



Job Title: Consultant Trauma & Orthopaedic Surgeon (Spine)
Location: Aberdeen Royal Infirmary / Woodend Hospital
Ref No: SC200545
Closing Date: Sunday 16th February 2025

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NHS GRAMPIAN

POST OF CONSULTANT TRAUMA & ORTHOPAEDIC SURGEON

JOB DESCRIPTION

We are seeking to appoint a suitably qualified and experienced Trauma and Orthopaedic Surgeon with a subspecialist interest in **spinal surgery**, to complement the existing consultant base. The successful applicant will join a 1 in 16 on-call **adult orthopaedic trauma rota** as well as participating in a 1 in 8 on-call **spine rota**.

ABERDEEN

With an urban population of approximately 250,000 the city stands between the Rivers Dee and Don. This historic city has many architectural splendors 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 traditional charm and character making it an attractive place in which to live. The surrounding region brings the population up to half a million and as a tertiary centre the Royal Aberdeen Childrens Hospital serves a population of over 800,000.

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.

Well known for its superb quality of life, Aberdeen enjoys first class amenities including His Majesty's Theatre, Music Hall, Art Gallery, Museums and Beach Leisure Centre. Education facilities are excellent and in addition to Local Authority schools, there is one fee-paying school for girls and two co-educational schools. All three cater for primary and secondary pupils.

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 of Aberdeen 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 10,000 matriculated students.

The new Institute of Medical Sciences is adjacent to the University Medical School on the Foresterhill site and brings together medical scientists and clinicians in a fully integrated research facility. The institute has become an acknowledged centre of excellence in Medical Science Research. Adjacent to this is 'The Suttie Centre', a purpose built teaching facility which opened in 2009.

THE 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. Consultants from the Department of Orthopaedics lecture regularly to a number of different courses and a number of collaborative research projects are underway.

DESCRIPTION OF HOSPITALS

The majority of orthopaedic services provided by NHS Grampian are based in Aberdeen on two separate sites, approximately 1 mile apart. In addition to this, trauma and orthopaedic services are provided at a District General Hospital in Elgin (Dr Gray's Hospital), where five orthopaedic consultant colleagues are based. There are several community hospitals located across Grampian which host out-patient orthopaedic services. NHS Grampian also provides orthopaedic and trauma tertiary services to NHS Orkney, NHS Shetland and NHS Highland.

The successful applicant will be based in Aberdeen, but may be job planned to provide services across the whole of Grampian according to departmental need, including Elgin. The appointee will be eligible for Honorary Senior Lecturer Status with the University of Aberdeen and will be actively involved in under and post-graduate education as well as having opportunity to pursue research interests.

Woodend Hospital

With a complement of around 200 beds, Woodend Hospital is located approximately one mile south-west of the Foresterhill site and houses the adult elective Orthopaedic unit, a geriatric Orthopaedic Rehabilitation Unit, and the Department of Rehabilitation Medicine including prosthetic and orthotic services. Physiotherapy, occupational therapy and radiology services are also based here, including x-ray, ultrasound and MRI.

Aberdeen Royal Infirmary

Adult trauma services are provided at Aberdeen Royal Infirmary, located on the Foresterhill site, adjacent to the Royal Aberdeen Children's Hospital. Both hospitals comprise a Major Trauma Centre for the North of Scotland. There is a complete range of supporting services at Foresterhill, including CT scanners, MRI scanners, a full range of nuclear medicine facilities (including positron emission tomography), digital angiography, interventional radiology laboratories, ultrasound, mammography, etc. All major medical and surgical specialties are based at the Foresterhill site including the Emergency Department, Plastic Surgery, Neurosurgery, Cardiothoracic, Dental, Oral and Maxillo-facial, Ear, Nose and Throat, Gynaecology, Ophthalmology, General Surgery, Urology and Vascular. There is a close link physically with the Medical School which is in an adjacent building, and with which there is a very close relationship.

DUTIES OF POST

Overview

The appointee will be expected to participate in the general work of the Department throughout the North of Scotland. Elective adult services will be predominately undertaken at Woodend Hospital. On-call duties will be undertaken at Aberdeen Royal Infirmary. The appointee may be job-planned to undertake work at community hospitals in Grampian, or at Dr Gray's Hospital, Elgin.

Adult Elective Orthopaedics

The appointee will be expected to provide adult elective activity in the sub-specialty of adult spinal surgery. The job plan will include elective out-patient clinics, regular MDT meetings and operating.

Adult Trauma and Spinal On-call

The appointee will join colleagues on a 1 in 16 on-call adult trauma rota (with prospective cover) at Aberdeen Royal Infirmary. In addition they will join a 1 in 8 on-call rota (with prospective cover) for

spine, which is jointly run with neurosurgery colleagues. There would be an expectation to be able to deal with all acute spinal pathology including cervical thoracic and lumbar spine. The current rota is based on a rolling four week rota of three elective weeks and one trauma week. Adult on-call and spinal on-call is usually undertaken synchronously within the trauma week.

Indicative job plan

Elective Clinic	1 PA
Fracture Clinic	1 PA
Peripheral/ Subspecialty Clinic	1 PA
Elective theatre	1.5 PA
Trauma/ emergency commitment	2.0 PA
SPA (teaching, research, CPD)	2 PA
Administration	1.5 PA

Consultants & Special Interests

Aberdeen

Mr Santosh Baliga	Spinal Surgery, Trauma
Mr Scott L Barker	Upper Limb, Trauma
Mr Simon L Barker	Paediatrics (Elective and Trauma), Knee Surgery
Mr J P Bidwell	Knee Surgery, Trauma
Mr D Boddie	Tumour Surgery, Arthroplasty, Trauma
Mr D Cairns	Shoulder Surgery
Mr T Dougall	Lower Limb Arthroplasty
Mr N Forrest	Foot & Ankle
Mr A Frost	Spinal Surgery, Trauma
Mr S Hamilton*	Lower Limb Arthroplasty, Soft Tissue Knee, Trauma
Mr A T Johnston**	Lower Limb Arthroplasty, Trauma
Mr A J Johnstone	Trauma, Hand Surgery (Trauma)
Mr K Khan	Shoulder Surgery, Trauma
Mr K Kumar***	Shoulder Surgery
Mr D Lawrie	Hand Surgery
Ms L McCullough	Tumour Surgery, Arthroplasty, Trauma
Mr G Medlock	Lower Limb Arthroplasty, Trauma
Ms Clare Miller	Hand Surgery
Miss L Mills	Paediatrics (Elective and Trauma)
Mr M Mitchell	Lower Limb Arthroplasty, Trauma
Mr C Munro	Lower Limb Arthroplasty, Trauma
Mr D Neilly	Lower Limb Arthroplasty, Paediatrics (Trauma)
Ms F Pease	Paediatrics (Elective and Trauma)
Mr M Reidy	Paediatrics (Elective and Trauma), Hip Arthroplasty
Mr S Roberts	Foot & Ankle, Trauma
Mr S Senthilkumaran	Foot & Ankle, Trauma
Mr M Smith	Lower Limb Arthroplasty, Trauma
Mr I Stevenson	Knee Surgery, Trauma

*Clinical Lead, Trauma

**Clinical Lead, Elective

***Unit Clinical Director

Dr Gray's Hospital, Elgin

Mr S Athar	Lower Limb Arthroplasty
Mr A Papadopoulos	Lower Limb Arthroplasty

Mr A Volpin	Soft tissue knee
Mr D Osarumwense	Lower Limb Arthroplasty
Mr J Robinson	Trauma surgery, Lower Limb Arthroplasty

Research Interests

The appointee is expected to participate in research. The present personnel of the Department have been responsible for many academic papers in a wide range of subjects. Aberdeen is particularly fortunate with its interdepartmental facilities for combined research. Strong research links already exist with other related departments both within the University (particularly Oncology, Genetics, Radiology, Pathology, Health Service Research Unit and Health Economics Research Unit) and with outside bodies such as the Rowett Research Institute. The North and North East of Scotland is particularly good for clinical research due to its relatively stable population. There are monthly research meetings where current research is discussed.

The group has attracted substantial research funding from a variety of sources, major national grant awarding bodies, national and local charities, the pharmaceutical industry, to undertake clinical research and basic science studies on all aspects of Orthopaedic surgery.

The Research and Development Directorate exists to support and facilitate research within NHS Grampian. Further information can be found at: <https://www.abdn.ac.uk/grampian-research-office/>

Post Graduate Medical Education

The Scotland Deanery, part of NHS Education for Scotland (NES), works in partnership with NHS Grampian to supervise and train post-graduate trainees in Grampian. The person appointed will be expected to function as both an Educational and Clinical Supervisor and will receive appropriate training as required. The person appointed should be prepared to support the postgraduate education programme and contribute on request to its administration.

Undergraduate Teaching

The appointee will be expected to participate in undergraduate teaching activities.

Surgical Audit

The Group unit is actively involved in developing and expanding surgical audit. The people appointed would be expected to institute and maintain audit as part of clinical practice and in addition is expected to participate in the Scottish Audit of Surgical Mortality.

Management and Advisory Structure

Orthopaedics is one of the Services in Division of Surgery and the person appointed will be managerially responsible through the Clinical Leads of Orthopaedics to the Associate Medical Director who is responsible to the Medical Director, and through him to the Chief Executive of the NHS Grampian.

There is in addition to the management system a Division of Surgery for the Grampian Area and this has an advisory role through the Medical Advisory Committee to the Board, but also on occasion to the Area Medical Committee. There is a sub-committee for Orthopaedic Surgery.

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CONSULTANT IN ORTHOPAEDICS

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 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 Trauma & Orthopaedics
 8. The person appointed will be expected to undertake domiciliary consultations as may be required by the Board.
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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 Andrew Johnston andrew.johnston1@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 16th 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 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**

MODEL JOB PLAN FORMAT (*Indicative only*)

a) Consultant Contract Details

Name:.....Consultant..... **Specialty:.... Trauma & Orthopaedic Surgery**

Principal Place of Work: Woodend.....

Contract: Whole Time / Part Time / ~~Honorary~~

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

Availability Supplement: ~~None~~ / Level 1 / Level 2

Premium Rate Payment Received: 5 %

Managerially Accountable to:.. Andrew Johnston, Clinical Lead, Orthopaedics, NHSG.

Responsible for: Care of adult orthopaedic trauma patients and adult elective orthopaedic patients

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

DAY	HOSPITAL/ LOCATION	TYPE OF WORK
Monday From / To 0800-1200	Woodend	SPA
Tuesday From / To 0800 - 1300	ARI 1:2	Fracture clinic
1300 - 1700	Woodend	Out-patient clinic
Wednesday From / To 0800 - 1800	Woodend	Elective Operating List
Thursday From / To 0800-1700	Woodend	MDT / Pre-assessment clinic / Admin
1300 - 1700	Woodend	Out-patient clinic
Friday From / To 0800-1300	Woodend / Peripheral site	Elective Operating List / Regional clinic
1300-1700	Woodend	SPA – research /Teaching
Saturday From / To	ARI	1:8 on call
Sunday From / To	ARI	1:8 on call

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Person Specification Form – Consultant Orthopaedic Surgeon in Spinal Surgery

	REQUIREMENTS	ESSENTIAL	DESIRABLE
A	Qualifications	<p>Medical Degree (MB ChB / MBBS or equivalent)</p> <p>FRCS (Tr & Orth) and completion of a period of higher surgical training.</p> <p>CCT in Orthopaedics (or within 6 months of CCT at time of interview). or CESR / CESR (CP).</p>	Higher Degree
B	Experience	<p>8 years experience at ST level (or equivalent) in a post recommended by SAC</p> <p>Sub-specialty Fellowship(s) in Spinal Surgery</p>	Evidence of independent trauma and elective operating in the sub-specialty of spinal surgery
C	Ability <i>Knowledge</i> <i>Clinical Skills and Technical Skills</i>	Ability to work independently and to form good relationships with nursing and other staff. Ability to communicate with patients effectively.	
D	Motivation	Must be motivated to be flexible and work in a team.	
E	Personality	<p>Ability to communicate effectively</p> <p>Able to work as part of a team</p> <p>Good interpersonal skills</p>	
F	Audit	Evidence of previous and continuing commitment to clinical audit	
G	Research	Ability to apply research outcomes to clinical and surgical problems	Willingness to contribute to research
H	Management Ability	Willingness to contribute to the management of all aspects of the Orthopaedic Service	Ability to manage and lead a clinical department
I	Other requirements	<p>Teaching of Medical Students and Resident Doctors</p> <p>Full registration with a licence to practise with the GMC is required. (licence to practise must be in place prior to starting in post). For more information visit www.gmc-uk.org</p>	Willingness to undertake additional professional responsibilities at local, regional or national level

