



Job Title: Consultant Chemical Pathologist
Location: Aberdeen Royal Infirmary
Ref No: EG203078
Closing Date: 12 February 2025

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NHS GRAMPIAN

CONSULTANT CHEMICAL PATHOLOGIST

JOB DESCRIPTION

GENERAL

NHS Grampian, which is one of the 10 principal Health Boards in Scotland, provides healthcare services to the north-east of the country, covering the local government areas administered by Aberdeen City, Aberdeenshire and Moray Councils. It employs around 17,000 staff who deliver services to half a million people spread across 3,000 square miles of city, town, village and rural communities. We have extremely close links to the University of Aberdeen (with its internationally renowned Medical School and Dental School) and Robert Gordon University. These close links have made us a centre of pioneering medical research in a number of fields.

Aberdeen, as a major Scottish city, is where most of our hospitals are located. Elgin in Moray, is the site of Dr Gray's Hospital in the west of Grampian. In addition, there are a further 14 Community Hospitals, situated in each of the main towns.

As an employer, we take great care to ensure that all staff have a safe, supportive and professional environment in which to work. Clear policies, covering everything from Dignity at Work to Leave for Domestic, Personal and Family reasons - as well as a comprehensive Occupational Health Service - give our staff confidence and security. We are a listening, caring and people focused organisation. As a diverse and welcoming employer our employment practices are both flexible and family-friendly. In our approach we aim to be innovative and professional. We are proud of our heritage, proud of our area, history and traditions, and proud of the service we provide to the people of North-East Scotland.

ABERDEEN

With a population of approximately 250,000, the city stands between the Rivers Dee and Don. This historic city has many architectural splendours and the use of its sparkling local granite has earned Aberdeen the name of the Silver City. Recognised as the oil capital of Europe, Aberdeen nevertheless retains its old-fashioned charm and character, making it an attractive place in which to live.

Aberdeen enjoys excellent communication services with other British cities - e.g. flying time to London is just over one hour with regular daily flights; road and rail links to all points north and south are excellent.

Many new housing developments have been built in surrounding villages, providing a wide choice of housing within easy commuting distance by car or bus.

Well known for its superb quality of life, Aberdeen enjoys first class amenities including a world class concert, exhibition and conference venue at the new P and J Live complex, His Majesty's Theatre, the recently refurbished Music Hall and Art Gallery, Museums and Aberdeen Beach Leisure Centre. Aberdeenshire is a

golfing paradise with 55 golf courses, and Aberdeenshire alone offers over 30 Munros and Corbetts for the outdoor hill-walking enthusiast.

Education facilities are excellent and, in addition to good quality Education Authority schools, there are three renowned fee-paying schools, one for girls and two co-educational. All three cater for nursery, primary and secondary pupils.

DESCRIPTION OF HOSPITALS

Aberdeen Royal Infirmary, Foresterhill: ARI is a large single site tertiary referral teaching hospital with a complement of over 1000 beds. It is the principal adult acute teaching hospital of the Grampian Area, providing a complete range of medical and clinical specialties and is the major acute hospital for the North East of Scotland. It shares the Foresterhill site with the University of Aberdeen Medical School, Royal Aberdeen Children's Hospital and Aberdeen Maternity Hospital. It is situated on a large open site to the North-West of the city centre.

Royal Aberdeen Children's Hospital (RACH): (85 beds; opened 2004) Together with the Neonatal Unit, Aberdeen Maternity Hospital (AMH) provides care for children up to the age of 16 years in the Grampian Region and the Orkney and Shetland Islands.

Aberdeen Maternity Hospital: With a complement of 185 beds, AMH is the main Maternity Hospital for the area. It has both ante-natal and post-natal facilities.

Dr Gray's Hospital is a District General Hospital in Elgin (65 miles NW of Aberdeen).

Together these facilities make up the acute sector of NHS Grampian.

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 was one of the first in the world to teach Medicine in English. It maintains an outstanding record in scholarship and is today at the forefront of teaching, learning and discovery, as it has been for 500 years. As the 'global university of the north', it has consistently sent pioneers and ideas outward to every part of the world. It is an ambitious, research-driven university with a global outlook, committed to excellence and supports a high level of teaching and learning underpinned by a first class portfolio of research programmes and currently has 10,000 matriculated students.

The Institute of Medical Sciences and Rowett Research Institute are adjacent to the University Medical School on the Foresterhill site and bring together medical scientists and clinicians in a fully integrated research facility.

<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 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.

<http://www.rgu.ac.uk/>

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 prospect of involvement in the exchange of ideas within the national and international research community.

NHS Grampian's Research and Development Strategy has been developed in order to prioritise and stimulate research and development within its 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.

THE CLINICAL BIOCHEMISTRY DEPARTMENT

The Laboratory Medicine Unit comprises the Departments of Clinical Biochemistry, Pathology, Immunology, Haematology, Microbiology (including Virology), and Genetics. The Clinical Biochemistry Department was one of the earliest hospital clinical biochemistry laboratories, and is soon to celebrate its 100th anniversary. It provides comprehensive core, immunoassay, point of care, specialist protein, metabolic and toxicology services to the North-East of Scotland, including specialist Biochemistry services to the Orkney and Shetland Islands involving a total catchment population of over 600,000. The Department is accredited by the UK Accreditation Service (UKAS ISO 15189:2022).

The Department of Clinical Biochemistry is responsible for provision of direct clinical care in the specialist Lipid Clinic, Obesity Service and the multidisciplinary Parenteral Nutrition Service, which provides parenteral nutrition to inpatients and patients on long-term home parenteral nutrition. The department has close links with all clinical services, so there is scope for development of relevant collaborative clinical service or research interests.

The Department is situated on the Foresterhill site on the first floor of a building which links Aberdeen Royal Infirmary to the Medical School. It is an integral part of the hospital with easy access to all other Departments as well as to University facilities including the Library and Institute of Medical Sciences.

The successful candidate will be one of four consultants with four trainees in Chemical Pathology, as outlined below:

MEDICAL STAFF (WHOLE OR PART TIME) IN THE DEPARTMENT:

- 4 Consultant Chemical Pathologists (including this post)
- 3 Specialty Registrars
- 1 FY2 Doctor

Non-medical staff in the Department consist of: 1 Laboratory Manager, 8 Clinical Scientists, 33 Biomedical Scientists, 6 Associate Practitioners, 18 Biomedical Support Workers and 3 Administrative and Clerical staff.

Teaching

An active teaching programme for the specialty trainees is in place, including a Scotland-wide online Teams-based teaching programme in which our consultants participate. Involvement in the roles of educational and clinical supervisor is encouraged. There is a departmental CPD programme. Consultants also contribute to the postgraduate education of junior and career grade clinical staff by participation in hospital-wide and unit educational meetings.

The department enjoys active involvement in undergraduate teaching. It is closely affiliated with the University of Aberdeen Medical School. Consultants are involved in the teaching of Clinical Biochemistry, mentoring and examination of medical undergraduates.

THE POST

Duties of the Post

The post is that of Consultant Chemical Pathologist. The appointee will provide a diagnostic service in conjunction with other Consultant Chemical Pathologists for NHS Grampian, based at the Department of Clinical Biochemistry, Aberdeen Royal Infirmary. The appointee will have shared responsibility for the Clinical Biochemistry service and will be required to be on the GMC specialist register.

The basic contract will be a 10 PA consultant contract with a proposed split of 8:2 between direct clinical care and supporting professional activities. The SPAs will reflect defined activities such as teaching, appraisal, revalidation, research, educational roles, personal audit and professional development occurring outside study leave time. Up to 2 EPAs may be negotiated, depending on availability.

Details of clinical commitments

Diagnostic Services

The appointee will be required to contribute to the delivery of a diagnostic Clinical Biochemistry service, including participation in the daytime (9am-5pm), evening (5pm-9pm) and Saturday (9am-1pm) Duty Biochemist rota.

The precise duties, and any subsequent alterations to these, will be negotiated to the mutual benefit of the appointee and the department in discussion with the Service Clinical Director. Participation in the appropriate EQA schemes is expected.

Along with other members of staff, the appointee will undertake necessary administrative duties associated with the post and will take a share in responsibility for

the day to day running of the service, consolidation and maintenance of existing services and future development of the service as a whole.

The post has a 1 in 3.2 out of hours on-call commitment (largely as telephone contact from home).

Clinical services

The appointee will be responsible for provision of the outpatient Obesity Clinic, which has facilities for face-to-face, video and telephone consultations as appropriate. Along with the other Consultant Chemical Pathologists, the appointee will contribute to multidisciplinary provision of the parenteral nutrition service for inpatients and to care of patients on long-term home parenteral nutrition. The department also has responsibility for the Lipid Clinic and has input to the Adult Metabolic Clinic; participation in any of these may be possible if desired.

Facilities

The laboratory has recently undergone refurbishment under a Managed Service Contract to provide up to date diagnostic facilities and specimen tracking. Appropriate office and desk accommodation will be provided as will access to personal computer facilities including internet and NHS e-mail.

Teaching

The appointee will have opportunities to play an active role in teaching of trainee medical and clinical scientist staff within the Department of Clinical Biochemistry and other postgraduate staff within NHS Grampian and University.

The appointee will have opportunities to play an active role in the delivery of teaching for undergraduate and postgraduate programmes, including the MBChB course. The University of Aberdeen will consider, on application, awarding the appointee the honorary title and status of Clinical Senior Lecturer based on teaching and/or research commitments.

Research

The appointee will be encouraged to further their own research interests and foster the development of research projects through close liaison with clinical or non-clinical colleagues. There are currently excellent collaborations with clinical and academic colleagues locally, nationally and internationally.

Audit

The appointee will actively participate in all existing departmental audit and quality improvement processes and, as appropriate, introduce and develop new processes applicable to Clinical Biochemistry.

Appraisal/Revalidation

The appointee will be required to participate in annual appraisal in accordance with national guidelines and comply with GMC revalidation.

Continuing Professional Development / Continuing Medical Education

NHS Grampian and the Laboratory Medicine Clinical Group are committed to the continuing professional development of all staff. All consultant staff in the Clinical Biochemistry Department currently participate in the Royal College of Pathologists CPD scheme and there is extensive local availability of CPD activities and facilities for Consultant Medical Staff. Each member of the consultant staff currently has an allocation of £5,550 over a three-year period for study leave expenses. The departmental duty roster is constructed to provide sufficient internal cover for study and annual leave.

Management

The Laboratory Medicine Unit is in the Clinical Support Services Division of the Acute Sector of NHS Grampian. In addition to Laboratories, this Division also includes Radiology, Oncology, Haematology, Radiotherapy, Theatres/ Anaesthetics, Intensive care unit, Hyperbaric services, Pain services, Preassessment Services, Pharmacy, Nuclear medicine, Medical Physics, Endoscopy, Medical Secretariat, Outpatients Department and the Central Waiting Times Team. NHS Grampian was established in 2004, replacing the previous Grampian Health Board and subsequent hospital Trusts.

The organisation of the Acute Sector, relevant to Laboratory Medicine, is outlined below.

Within the current arrangements the Consultant Chemical Pathologists are managerially responsible to the Service Clinical Director of the Clinical Biochemistry Department for all matters and thence to the Unit Clinical Director for Laboratory Medicine. Consultants are eligible to apply for the posts of departmental Service Clinical Director and Unit Clinical Director when these fall vacant.

NHS GRAMPIAN

CONSULTANT CHEMICAL PATHOLOGIST

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 discretionary points, will be a starting salary of £107,144 – £142,369. 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 may 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.

8. 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.

9. 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.

10. 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.

11. 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.

12. 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.

13. The officer appointed will be required to be registered on the General Medical Council's Specialist Register.

14. As a result of guidance issued by the Scottish Government 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.

15. 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.

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

17. 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 via the contacts below and informal visits to view the department and meet with the specialist teams are encouraged.

- Dr Kevin Deans (Service Clinical Director) – kevin.deans@nhs.scot
- Dr Bernie Croal (Consultant Chemical Pathologist) – bernard.croal@nhs.scot
- Dr Karen Mitchell (Consultant Chemical Pathologist) – karen.mitchell15@nhs.scot
- Dr Noha El Sakka (Unit Clinical Director, Laboratory Medicine) – noha.elsakka@nhs.scot

Mr Paul Bachoo

Medical Director, Acute Services
NHS Grampian
Room 3.13, Ashgrove House
ARI Site

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

Prof N Fluck

Medical Director
NHS Grampian
Summerfield House
Eday Road, Aberdeen

Lyndsay Cassie
Personal Assistant
Direct Line: 01224 558577

This post can be applied for by visiting www.medicaljobs.scot.nhs.uk and searching for Ref. No. quoted above. The closing date is 12 February 2025.

NHS Grampian has a process of induction for all newly appointed Consultants. You will have a local departmental induction and orientation led by your Head of Service. In addition we believe it is 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 about the organisation and the strategic planning

processes we operate. We believe it is 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 is 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 not to withhold information about convictions which for other purposes are “spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by 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 CHEMICAL PATHOLOGIST

	REQUIREMENTS	ESSENTIAL	DESIRABLE
A	Qualifications	<ul style="list-style-type: none"> • MBChB or equivalent • Full GMC registration • FRCPath or equivalent Specialist Registration in Chemical Pathology (or within 6 months of CCT and placement on the Specialist Register) 	<ul style="list-style-type: none"> • Additional undergraduate or postgraduate degree eg; BSc (intercalated or otherwise) MD/ PhD/ MSc
B	Experience	<ul style="list-style-type: none"> • Completion of Specialty Training in Chemical Pathology • Thorough, broad, up-to-date training and experience in the practice of Chemical Pathology • Previous experience in Chemical Pathology at Specialty Registrar level or equivalent 	
C	Ability, Knowledge/ and Skills	<ul style="list-style-type: none"> • Knowledge and experience of Chemical Pathology • Ability to care for patients receiving parenteral nutrition • Ability to run an outpatient Obesity Clinic 	<ul style="list-style-type: none"> • Ability to manage a case load of patients receiving home parenteral nutrition.
D	Communication, Language Skills and Relationships with Colleagues, and Staff	<ul style="list-style-type: none"> • Excellent communication and interpersonal skills • Ability to communicate effectively with colleagues and service users • Experience of multidisciplinary team-working • Good knowledge of, and ability to use, written and spoken English 	
E	Personality, Abilities and Aptitude	<ul style="list-style-type: none"> • Ability to develop effective working relationships at all levels • Willingness to take responsibility • Commitment to specialty and its development • Initiative • Ability to work as part of a team • Time management and organisational skills • Willingness to take on supporting roles of responsibility within the department • Resilience and ability to cope under stress 	<ul style="list-style-type: none"> • Evidence of leadership skills
F	Clinical Governance and Audit	<ul style="list-style-type: none"> • Understanding of clinical governance responsibilities • Knowledge of, and participation in, clinical audit, quality assurance and quality improvement processes/ projects • Where already on the Specialist Register, compliance with relevant CPD requirements 	<ul style="list-style-type: none"> • Experience of implementing demand optimisation
G	Research	<ul style="list-style-type: none"> • Enthusiasm, willingness and ability to carry out or supervise basic research projects 	<ul style="list-style-type: none"> • Personal publication record
H	Teaching and Training	<ul style="list-style-type: none"> • Teaching experience at under/ postgraduate level • Agreement to take on departmental teaching and training responsibilities in the role 	<ul style="list-style-type: none"> • Experience of supervising trainees • Interest in developing teaching methodologies

			<ul style="list-style-type: none"> • Experience of coordinating undergraduate teaching courses
I	Management Ability	<ul style="list-style-type: none"> • Attendance at management training course(s) • Knowledge of NHS organisation and systems • Knowledge of principal elements of NHS laboratory management • Good organisational, time management, leadership and motivational skills • Willingness to undertake routine service management roles within the Clinical Biochemistry Department 	<ul style="list-style-type: none"> • Willingness to undertake wider or formal departmental managerial role(s)
J	Other requirements	<ul style="list-style-type: none"> • Meets professional health requirements 	

Prepared by: Dr Kevin Deans, Service Clinical Director Date: December 2024

INDICATIVE JOB PLAN FORMAT

(For the period 1st April 2025 to 31st March 2026)

Name:.....

Specialty: Clinical Biochemistry

Principal Place of Work: Aberdeen Royal Infirmary

Contract: Whole Time

Programmed Activities: 10 Indicative PA Split: DCC 8 SPA 2 EPAs (if applicable):

Availability Supplement: 8 %

Premium Rate Payment Received: %

Managerially Accountable to: Service Clinical Director, Clinical Biochemistry

Responsible for: Clinical Biochemistry

DAY	HOSPITAL/ LOCATION	TYPE OF WORK
Monday From 9.00am To 5.00pm	Aberdeen Royal Infirmary	am Parenteral Nutrition Ward Round (1 in 3.2) - DCC pm Diagnostic Work - DCC
Tuesday From 9.00am To 5.00pm	Aberdeen Royal Infirmary	am SPA session pm Home Parenteral Nutrition Clinic – DCC (once per month)
Wednesday From 9.00am To 5.00pm	Aberdeen Royal Infirmary	am Clinical correspondence/admin - DCC pm Obesity Clinic- DCC
Thursday From 9.00am To 5.00pm	Aberdeen Royal Infirmary	am Parenteral Nutrition Ward Round (1 in 3.2) - DCC pm SPA session
Friday From 9.00am To 5.00pm	Aberdeen Royal Infirmary	am Duty Biochemist/Diagnostic Work - DCC pm Duty Biochemist/Diagnostic Work - DCC
Saturday From 9.00 To 1.00pm	Aberdeen Royal Infirmary	Duty Biochemist (approximately 1 in 10) – DCC (timeshifting will allow total hours to remain within job plan)
Sunday From / To	-	-

Evening Duty Biochemist: Weeknights, 5pm-9pm (approx. 1 in 10 rota) – timeshifting will allow total hours to remain within job plan.

Out of hours on-call: 1 in 3.2 rota