to an increase in operating sessions and theatre workforce with further plans for the formation of a brand-new paediatric preassessment service with consultant and nurse led sessions. The paediatric anaesthesia team is now funded for 8.5 whole time equivalent consultant paediatric anaesthetists, giving rise to a sustainable on-call out of hours' rota with an

attractive work-life balance, as well as new clinical and non-clinical opportunities. It is an excellent time in which to join a forward thinking, friendly and supportive paediatric anaesthesia team.

All Consultant sessions will be covered by up to 8.5 specialist Paediatric Anaesthesia Consultants, supported by a number of Consultant colleagues with a Paediatric Anaesthesia interest, trainees and Speciality Doctors. Current post holders are Dr Alan Barnett, Dr Kay Davies, Dr Tim Jagelman, Dr Jade Liew and Dr Claire Wallace.

Anaesthetic support is provided for a range of Paediatric Surgical specialities, including General Surgery (major GI, Urology and Thoracic cases), Orthopaedics, ENT, Ophthalmology, Plastic Surgery, Maxillofacial Surgery and Paediatric Dentistry. There is a variable neurosurgical caseload that is accommodated within the unscheduled theatre activity. Close cooperation exists with all Medical Paediatric specialities and anaesthetic support is provided frequently for Oncology, Gastroenterology and Respiratory Medicine patients, for many procedures including lumbar puncture, upper and lower GI endoscopy, bronchoscopy, long-term venous access and various imaging modalities: MRI, CT, MIBG and PET scans.

The children's theatres are extremely well equipped to support delivery of high-quality anaesthesia care to children. New 'state of the art' anaesthetic machines, each with advanced neonatal ventilation modules, arrived in May 2023. Ultrasound machines, video-laryngoscopes, flexible fibrescopes and THRIVE are all readily accessible. TIVA pumps and depth of anaesthesia monitors are available in each operating theatre. Our MRI suite is equipped with an MR conditional infusion pump to facilitate safe delivery of TIVA during MRI scans.

RACH theatre has a proven track record of efficiency in operating theatre throughput, attributable to a well-motivated theatre team. Good communication and relations exist between the theatre team, anaesthesia and other specialities to ensure the delivery of safe, high-quality care for all infants and children. Both first and second stage recovery of patients takes place within the post anaesthetic care unit of the children's theatre suite.

NEONATAL SURGERY

Provision of neonatal surgery supports the level 3 Neonatal Intensive Care Unit, currently based in the adjacent Aberdeen Maternity Hospital (AMH). This will move to a new development, the 'Baird Family Hospital' once construction is complete. The new hospital will have a direct link bridge connection to RACH, permitting improved access for neonatal surgical patients, and enhancing communication with the neonatal service. The ability to provide neonatal anaesthesia is an essential requirement for these posts. If upskilling in this area is required, this can be supported and should be discussed prior to interview.

PAEDIATRIC CRITICAL CARE

The paediatric anaesthetic service, as part of a well-functioning multidisciplinary team, is frequently involved in resuscitation and critical care intervention to complex and critically unwell children presenting acutely to the paediatric Emergency Department and on the paediatric High Dependency Unit. This eight-bedded unit is a high acuity paediatric critical care unit. It routinely provides non-invasive ventilation for children as well as level 3 intensive care for short periods. All patients requiring longer-term level 3 intensive care are retrieved to Paediatric Intensive Care Units in Glasgow or Edinburgh via the Scottish Specialist Transfer and Retrieval Service (ScotSTAR), with which we retain close links.

NORTH OF SCOTLAND MAJOR TRAUMA CENTRE

In October 2018, Aberdeen became the first Major Trauma Centre in Scotland and has since played a key role in leading the way in delivering specialist trauma care for adults and children. The North of Scotland Major Trauma Centre (NoS MTC) <https://www.nhsscotlandnorth.scot/networks/trauma> is part of an inclusive and collaborative North of Scotland Trauma Network spanning six health board areas. The development of the NoS MTC and the NoS Trauma Network are national, regional and NHS Grampian key priorities seeking to enhance patient clinical and functional outcomes across the whole pathway from prevention to rehabilitation and on-going care, in addition to improving the experience of patients, their families and staff across the Network.

PAEDIATRIC PAIN SERVICE

The Paediatric Pain Service provides acute and chronic pain support to hospital inpatients as well as outpatients. The acute pain service is provided by a Paediatric Pain Nurse Specialist, along with consultant involvement. The chronic pain service sees approximately 25 new referrals per year. These are managed using a biopsychosocial model with the support of a highly specialised multidisciplinary team, including the Paediatric Pain Nurse Specialist, Physiotherapy and Psychology. Clinics occur fortnightly using a combination of face-to-face and virtual appointments. This service is led by Dr Stephanie Hii, a Consultant Anaesthetist with special interests in both paediatric and adult pain medicine.

TEACHING AND TRAINING

Many teaching opportunities are available to support anaesthetists in training, medical students from the University of Aberdeen and other healthcare professionals. Aberdeen Anaesthesia recently designed and delivered a new course for anaesthesia trainees, during their induction period. The first 'ACOrN' (Aberdeen Anaesthesia Course for the Orientation of Novices) took place in 2022 and was very well received.

Trainees of all levels enjoy the training experience they receive at RACH, which encourages safe, independent practice with appropriate support. Trainees from Aberdeen have gained employment in tertiary paediatric centres around the world.

A paediatric anaesthesia simulation team, with multidisciplinary input runs in-situ simulation for anaesthesia trainees. There is access to a dedicated hi-fidelity simulation room within RACH, with additional facility in the nearby Suttie Centre for Teaching and Learning. A locally designed course called 'APES' (Anaesthetic Paediatric Emergency Simulation) has been well received and complements stage 1 anaesthesia training. 'APLS' courses are delivered on site twice a year by an enthusiastic faculty and in September 2022 Aberdeen successfully hosted Scotland's first ever 'SAFE Paediatrics' course.

RESEARCH

The paediatric anaesthesia team at RACH has a well-established commitment to research and maintains good links with the University of Aberdeen. Long standing commitments to national 'big data' projects are combined with ongoing multi-centre research. The department has no shortage of highly motivated trainee anaesthetists, keen to take active roles in leading Paediatric Anaesthesia Trainee Research Network (PATRN) projects. <https://www.apagbi.org.uk/education-and-training/trainee-information/research-network-patrn>

There are additional opportunities to pursue local research through the Anaesthesia Research Network, headed by Professor Patrice Forget. <https://www.abdn.ac.uk/people/patrice.forget>

Recent publications can be reviewed here: <https://aberdeenanaesthesia.org/index.php/education/audit-qi-research/published-research>

HONORARY ASSOCIATE STATUS WITH THE UNIVERSITY OF ABERDEEN

As a Consultant with NHS Grampian, you will automatically be awarded Honorary Associate status with the School of Medicine and Dentistry, Division of Applied Medicine of the University of Aberdeen. This honorary appointment entitles you to the use of University facilities on the same terms as they are available to members of the academic staff. This includes use of the Library, access to IT facilities, including Eduroam, free Health and Fitness and Aquatics Off-Peak membership and significant savings on peak memberships at Aberdeen Sports Village and more.

<https://www.abdn.ac.uk/staffnet/working-here/honorary-status-2973.php#panel3919>

WELLBEING

Royal Aberdeen Children's Hospital and the Department of Anaesthesia take staff wellbeing seriously. A wide range of support services are available for staff to access including team-based Compassion Focussed Staff Support. Trauma Risk Management practitioners (TRiM) and a team of trained Debriefers provide support for staff who have experienced traumatic events.

THE THEATRE TEAM AT RACH

Please watch this short video to see what it is like to work as part of our children's theatre team:
https://www.youtube.com/watch?v=6osGI_dKKUw

Please also visit our dedicated paediatric anaesthesia webpage:
<https://www.aberdeenanaesthesia.org/index.php/about/specialties/128-paediatric-anaesthesia>

DESCRIPTION OF POSTS

Consultant Paediatric Anaesthetist

This is a whole-time equivalent Consultant Paediatric Anaesthetist post with dedicated paediatric sessions, based at Royal Aberdeen Children's Hospital.

The 40 hours per week job description comprises 8 programmed activities for direct clinical care (DCC) and 2 programmed activities for supporting professional activities (SPA). This equates to 5 clinical sessions one week, alternating with 6 clinical sessions the following week.

The successful appointee will join a team of up to 8.5 whole time equivalent colleagues participating in a dedicated Paediatric Anaesthesia out of hours on-call rota. The on-call commitment averages 4.5 hours per week and attracts a 5% availability supplement. Consultant on-call cover is on a non-resident basis. The private residence of the appointee should not normally be more than 10 miles (or 30 minutes) by road from RACH, unless otherwise agreed.

Job Plans will be agreed with the successful candidate at the time of appointment, taking account of their interests, experience, skills and the needs of the service. An interest in paediatric pain management or pre-assessment is welcomed and can be accommodated for the right applicant.

Interest in Adult Anaesthesia can also be accommodated. Up to two extra-programmed activities (EPA) may be agreed with the Unit Clinical Director to support additional clinical sessions.

The appointed Consultant will be encouraged to develop interests outwith direct clinical care such as in teaching, simulation, research, service development and clinical management.

Involvement in other areas including staff wellbeing, mentoring, debriefing, sustainability, educational supervision and appraisal of colleagues are also welcomed. In addition, the successful candidate will be expected to regularly audit clinical practice and participate in appraisal and revalidation, as specified by national bodies.

The following plan for timetabled clinical activities should only be viewed as an indicative plan. The business case bid to expand the children's theatre service at RACH, in line with clinical demand, has been successful. As a result, there will be service reorganisation in the near future, with new and positive changes.

Indicative timetables of clinical activities

Post	AM	PM
Monday		
Tuesday	Paediatric Theatre session (alternate weeks)	Paediatric Theatre session
Wednesday		
Thursday	Paediatric theatre session	Paediatric theatre session
Friday	Paediatric theatre session	Paediatric theatre session

The successful candidate for the post will be allocated Paediatric sessions on set days of the week. Allocation of sessions will be made by the rota master with service provision a priority consideration.

Flexibility will be needed to cover for absences arising through leave when sessions may be worked on different days of the week, subject to agreement and 6 weeks' notice.

This does add variety to the post and allows for greater flexibility of leave taking within a small team.

Departmental policy allows Consultants to change sessions, subject to approval of the Unit Clinical Director and the Senior Staff Committee. This allows individuals to develop expertise in areas of special interest.

DIRECTORATE OF ANAESTHESIA, THEATRES, AND PAIN SERVICES

Unit Clinical Director	Dr Paul Bourke
Unit Operation Manager	Ms Christine Leith
Chairman of the Senior Staff Committee	Dr Colin Patterson
Training Program Director for Anaesthesia	Dr Calum McDonald
Regional Advisor	Dr Anoop Kumar
College Tutors	Drs, Bahadur Niazi, Moira Hendrie
Service Clinical Director	Dr Alastair Mcdiarmid
Service Clinical Director - Pre-assessment	Dr Laurin Allen
Clinical Lead - Cardiac Anaesthesia	Vacant
Clinical Lead - Obstetric Anaesthesia	Dr Joanna Szygula
Clinical Lead - Paediatric Anaesthesia	Dr Kay Davies
Clinical Lead - Chronic Pain	Dr Ravi Nagaraja
Clinical Lead - Acute Pain	Dr Andrea Harvey
Clinical Lead - Orthopaedics & Trauma	Dr Alastair Mcdiarmid

The Department of Anaesthesia in Aberdeen supports Anaesthetic services to NHS Grampian Acute Sector sites, comprising Aberdeen Royal Infirmary (ARI), Royal Aberdeen Children's Hospital (RACH), Aberdeen Maternity Hospital (AMH), Woodend Hospital, Cornhill Hospital, and Roxburghe House (specialist palliative care unit), Aberdeen Health Village (outpatient facility) and Dr Gray's Hospital, Elgin. All acute services for Aberdeen are centralised on a single site at the Foresterhill campus.

It is one of the largest single departments in the UK with approximately 65 Consultants, 1 Associate Specialist, 4 Specialty Doctors, and more than 40 trainees, Fellows, and Medical Training Initiative (MTI) doctors. All major specialties are covered including Cardiac and Thoracic Surgery, Major Vascular Surgery, Trauma,

ENT, Ophthalmology, Head and Neck, Plastic Surgery, Neurosurgery, Urology and Robotic Surgery. Elective Orthopaedics is undertaken at Woodend Hospital, a mile from the main ARI site, with its own dedicated theatre suite. Mental health support is provided at the Royal Cornhill Hospital. Some consultant colleagues have hybrid job plans which include Critical Care, Hyperbaric Medicine, Emergency Medical Retrieval Service or ScotSTAR duties. This wide spectrum of services is facilitated by a department which is very well integrated and which includes staff with a wide breadth of experience.

Within the Department of Anaesthesia there is access to a tutorial room and library, computer room, coffee room, offices, as well as consultant and trainee on-call accommodation, all located in close proximity to the main theatre suite in ARI. For more information, please visit Aberdeen Anaesthesia on <https://www.aberdeenanaesthesia.org/>

The organisation of Anaesthetic Departmental meetings and teaching is supported by the use of videoconferencing between sites for educational meetings and some of the teaching activity. There are a variety of departmental and subspeciality educational meetings during the academic term. These cover a spectrum of topics and involve speakers from within the department, from other departments in the hospital and from elsewhere in the country.

Consultant Anaesthetists

Dr H Algameel	Dr S Friar	Dr N Kumar	Dr A Ronald
Dr L Allen	Dr K Hanlon	Dr M Lamont	Dr L Saqr
Dr G Anderson	Dr A Harvey	Dr A Laurie	Dr P Sasidharan
Dr J Austin	Dr M Hendrie	Dr J MacBrayne	Dr N Scott
Dr A Barnett	Dr A Hunter	Dr J Macdonald	Dr D Seath
Dr A Bayliss	Dr E Innes	Dr D M Macleod	Dr B Stickle
Dr T Bhari	Dr F Ismail	Dr A Mahdy	Dr L Strachan
Dr R Bloomfield	Dr P Jackson	Dr A McDiarmid	Dr R Subramaniam
Dr P Bourke	Dr T Jagelman	Dr C McDonald	Dr J Szygula
Dr G Byers	Dr Graham Johnston	Dr Julie McDonald	Dr A Wake
Dr A Celnik	Dr Gwen Johnston	Dr C Moore	Dr C Wallace
Dr J Chalmers	Dr S Kamat	Dr J Moore	Dr F Warrick
Dr A Clarkin	Dr S Kanakarajan	Dr R Nagaraja	Dr S Williams
Dr D Coventry	Dr C Kaye	Dr N Nagdeve	
Dr R Coventry	Dr M Kirkham	Dr D Nesvadba	
Dr K Davies	Dr N Kirodian	Dr B Niazi	
Dr K Ferguson	Dr Z Knezevic-Woods	Dr C Patterson	
Professor P Forget*	Dr A Kumar	Professor R Patey	
	Dr M Kumar	Dr S Rae	

*Professor Patrice Forget is appointed as the Clinical Chair in Anaesthesia at the School of Medicine, Medical Sciences and Nutrition and is based at the Health Services Research Unit. Both units are part of the University of Aberdeen and are located within the Foresterhill campus. <https://www.abdn.ac.uk/people/patrice.forget>

RESEARCH AND DEVELOPMENT AT NHS GRAMPIAN

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 prospect of involvement in the exchange of ideas within the national and international research community. NHS Grampian's Research & Development Strategy has been developed to prioritise and stimulate research and development within the Trust's fields of interest, complementing the research strategies of the Universities and Research Institutes in the area.

The Research and Development (R&D) Department exists to support and facilitate research within NHS Grampian. <https://www.abdn.ac.uk/grampian-research-office/>

Candidates with potential research interest should contact Professor Seshadri Vasan, R&D Director, NHS Grampian to discuss their particular research area of interest.

Tel: 01224-551121 E-mail: gram.randd@nhs.scot

ABERDEEN AND GRAMPIAN

With a population of approximately 230,000, Aberdeen is Scotland's third largest city and stands between the Rivers Dee and Don in the north-east of Scotland. This historic city has many architectural splendours and the use of its sparkling local granite has earned Aberdeen the name of the 'Silver City'. The city has a beautiful sandy beach as its coastline, popular with watersports enthusiasts and walkers. Aberdeen is a prosperous city, recognised as the energy capital of Europe, whilst retaining its old-fashioned charm and character, making it an attractive place in which to live. <http://en.wikipedia.org/wiki/Aberdeen>

Aberdeen enjoys excellent communication services with other European cities. The flying time to London is just over one hour with regular daily flights. There are direct air links to London (City, Gatwick, Heathrow, and Luton), Manchester, Birmingham, Leeds, Southampton, Belfast and East Midlands within the U.K. There are also flights to international hub airports such as Amsterdam (Schiphol), as well as flights to other European destinations. <http://www.aberdeenaairport.com> Road and rail links to all points north and south are excellent.

The Grampian Region which took its name from the Grampian Mountains has a population of approximately 545,000. It is made up of five districts – Aberdeen, Banff & Buchan, Gordon, Kincardine & Deeside and Moray.

Many new housing developments have taken place in surrounding Aberdeenshire villages providing a wide choice of housing within easy commuting distance by car. This has been facilitated by the opening of the Aberdeen Western Peripheral Route in 2019.

Well known for its superb quality of life, Aberdeen and the surrounding countryside provide a variety of urban, sea-side and country pursuits. Aberdeen has first class cultural amenities and museums, including His Majesty's Theatre, the Music Hall, The Lemon Tree, Aberdeen Art Gallery and The Event Complex Aberdeen (TECA).

Top level sporting facilities include the Aberdeen Sports Village <https://www.aberdeensportsvillage.com>, Linx Ice Arena, Transition Extreme (climbing/skateboarding/BMX), Curl Aberdeen and a dry ski slope at Aberdeen Adventure Snowsports Centre.

The following outdoor pursuits are available in and around Aberdeen:

Skiing - 3 ski centres within 2 hours drive of Aberdeen. The nearest centre only one hour away.

Watersports - Aberdeen has one of the best surf breaks on the east coast of Scotland with further good surfing at Fraserburgh. There are numerous inshore and offshore windsurfing opportunities. Excellent sea kayaking off the local coastline with river kayaking in River Dee and North Esk. Power kiting / surf-kiting in Fraserburgh. Wild swimming and paddleboarding have enjoyed a recent surge in popularity.

Cycling – There are three local road cycling clubs and a wealth of excellent road cycling routes, which are within very easy reach. Due to the relatively compact nature of Aberdeen, it is possible to very quickly escape the city and enjoy a wonderful network of quiet country roads.

Mountain Biking – There are local official trails at Kirkhill Forest on edge of the city with many other mountain biking opportunities within an hour of the city, including a downhill mountain bike course at the Lecht (90 minutes)

Walking - ranging from forests and coastline around the city to the Deeside Way and long-distance footpaths to more difficult routes in Deeside, Glen Muick (leading to Lochnagar) and Glen Tanar culminating in challenging high-level routes into the Cairngorms, the largest National Park in the UK.

Climbing – There is indoor climbing at Transition Extreme and RGU sports centre in the city and outdoor and winter climbing on Lochnagar and the Cairngorms.

Golf - many excellent links and parkland courses both public and private including Royal Aberdeen which hosted the 2014 Scottish Open and the 2011 Walker Cup. Trump International Scotland is only 20 minutes from the city boundary.

Country pursuits - fishing on Rivers Dee, Don and Spey and shooting estates in the East Cairngorms. There are 4 National Nature Reserves (Sands of Forvie, Muir of Dinnet, Glen Tanar, St Cyrus), 4 RSPB reserves

(Fowlsheugh, Loch of Strathbeg, Troup Head, Crannach) and one Scottish Wildlife Trust reserve (Montrose Basin) – all within an hour's drive.

Education

Aberdeen is particularly strong in the field of education, so is an ideal base for those with families. In addition to a large number of excellent state schools, which consistently rank very highly in national league tables, there are there are four fee-paying schools (three co-educational and one for girls). All cater for primary and secondary pupils. The Northeast Scotland College www.nescol.ac.uk is one of Scotland's largest colleges of further/higher education and vocational training, with over 30,000 student enrolments.

As well as having excellent schooling, Aberdeen is a university town and is home to two of the UK's oldest and most successful universities: The University of Aberdeen and Robert Gordon University

The University of Aberdeen www.abdn.ac.uk

The University of Aberdeen is a fusion of two ancient universities: King's College founded in 1495 and Marischal College, which dates from 1592. http://en.wikipedia.org/wiki/University_of_Aberdeen 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 14,500 matriculated students.

The School of Medicine, Medical Sciences and Nutrition <https://www.abdn.ac.uk/smmsn>

The Medical School is located on the Foresterhill site along with the majority of NHS Grampians' clinical services. The majority of lectures, tutorials, and clinical skills teaching take place at the Suttie Centre <https://www.abdn.ac.uk/suttie-centre> a joint University and NHS Grampian centre for postgraduate and undergraduate education, opened in 2009. Our medical programme is consistently ranked in the top 10 in the UK (2nd in the UK according to the Guardian league tables 2021).

The Institute of Medical Sciences (IMS) www.abdn.ac.uk/ims is adjacent to the Suttie Centre and brings together medical scientists and clinicians in a fully integrated research facility. The institute has the mission to become an acknowledged centre of excellence in Medical Science Research. The University believes this can only be achieved by the optimal integration of both medical and scientific research. In addition, the following research facilities are co-located on the Foresterhill campus: **The Health Services Research Unit of Scotland (HSRU)** www.abdn.ac.uk/hsru, **The Health Economics Research Unit of Scotland (HERU)** www.abdn.ac.uk/heru and **The Rowett Institute of Health and Nutrition** www.abdn.ac.uk/rowett. This was founded in 1913 and between the two world wars the research staff led many landmark studies of diet and health.

Robert Gordon University www.rgu.ac.uk

The Robert Gordon University has earned wide recognition for its pragmatic approach to higher education both in Scotland and internationally. For generations it has produced qualified professionals across a broad spectrum of careers in the arts, management, engineering, sciences, pharmacy, health and the professions allied to medicine. Nearly 16,000 students study almost 145 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.

NHS GRAMPIAN

CONSULTANT PAEDIATRIC ANAESTHETIST

REF: CI182205

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 £96,963 to £128,841 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 Anaesthetics.
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 PVG (Protecting Vulnerable Groups) Scheme Check, to be made with Disclosure Scotland, for any convictions recorded before an offer of appointment can be made ([Rehabilitation of Offenders Act 1974 \(Exclusions and Exceptions\) \(Scotland\) Amendment Order 2015](#))

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 Dr Paul Bourke, Unit Clinical Director paul.bourke@nhs.scot or Dr Kay Davies, Clinical Lead for Paediatric Anaesthesia kay.davies@nhs.scot

Anaesthetic Department Direct Line: 01224 553144

Mr P Bachoo
Medical Director – Acute Services
NHS Grampian
3rd Floor West Wing, Ashgrove House
ARI Site

Dr N Fluck
Medical Director
NHS Grampian
Summerfield House
Eday Road, Aberdeen

Contact: Ann-Marie Park
Personal Assistant
Direct Line: 01224 553734

Lyndsay Cassie
Personal Assistant
Direct Line: 01224 558577

Apply for this post by visiting apply.jobs.scot.nhs.uk and search for Ref No quoted above. Closing date: Sunday, 7 July 2024.

NHS Grampian has a process of induction for all newly appointed Consultants. You will have a local department induction and orientation led by your Head of Service. In addition we believe it important that you have an opportunity to meet with key personnel in NHS Grampian. This allows them to explain their role in the organisation and to discuss key information on the organisation and strategic planning processes we operate. We believe it important that all newly appointed Consultants even if they have previously worked in Grampian should have this opportunity once appointed to a Consultant post. Your Head of Service along with you will be responsible for ensuring this is undertaken. Heads of Service are supplied with the names of those you should meet.

NHS Grampian are obliged to bring to your notice that the Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences, the opportunity to have no need to refer to any conviction or circumstances relating to it in the course of daily lives. Certain convictions can, therefore, be regarded as “spent” after the lapse of a period of years under the terms of the Act. The National Health Service employment for which you are applying, however, has been excluded from the provisions of the Act and you are, therefore, required no withhold information about convictions which for other purposes are

“spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Board. Any information given, however, will be completely confidential and will be considered only in relation to the post to which this job description refers.

There is a Day Nursing facility for children of staff employed by NHS Grampian. ‘Little Acorns Day Nursery’ which has been specially designed can accommodate 24 children between the ages of 6 months and 5 years. Please contact the Nursery Manager on (01224) 557828 for further details.

In The Interest Of Health Promotion We Operate A **No Smoking Policy**

MODEL JOB PLAN FORMAT –

CONSULTANT PAEDIATRIC ANAESTHETIST

(For the period Aug 2024 to August 2025)

Name: Specialty: Anaesthesia

Principal Place of Work: Royal Aberdeen Children’s Hospital / Aberdeen Royal Infirmary

Contract: Whole Time

Programmed Activities: 10 Indicative PA Split: DCC 8.0, SPA 2.0, EPAs (by agreement)

Availability Supplement: Level 1 Time allocated for on call duties: 4.5 hours

Premium Rate Payment Received: 5% On call frequency: 1 in 8.5 with prospective cover

Managerially Accountable to: Dr Paul Bourke (Unit Clinical Director)

Responsible for: Anaesthesia, Theatres, and Pain services (Surgery 4, Acute Services, NHSG).

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

DAY	From - To	TYPE OF WORK
Monday		
Tuesday	08:00 - 18:00	Paediatric theatre sessions
Wednesday		
Thursday	08:00 - 18:00	Paediatric theatre session
Friday	08:00 - 13:00 13:00 – 18:00	Flexible Paediatric theatre sessions Flexible Paediatric theatre sessions (alternate weeks)

Out of hours on-call commitment is included in direct clinical care and takes place in addition to the above clinical sessions, as per the consultant paediatric anaesthesia on-call rota.

NB: the detailed Job Plan will be agreed with the successful candidate at the time of the appointment, taking account of the experience, skills and interests of the candidate and how they can best function within the Consultant team.

In view of the expansion of children’s theatres, the theatre timetable will be reviewed in the very near future and hence it is important to note the above job planned clinical sessions are indicative and cannot be guaranteed.

NHS Grampian
Person Specification Form
Consultant Paediatric Anaesthetist

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • MBChB or equivalent • FRCA or equivalent • Fully registered with the GMC with a licence to practise or eligibility to secure GMC registration and a licence to practice, prior to taking up post* • On the GMC Specialist Register for Anaesthesia, or within 6 months of being eligible at the time of interview* <p>*Applications from doctors with appropriate specialist training and experience, who are not yet listed on the GMC Register or the GMC Specialist Register can be shortlisted and considered for a Locum Consultant post (up to 12 months) if no substantive Consultant appointment is made.</p>	<ul style="list-style-type: none"> • Additional higher post-graduate degree (e.g. MD, PhD, MSc) • Other qualifications relevant to paediatric anaesthesia / anaesthesia (e.g APLS, ATLS, ETC provider) • Level 2 Child Protection Training
Experience	<ul style="list-style-type: none"> • Minimum of 6 years in recognised training post. (Or equivalent if CESR) • Completion, or commitment to complete prior to commencement of post, Special Interest Area training in paediatric anaesthesia (as specified by the Royal College of Anaesthetist's 2021 curriculum) or Post-CCT clinical fellowship training in Paediatric Anaesthesia and/or evidence of ongoing substantial clinical commitment and experience in neonatal and paediatric anaesthesia. • Experience and training in paediatric critical care delivery, including PICU and/or paediatric retrieval. 	<ul style="list-style-type: none"> • Wide experience of paediatric anaesthetic practice • Experience in paediatric pre-assessment • Experience in management of paediatric acute and/or chronic pain
Ability	<ul style="list-style-type: none"> • Ability to independently manage a wide range of neonatal and paediatric elective and emergency patients requiring general anaesthesia • Ability to resuscitate and stabilise critically ill or injured neonatal and paediatric patients as part of a multidisciplinary team 	<ul style="list-style-type: none"> • Proficiency in techniques appropriate for delivery of care in a tertiary paediatric centre e.g. regional anaesthesia techniques, difficult airway management, vascular access skills, use of total intravenous anaesthesia
Personality	<ul style="list-style-type: none"> • Ability to cope with acutely stressful situations on a recurring basis 	<ul style="list-style-type: none"> • Leadership qualities • Ability to motivate colleagues

	<ul style="list-style-type: none"> • Enthusiasm, warmth and ability to work flexibly, supportively and compassionately, as part of a small team • Non-judgmental, respectful and considerate approach to patients and colleagues. • Reliability with good time management and organisational skills 	<ul style="list-style-type: none"> • Ability to listen, build rapport, persuade and negotiate widely
Quality improvement and Audit	<ul style="list-style-type: none"> • Evidence of participation in audit and quality improvement projects • Enthusiasm and willingness to initiate and supervise audit and quality improvement projects 	<ul style="list-style-type: none"> • Poster or oral presentation of audit or quality improvement work at local, national or international meetings
Research	<ul style="list-style-type: none"> • Evidence of supporting research or participation in research work • Interest and enthusiasm for participating in and supporting research 	<ul style="list-style-type: none"> • Poster or oral presentation of research work at local, national or international meetings • Publication of research work in peer reviewed journals
Teaching	<ul style="list-style-type: none"> • Experience in, and enthusiasm for, undergraduate and postgraduate teaching and training • Commitment to teaching, learning and continuous professional development 	<ul style="list-style-type: none"> • Experience of simulation teaching • Evidence of training to develop teaching skills e.g. clinical supervision and/or educational supervision courses • Postgraduate qualification in medical education • Instructor for APLS, ATLS, ETC or similar courses
Management Ability	<ul style="list-style-type: none"> • Understanding the organisation of the NHS and management issues • Desire and ability to develop and improve services for patients through change 	<ul style="list-style-type: none"> • Evidence of involvement in service development or improvements in perioperative care • Management qualification • Evidence of management course attendance
Other requirements	<ul style="list-style-type: none"> • Genuine commitment, interest, and enthusiasm towards paediatric anaesthesia • Adherence to clinical standards and ethics with sensitivity to professional issues • Ability to communicate with clarity in written and spoken English 	<ul style="list-style-type: none"> • Information technology skills and their application to anaesthesia, theatres, and preoperative assessment • Affiliation to relevant medical societies
Prepared by	Dr Kay Davies	Date 6/11/2023