



Job Title:	Consultant Neurologist
Location:	Aberdeen Royal Infirmary
Ref No:	SC201360
Closing Date:	Sunday 2nd February 2025

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CONSULTANT NEUROLOGIST JOB DESCRIPTION

GENERAL

Aberdeen is situated in the beautiful North-East of Scotland and has a population of a quarter of a million. It is an ancient university city. King's College was founded in 1495 and Marischal College in 1592. In 1860 they united to form the University of Aberdeen.

The University Medical and Dental Schools are co-located on the Foresterhill Health Campus with NHS Grampian. The medical school is the oldest English speaking medical school in the Western World and ranked 1st overall in Scotland in the Times/Sunday Times "Good University Guide 2015". There have been recent and on-going major capital investments resulting in state of the art research, teaching and learning facilities including the Suttie Centre, Aberdeen Dental Education Centre, the Institute of Medical Sciences and the Rowett Institute of Nutrition and Health.

The Robert Gordon University, within the city of Aberdeen, has trained a broad spectrum of professionals in the Arts, Management, Engineering, Sciences, Pharmacy, Health and Professions Allied to Medicine for generations. There is an established Radiographer training programme. There are around 5,800 students enrolled at the University.

Whilst granite and the fishing industry traditionally made Aberdeen noteworthy, in more recent years it has been recognised as one of the energy capitals of Europe and is at the forefront of renewable energies. It is an attractive place to live and work with ready access to the surrounding countryside, hills, coastline and sporting pursuits. The community has an active cultural life enhanced and supported by its contacts with the energy industry. Aberdeen enjoys excellent air travel communication with most large cities in the UK and some international centres, notably Amsterdam. There are also good rail links both south and north.

THE UNIVERSITY OF ABERDEEN

The University of Aberdeen has over 14,000 full-time matriculated students. The University is a world-class research-led centre of learning and teaching excellence and is ranked in the top 15 Universities in the UK in the recent Times and Guardian university guides and is in the top ten for medicine. Coupled with these excellent results, the biological and medical researchers have a strong track record of grant income from the UK research councils, EU and medical charities. For more information about the University, including the Strategic Plan, please visit <http://www.abdn.ac.uk/about>

ROBERT GORDON UNIVERSITY

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

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

Around 5,800 students study almost 100 full-time and part-time courses at undergraduate, post-experience and postgraduate levels.

The University is actively involved in applied research in a variety of fields and many short course programmes are being formulated to meet the growing needs of the community.

For more information, visit <http://www.rgu.ac.uk/>

1. DESCRIPTION OF HOSPITALS

NHS Grampian incorporates Aberdeen Royal Infirmary, Royal Aberdeen Children's Hospital and Aberdeen Maternity Hospital on the Foresterhill site. Other sites include Woodend Hospital and Royal Cornhill Hospital in Aberdeen and Dr Gray's Hospital in Elgin as well as a number of community-based hospitals.

Aberdeen Royal Infirmary, Foresterhill, with a complement of over 900 beds is situated to the north-west of Aberdeen city on the teaching hospital site 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 and surgical specialities including General Medicine and allied specialities (Cardiology, Respiratory, Gastroenterology, Infectious Diseases, Neurology, Diabetes & Endocrinology, Haematology, Nephrology, Oncology, Dermatology, Blood Transfusion, Rheumatology and Geriatrics), General Surgery and allied specialities (Cardiothoracic, Vascular, Orthopaedics, Neurosurgery, Plastics, Dental, ENT, Burns, Transplantation, Ophthalmology), ITU, A & E, Radiotherapy and Anaesthetics. A number of these Specialities are now housed in a newly built Emergency Care Centre and a new Oncology Centre will be opened shortly.

The Royal Aberdeen Children's Hospital and the Aberdeen Maternity Hospital are also located on this site. Royal Cornhill Hospital for the treatment of people with mental health problems is located on a neighbouring site.

There are considerable advantages in having all of the major Specialities on one site particularly in terms of ease of seeing referrals from other Units.

Woodend Hospital with a complement of around 300 beds is situated one mile west of Aberdeen Royal Infirmary and includes the provision of elective orthopaedics, Medicine for the Elderly and Rehabilitation Medicine.

Royal Aberdeen Children's Hospital (RACH), with a complement of 103 in-patient and 13 day beds together with the Neonatal Unit, 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. A new Children's Hospital was commissioned in 2003.

Aberdeen Maternity Hospital, with a complement of 120 beds, is the main Maternity Hospital for the area. It has both ante-natal and post-natal beds. A new Women's Hospital has been commissioned and will be completed within the next few years.

Dr Gray's Hospital, Elgin in the Moray District of Grampian has a bed complement of 205 with 60 surgical beds. In-patient services are provided in the following specialities: Geriatric Assessment, Gynaecology, Medicine, Obstetrics, Ophthalmology, Paediatrics and Surgery. Full ranges of support services are also provided including Anaesthetics, Dietetics, Laboratories, Occupational Therapy, Pharmacy, Physiotherapy and X-ray.

2. THE NEUROLOGY DEPARTMENT

The Neurology Department at Aberdeen Royal Infirmary

Neurology, Neurosurgery, Clinical Neurophysiology and Neuropsychology services are centred at Aberdeen Royal Infirmary. The Neurology Department provides clinical services for patients with neurological disease from Grampian (population 526 000), Orkney (population 21,000) and Shetland (population 22,000). It also provides out of hours cover for Highland (population 320 000)

Neurology has a 10 bedded ward with access to a close observation area, shared with neurosurgery. It is staffed by nurses, allied health care professionals and a clinical neuropsychologist who have specialist experience and training in neurological/neurosurgical care. A full diagnostic neuro-radiology service is provided including access to PET scanning. Clinical Neurophysiology services are co-located on the Ward. We are a relatively small Neurosciences Unit with well-integrated services and a friendly and supportive atmosphere. One of the Neurology Consultants and members of our junior staff contribute to acute stroke care and delivery of the TIA service. We are supported by a rehabilitation team with dedicated Neurorehabilitation facilities at Woodend hospital.

Neurology resident medical staff currently consists of 5 specialty trainees (one doing stroke and one doing general medicine at any given time), a speciality doctor, a trainee from the Internal Medical training rotation, a clinical development fellow and an FY1 doctor. Foundation year 2 doctors attached to Neurosurgery help to provide medical cover for Neurology and Neurosurgery inpatients and out of hours care. Out of hours is supported by medical hospital at night.

Sub- Specialty clinics currently include first seizure/Epilepsy (including transition and pre-pregnancy clinics), Headache, Neurovascular, Movement Disorders, Botulinum Toxin for dystonia, Multiple sclerosis and young-onset dementia. There are specialist nurses contributing to the care of patients with Headache, Epilepsy, Parkinson's disease, Motor Neurone Disease, Multiple Sclerosis, Dystonia and Neuro-oncology with nurse led clinics in most of these areas. There are 2 part time "GPs with Special Interest", one in Headache and one in Epilepsy. We currently have no consultant with a subspecialty interest in nerve and muscle disorders, which is a priority area for recruitment for this post. A regional CAR-T programme for haematological malignancies is about to start in Aberdeen which will require neurology support and has provided some of the funding for this post. However, the management of CAR-T patients will be shared amongst all of the consultants as part of the consultant-of-the-week duties.

Telemedicine clinics, for general neurology, Multiple sclerosis and Parkinson's disease, via video link are provided for Orkney, Shetland and Elgin. Visiting clinics are also provided to Dr Gray's Hospital in Elgin. All clinics have the facilities for near me/attend anywhere appointments.

At Aberdeen Royal Infirmary there is a programme of weekly Neurology post-graduate education shared with NHS Tayside online, incorporating case presentations, talks from experts, audit meetings, and regular clinical governance meetings. We also have weekly neuro-radiology meetings and regular neuropathology and neurogenetics meetings.

A system of annual appraisal and annual job plan reviews operate for all consultants within NHS Grampian utilising the Scottish online appraisal record.

Research

There is an active and growing clinical research programme within the Neurology department led by three clinical academic Consultants with particular emphasis on the epidemiology and treatment of parkinsonian and other movement disorders and evidence-based neurology in general. Much of the research has been based around the PINE study, a long-term study of the incidence and prognosis of parkinsonism in the North-East of Scotland, and collaboration with other similar incidence studies in Europe. There is also an interest in prognostic modelling in Parkinson's disease, in the effects of anticonvulsants on the immune system and in clinical trial methodology in neurodegenerative diseases. We have participated in several large randomised trials in Parkinson's disease and stroke and are currently taking part in the MND SMART Trial. The department has also collaborated with researchers interested in the genetics and immunology of multiple sclerosis and has links with research in a number of other departments including the Stroke Unit, Ophthalmology, Genetics, Psychology and Psychiatry, which could be developed further.

The University of Aberdeen has a strong tradition of applied clinical research, previously supported by two nationally funded research units based here- the Health Services Research Unit, which includes the Centre for Healthcare Randomised Trials and the Health Economics Research Unit. This offers an excellent environment in which the successful applicant would be able to develop their own research ideas if they wished. There is also a strong basic neuroscience research programme within the University's Institute of Medical Sciences, which is located on the Foresterhill campus.

3. POST OF CONSULTANT NEUROLOGIST

The Neurologist appointed to this post will work with the following colleagues:

Dr Carl Counsell, Honorary Consultant Neurologist and Reader at University of Aberdeen (Clinical Lead)

Dr Margaret-Ann MacLeod, Consultant Neurologist

Dr John Reid, Consultant Stroke Neurologist (Clinical Lead Stroke Medicine)

Dr Callum Duncan, Consultant Neurologist

Dr Elizabeth Visser, Consultant Neurologist

Dr Graham Mackay, Consultant Neurologist

Dr Angus Macleod, Honorary Consultant Neurologist and Clinical senior lecturer at University of Aberdeen

Dr Kerr Grieve, Consultant Neurologist

Dr Diane Swallow, Honorary Consultant Neurologist and Clinical senior lecturer at University of Aberdeen

Mr Pragnesh Bhatt, Consultant Neurosurgeon

Mr Peter Bodkin, Consultant Neurosurgeon (Clinical Lead)

Mr James Walkden, Consultant Neurosurgeon

Miss Sheila Ross, Consultant Neurosurgeon

Mr Anasthios Giamouradis, Consultant Neurosurgeon

Mr Mohit Arora, Consultant Neurosurgeon

Dr Marina Perez-Chirinos, Consultant Clinical Neurophysiologist

Dr Arnab Rana, Consultant Neuroradiologist

Dr Asha Neelakatan, Consultant Neuroradiologist

Dr Shona Olson, Consultant Radiologist

Dr Leela Narayanan, Consultant Radiologist

Dr Fiona Summers, Consultant Clinical Neuropsychologist

Dr Maggie Whyte, Consultant Clinical Neuropsychologist

Dr Jackie Hamilton, Clinical Neuropsychologist

Dr Roisin Jack, Clinical psychologist

Dr Maria Moleron, Ophthalmology

Dr Murray Smith, Consultant Liaison Psychiatrist

Dr Santanu Sarkar, Consultant Rehabilitation Medicine

Dr Angela Gall, Consultant Rehabilitation Medicine

Dr Douglas Ramsay, Consultant Rehabilitation Medicine

Ms Dara Hay, Senior Charge Nurse

Mr Sean Berryman, Unit Operational Manager

Mrs Alison Mackenzie, Nurse Manager

Lisa Forbes, Unit Support Manager Mr Kapil Kumar, Divisional General Manager

Mrs Denise Johnston, Chief Nurse

This post is based at Aberdeen Royal Infirmary. It is envisaged that a less than full-time appointee will be employed on a 5 PA session (4 plus 1) contract and will undertake two

neurology outpatient clinics per week including both general neurology and subspecialty clinic/s, ideally in nerve/muscle disorders although other sub specialist interests may be considered. The appointee will also take over the follow-up of some patients from the consultant who is reducing their hours to provide sessions for this post.

The appointee will take part in the consultant of the week rota for inpatient care and the on-call rota on a pro-rata basis. Currently full-time members of staff provide cover for in-patients and emergencies 1 week in 7.5 and do evening and weekends on call 1 in 7.5. The appointee(s) will contribute to undergraduate teaching, postgraduate education, training and supervision of Neurology doctors in training and departmental administration.

4. 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, are aware of and contribute to developments within their specialities and are excited by the prospect of involvement in the exchange of ideas within the national and international research community.

5. TEACHING

Undergraduate teaching in the form of lectures, tutorials, ward-based and clinic-based teaching is a regular part of the work of the Unit. There are also teaching sessions for MRCP candidates. In addition, neurology trainees require supervision for their inpatient and outpatient work and the successful candidate may wish to become an educational supervisor to support this work.

6. AUDIT

Audit Meetings form part of the Neurology post-graduate education programme although this does not continue during July and August.

7. MANAGEMENT STRUCTURE

The Neurology Service sits within the division of surgery (Surgery 3) and is co-managed with the following services: Neurophysiology, Neuropsychology, Neurosurgery, Orthopaedics and Plastic Surgery.

The appointee will be given assistance from the Clinical Lead for Neurology Services and will also be supported by the Unit Operational Manager and Clinical Director. Professional accountability is through the Clinical Lead, Unit Clinical Director, Associate Medical Director and Medical Director. Service accountability is through the Unit Operational Manager, Divisional General Manager and the Acute Sector General Manager.

JOB PLAN FORMAT

(For the period 1st April 2024 to 31st March 2025)

Name: Consultant

Specialty: Neurology

Principal Place of Work: Aberdeen Royal infirmary

Contract: Whole time

Programmed Activities: 5

Indicative PA Split: DCC 4 SPA 1 EPAs (if applicable): N/A

Availability Supplement: Level 1

Premium Rate Payment Received: 5 %

Managerially Accountable to: Mr Sean Berryman, UOM Neurosciences, Surgical Division

Responsible for: Inpatient and Outpatient activity

Sample Timetable of activities

	Hospital/ Location	Type of Work
Monday 9.00 – 13.00 14.00 – 17.00	ARI	
Tuesday 9.00 – 13.00 13.00 – 17.00 17.00 on	ARI	New patient general neurology clinic (DCC) Clinical Administration (DCC) On-call (1 in 7.5)
Wednesday 9.00 – 13.00	ARI	Clinical Administration/service planning (DCC)
Thursday 9.00 – 12.00 12.00 – 13.00 13.00 – 17.00	ARI	Neurology FU clinic / Subspecialty clinic (DCC) Radiology Meeting (DCC) Education session/teaching/audit, Departmental CME (SPA)
Friday 13.00 - 17.00	ARI	Ward/inpatient cover 1 in 7.5
Saturday and Sunday	ARI	On Call 1 in 7.5

Consultant of the week activities would replace normal activities 1 in 7.5 and these could either be for a whole week or half a week depending on circumstances.

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

NHS GRAMPIAN

CONSULTANT NEUROLOGIST

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 £107,144 - £142,369 pro rata, 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. As a teaching hospital, the postholder will be expected to engage in undergraduate and postgraduate teaching and learning activities, and also support both quality improvement and research within the service and wider organisation.
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 Neurology
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 Carl Counsell, Honorary Consultant Neurologist, Ward 204, Aberdeen Royal Infirmary, Foresterhill, Aberdeen, AB25 2ZN. Telephone: 01224 551194 or by email carl.counsell@nhs.scot

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 2nd February 2025

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**

**NHS Grampian
Person Specification Form
CONSULTANT NEUROLOGIST**

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications <i>Basic</i> <i>Postgraduate</i>	MBBS/MBChB or equivalent. MRCP or equivalent. CCT (Neurology) or CESR / CESR (CP) or within 6 months of CCT at time of interview.	Higher degree (MD or PhD)
Experience	Experience of General Medicine. and all aspects of general Neurology, including inpatient and outpatient care.	Experience of clinical neurology practice in NHS hospital in UK. Nerve and muscle subspecialty interest.
Ability <i>Knowledge</i> <i>Clinical Skills and Technical Skills</i>	Knowledge and experience of Neurology and allied specialties commensurate with completion of specialist training. Good note keeping. Able to share clinical care of patients with colleagues, in the setting of a multidisciplinary team.	
Motivation	Self-motivating and enthusiastic.	
Personality	Effective interpersonal skills. Able to establish good relations with colleagues and able to work within a multidisciplinary team.	
Audit/Teaching	Knowledge and experience of clinical audit. Teaching and training experience with both undergraduates and post graduates.	Further teaching qualification eg attendance at teaching course. Preparedness to help with undergraduate examinations.
Research	Understanding the importance of research to clinical practice.	Research experience and publications. Desire to recruit to national collaborative RCTs in Neurology.
Management Ability	Willingness to work cooperatively with current members of the department and to deliver waiting time targets. Efficient time-keeping.	Has attended a management course. Experience of management within the NHS. Willingness to take on areas of special responsibility with the agreement and cooperation of other department members.
Other requirements	Excellent command of English. Full GMC Registration with licence to practise (licence to practise must be in place prior to starting in post	

