



NHS HIGHLAND JOB PACK

**Specialty Doctor in Anaesthesia
Raigmore Hospital, Inverness**

**Job Reference: MS14 210246
Closing Date: 13/04/2025**

APPOINTMENT OF SPECIALTY DOCTOR IN ANAESTHETICS

INFORMATION PACK

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Section 1 – Welcome

Introduction

Thank you for your interest in joining NHS Highland. This information package contains details relating to the local area, this post and the Terms and Conditions of Service.

NHS Highland is committed to becoming a learning organisation, recognising that staff require access to opportunities to learn, maintain and develop skills and knowledge, and we recognise the importance of valuing and supporting our staff throughout their time here.

We offer:

- Policies to help balance commitments at work and home and flexible family friendly working arrangements
- Excellent training and development opportunities.
- On-site library services at the Centre for Health Sciences
- Access to NHS staff benefits/staff discounts
- Cycle to Work Scheme
- Excellent student support
- Access to NHS Pension scheme

NHS Scotland is committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination. The aim is for our workforce to be truly representative and for each employee to feel respected and able to give their best. To this end, NHS Scotland welcomes applications from all sections of society.

Recruitment Process

Applicants are expected to make contact with the department before applying and we would **strongly** encourage those that are shortlisted to ensure they have spoken to the informal contacts and other relevant senior colleagues. You can ask for a Teams meeting to be set up through the department contact.

Department Contact:

Dr David Blacoe, Service Clinical Director for Anaesthesia– Telephone 01463 705350 or email david.blacoe@nhs.scot

How to Apply

- Applicants should complete an Application Form on the NHS Scotland National Recruitment portal. <https://apply.jobs.scot.nhs.uk/>. Please note we do not accept CVs.
- All candidates and employees are afforded equal opportunities in the recruitment and selection process and in employment irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
- Your personal information will not be sent with the application for shortlisting. The application form will be identified by the candidate number only to ensure that no applicant will be unfairly discriminated against.
- NHS Scotland is exempt from the 1974 Rehabilitation of Offenders Act (Exclusions & Exceptions) (Scotland) Order 2003. As part of any offer of employment in regulated work candidates will be subject to Protection of Vulnerable Groups Scheme membership.

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For further information on NHS Highland, please visit our website on www.nhshighland.scot.nhs.uk

PLEASE NOTE - You should apply for this post by completing the application process on Job Train. We suggest you use Internet Browser "Google Chrome" or "Microsoft Edge"

DO NOT upload a CV as this will not be used for short listing purposes.

Once you have submitted your application form you will be unable to make any amendments.

For help to complete an application on Job Train please click [here](#).

Please contact craig.thompson@nhs.scot for any queries regarding submitting your application to the NHS Scotland National Recruitment website.

Section 2 – Advert

NHS HIGHLAND
Raigmore Hospital, Inverness
Specialty Doctor in Anaesthetics
Substantive
40 hours per week

An opportunity has arisen for a suitably experienced Specialty Doctor in Anaesthesia to join the friendly and dynamic Anaesthetic Department at Raigmore Hospital, Inverness, as a member of the anaesthetic team. This is an exciting opportunity to continue and develop your practice in a wide variety of specialties. The duties will include elective and emergency theatre work, (adults and children), working in a 16 bedded Critical Care unit and providing an Obstetric anaesthetic service. Previous experience in Intensive Care and Obstetric anaesthesia is an advantage. Participation in departmental audit, seminars and teaching is actively encouraged.

The Anaesthetic Department presently has 31 Consultants, two Associate Specialists, eight Speciality Anaesthetists, around twelve Trainees affiliated to the Northern Deanery and six clinical development fellows.

Raigmore Hospital is a large district general hospital with approximately 450 beds, a catchment area of almost 30,000 square kilometres covering the entire Scottish Highlands and catering to a population of around 320,000. The hospital has a range of surgical specialties and a full range of diagnostic services including two CT scanners and an MRI scanner. The Anaesthetic department continues to expand with the National Treatment Centre-Highland being built and expected to open in early 2023. This will include two arthroplasty theatres for hip and knee replacements and three Eye theatres which will also allow for some hand and foot surgery.

Medical undergraduates from the University of Aberdeen rotate to Raigmore Hospital for medical and surgical training and the anaesthetic trainees are on rotation from the North of Scotland School of Anaesthesia. Raigmore has an extensive library located in the Clinical Science building and has close academic links with the Highlands and Islands Health Research Institute.

The City of Inverness is the Capital of the Highlands and offers a high quality of life with superb restaurants and excellent music and arts venues. The wild countryside of the Highlands offers spectacular hill-walking, sailing and cycling, as well as seasonal skiing and winter mountaineering.

Informal enquiries are welcome and should be made in the first instance to Dr David Blacoe, Service Clinical Director for Anaesthesia – Telephone 01463 705350 or email david.blacoe@nhs.scot or Dr Ross Clarke email ross.clarke@nhs.scot

<https://www.ntchighland.org.uk/>

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Section 3 – Job Information

SPECIALTY DOCTOR IN ANAESTHETICS

1. THE HOSPITAL

Raigmore Hospital, Inverness, is the main Hospital for the NHS Highland Health Board area and has 450 in-patient beds. The region covers an area of 30,000 square kilometres, which represents approximately 41% of the Scottish and 11% of the UK land surface (an area the size of Belgium). The area is highlighted in blue on the map and it also provides certain services to the Western Isles Health Board (Outer Hebrides) – the total population covered being 320,000. The catchment area comprises the largest and most sparsely populated part of the UK with all the attendant issues of a difficult terrain, rugged coastline, populated islands and a limited internal transport and communications infrastructure.

The Anaesthetic department continues to expand with the National Treatment Centre-Highland having opened in April 2023. This includes two arthroplasty theatres for hip and knee replacements and three Eye theatres which will also allow for some hand and foot surgery.

<https://www.ntchighland.org.uk/>

The area is recognised for its outstanding natural beauty and access to all sorts of recreational activities such as road and mountain biking, sailing, hiking, climbing, fishing, snow sports and all kinds of water sports. The City of Inverness is situated on the banks of the beautiful River Ness that flows from the famous Loch Ness. There are a fantastic range of restaurants, café bars, pubs and clubs where you will find live bands playing modern and traditional music. There is also a vibrant arts scene with Eden Court Theatre playing host to shows/entertainers of all genres. There is an airport only 15 minutes away that allows quick and easy links to London and Europe. Overall, this post can provide a satisfying and stimulating workplace whilst at the same time providing a beautiful place to live with a multitude of opportunities for the whole family.

www.enterprisinghighland.com



2. THE DEPARTMENT

Dr Dan Baraclough	Consultant in Anaesthesia
Dr Ken Barker	Consultant in Anaesthesia
Dr Gordon Bathgate	Consultant in Anaesthesia
Dr David Blacoe	Consultant in Anaesthesia (Service Clinical Director- Anaesthesia)
Dr Graeme Brown	Consultant in Anaesthesia
Dr Natalie Clark	Consultant in Anaesthesia
Dr Ross Clarke	Consultant in Anaesthesia
Dr Mike Duffy	Consultant in Anaesthesia & ICM
Dr Mario Fernandes	Consultant in Anaesthesia
Dr Ben Greatorex	Consultant in Anaesthesia & ICM
Dr Jayne Halcrow	Consultant in Anaesthesia
Dr Hamish Hay	Consultant in Anaesthesia
Dr Kristina High	Consultant in Anaesthesia
Dr Tim Hooper	Consultant in Anaesthesia
Dr Sandy Hunter	Consultant in Anaesthesia & ICM
Dr Chic Lee	Consultant in Anaesthesia
Dr Iain MacDonald	Consultant in Anaesthesia
Dr Marian MacKinnon	Consultant in Anaesthesia & ICM (Service Clinical Director- ICU)
Dr Sarah MacLean	Consultant in Anaesthesia & ICM
Dr Ruth Neary	Consultant in Anaesthesia
Dr Dora Paal	Consultant in Anaesthesia
Dr Jenny Parsons	Consultant in Anaesthesia (College Tutor)
Dr Justine Pietersen	Consultant in Anaesthesia
Dr Brodyn Poulton	Consultant in Anaesthesia
Dr John Rae	Consultant in Anaesthesia & ICM
Dr Hal Robinson	Consultant in Anaesthesia
Dr John Smith	Consultant in Anaesthesia
Dr Dev Srivastava	Consultant in Anaesthesia and Pain Medicine
Dr Michael Stallard	Consultant in Anaesthesia
Dr Rosel Tallach	Consultant in Anaesthesia
Dr Iain Thompson	Consultant in Anaesthesia
Dr Amy Thomson	Consultant in Anaesthesia
Dr Jonathan Whiteside	Consultant in ICM
Dr Emma Whyte	Consultant in Anaesthesia
Dr Morven Wilson	Consultant in Anaesthesia
Dr Charu Agrawal	Specialty Doctor
Dr Ross Howell	Specialist Doctor
Dr Olutola Laditi	Specialist Doctor
Dr Rhian Morgan	Specialty Doctor
Dr Nadia Strock	Specialty Doctor
Dr Kate Whiteside	Specialty Doctor
Dr Michael Wilkie	Specialty Doctor
Mrs Morag Ritchie	Department Administrator
Donna Corrigal	Department General Manager for surgery

There are four CT1s, four CT2s, and four ST3s linked to the Aberdeen School of Anaesthesia. The department is currently undergoing an expansion of its Critical Care service with an aim to have 8 level III, 6 level II and 4 PACU beds.

Raigmore Anaesthesia: The main theatre suite has 10 operating theatres and an obstetric theatre within the labour suite. Besides theatres we also provide Anaesthesia for Endoscopy, Radiology (CT, MRI, Angio), Cardioversions and ECT. The successful candidate will be required to have a broad range of skills to cover the following surgical specialties:

- General Surgery (including upper GI)
- Vascular
- Orthopaedics and Trauma
- Gynaecology
- Obstetrics
- Ear, Nose and Throat
- Urology
- Maxillo-facial/Dental
- Ophthalmology

We have a lead Paediatric anaesthetist and dedicated paediatric lists covering general surgery, ENT, eyes, orthopaedics, plastics, oral surgery, community dentals, and radiology. We routinely anaesthetise all children except neonates.

Obstetrics

The maternity unit has approximately 2000 deliveries a year. There are daily scheduled caesarean section lists and we provide a 24 hour epidural service. In the last 12 months there were 680 caesarean sections performed at Raigmore, 336 of these were elective. Labour ward/theatres is staffed with a Consultant Anaesthetist mon-fri 0800-1800 hrs.

The Anaesthetists are assisted by a full complement of well trained ODPs and Anaesthetic nurses. Monitoring meets AAGBI and college requirements.

The Acute Pain Service is delivered by 3 Consultant Anaesthetist and the daily management of pain problems in the in-patient population is dealt with by two senior nurses. The acute pain service is not only involved in the daily management of patients but also provides in-house education to all the staff in the hospital.

Pre-assessment

We have a predominantly nurse led Pre-assessment Service that is integrated with locally delivered Pre-assessment services across the Highlands. There are 6 Consultant Anaesthetists with regular sessions in Pre-assessment to manage the high risk surgical patients. We are also in the process of establishing Prehabilitation services for these patients.

The Critical Care Unit

The Intensive care unit has been recently refurbished and it is a modern, bright and attractive place to work. It is fully equipped to take 8 - Level III critically ill patients and has around 450 admissions each year. In addition there are well laid out plans to increase capacity for any covid surges as and when necessary. The unit is covered seven days a week with daytime consultant programmed activities. There is a resident CT2 or specialty doctor and also an FY1/CDF in the daytime mon-fri. There is ongoing work to amalgamate the SHDU into Critical care with an aim to have 8 level 3, 6 level 2 beds and also a 4 bedded PACU. This will be covered by an additional Intensivist during daytime hours 5 days a week.

<http://www.highlandcriticalcare.com>

[https://www.ficm.ac.uk/sites/default/files/a day in the life of an intensivist-remote and rural.pdf](https://www.ficm.ac.uk/sites/default/files/a%20day%20in%20the%20life%20of%20an%20intensivist-remote%20and%20rural.pdf)

The National Treatment Centre – Highlands : This state-of-the-art centre has 2 Orthopaedic theatres for elective hip & knee joint replacement surgery and 3 Operating theatres for Ophthalmology. The ophthalmology theatre will also be used for elective hand and foot surgery twice a week.

3. THE POST

The working week of the Specialty Doctor Anaesthetist will average 40 hours, 10 Programmed Activities (PAs) per week. This consists of nine clinical PAs and one for supporting professional activity (SPA).

The on-call commitment involves working a shift system with the trainees and other non-consultant career grades. At present this amounts to roughly a 1:8 rota. Each shift is 12.5 hours long with day/night handover times being between 0800-0830 and 2000-2030 hrs respectively. These duties will require the post holder to be resident when on-call. Emergency cover is provided by 2 resident anaesthetists and a non-resident consultant in anaesthesia and a non-resident consultant in intensive care.

The Specialty Doctor Anaesthetist will also be required to anaesthetise for elective lists to fulfil the sessional requirement of the post and to work flexibly with other members of the Department to assist in providing a comprehensive Anaesthetic Service. They may also be required to work in the intensive care unit both during the day and out-of-ours.

The post holder will be required to comply with NHS Highland Health & Safety and other employment policies.

So far as is consistent with the proper discharge of the above duties the postholder undertakes to deputise from time to time for absent colleagues. The post holder undertakes, exceptionally, to perform additional duties in occasional emergencies and unforeseen circumstances. The postholder undertakes, exceptionally, to be available for such irregular commitments outside normally rostered duties as are essential for continuity of patient care.

4. CONTINUING PROFESSIONAL DEVELOPMENT

There is a Postgraduate Centre with excellent library facilities. There is also a departmental library with computer facilities.

The department has weekly educational meetings; monthly audit meetings; weekly tutorials and monthly departmental meetings. There are opportunities for teaching of both under and post graduates.

The post holder will have excellent opportunities to continue their professional development and development of specialist areas of interest is encouraged.

There is an active audit programme in which the post holder is expected to take part. This may involve overseeing a project being undertaken by a trainee.

There is a budget for study leave and the appointed candidate is expected to continue their professional development by attending local and national anaesthetic conferences.

Section 4 – Job Plan

The job plan will be tailored to meet the interests and expertise of any successful candidate and the needs of the service. This will be based on 9 sessions of DCC and 1 SPA or whole time equivalent. A contribution to the general workload of the department is strongly desirable. Any interested candidates are encouraged to contact the department to discuss potential jobs plans

Section 5 – Person Specification

Essential Criteria - these are attributes without which a candidate would not be able to undertake the full remit of the role. Applicants who do not clearly demonstrate in their application that they possess the essential requirements will normally be eliminated at the short listing stage.

Desirable Criteria - these are attributes which would be useful for the candidate to hold. When short listing, these criteria will be considered when more than one applicant meets the essential criteria.

Requirement	Essential	Desirable
1. Qualifications	MB ChB / MB BS or equivalent	ATLS, ALS, PALS FRCA (primary) Other Postgraduate qualification
2. GMC/Specialist Registration	Full registration with the GMC with a licence to practice	
3. Clinical Experience	<p>Four years' full time post graduate training (or equivalent)</p> <p>At least 2.5 years working in Anaesthesia (within the last 4 years)</p> <p>Knowledge and understanding commensurate with registrar level in Anaesthetics</p> <p>Knowledge and experience of healthcare delivery within the UK</p> <p>Obstetric experience to level able to provide out-of-hours care without local supervision</p>	<p>Experience as a registrar</p> <p>Advanced/autonomous clinical experience in: General Surgery (including upper GI and Breast) Vascular Orthopaedics and Trauma Obstetric anaesthesia Gynaecology Ear, Nose and Throat Urology Ophthalmology Robotic Surgery Intensive care</p> <p>Experience of working in a National Treatment Centre environment, specialising in arthroplasty and with enhanced recovery after surgery protocols.</p>
4. Research & Audit Experience	<p>Understands principles Experience of participation</p> <p>Evidence of participation in audit or research</p>	

<p>5. Team Working & Interpersonal Skills</p>	<p>Ability to form constructive & effective professional relationships with existing health professionals</p> <p>Ability to work with colleagues in a team</p> <p>A caring attitude to patients, relatives, nurses and other health professionals</p> <p>Ability & willingness to work the hours of the job and provide out of hours resident cover</p>	<p>Willingness to undertake additional professional responsibilities at local, regional & national levels</p> <p>Evidence of commitment to excellence in team working and human factors</p>
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Section 6 – Terms and Conditions

TERMS AND CONDITIONS OF SERVICE

This appointment is based on the new Contract for Specialty Doctors PCS(DD)2008/7 and the Hospital Medical & Dental Staff (Scotland) Terms and Conditions of Service.

This appointment is non-resident.

The appointee will be required to have full registration with the General Medical Council with a licence to practice, produce this on commencement in post and maintain it throughout employment.

Further information can be found here: <http://www.msg.scot.nhs.uk/pay/medical>

Job Title	Specialty Doctor in Anaesthetics
Type of Contract	Whole Time Fixed Term
Location	Raigmore Hospital, Inverness
Salary	The salary scale for this post is £61,690 - £96,129 per annum pro rata Your salary will be credited monthly, in arrears, at 1/12 th of the annual rate to an account at a bank/building society of your choice on the 27 th of each month. Placing on the salary scale will normally be on the minimum point unless the successful applicant has previous experience in an equivalent post in the NHS, or previous non-NHS experience equivalent to that gained in a NHS post. Proof must be provided.
Arrangement of Duties	See separate Job Plan.
Medical Negligence	NHS Highland takes responsibility for expenses and damages arising from medical negligence where they, as the employer, are vicariously liable for the acts and omissions of their medical and dental staff. However, the appointee is strongly advised to maintain separate medical defence or insurance cover for all work which does not fall within the scope of the Board's indemnity scheme, details of which are given in NHS Circular 1989(PCS) 32.
Registration with General Medical Council	Prior to commencement in post, successful candidates must have full registration with the General Medical Council, a licence to practise.

Disclosure of Criminal Convictions	<p>Appointment to this post will be made subject to satisfactory screening by Disclosure Scotland. This post is considered to require Registration with the Protecting Vulnerable Groups (PVG) Scheme as it involves substantial access to children and / or vulnerable adults. A PVG Scheme Record will contain details of all convictions on record, whether spent or unspent. This means that even minor convictions, no matter when they occurred will be included in the Scheme Record. It may also contain non conviction information held locally by the police, where this is considered relevant to the post.</p> <p>Following the selection interview only the "successful" candidate will be subject to registration with the PVG Scheme. Offers of appointment will be made subject to satisfactory PVG Scheme screening and medical fitness. Please note that a commencement date will only be issued once this clearance has been received.</p>
Rehabilitation of Offenders Act 1974	<p>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 these convictions or the circumstances relating to them in the course of their 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 is excluded in the provisions of the Act unless otherwise stated in the job description. If the post is excluded you are 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 your employer. Any information given, however, will be completely confidential and will be considered only in relation to the post for which this application form refers.</p>
Medical Fitness	<p>All prospective members of staff are asked to submit a confidential health questionnaire to the Occupational Health Service. On the basis of this, they may be passed fit, or an appointment for further information or screening may be required. All entrants must be certified medically fit and employment is conditional on such certification. All appointees are expected to comply with NHS Highland’s Immunisation Policy. Those posts classified as Exposure Prone Procedures appointments are dependent on satisfactory proof of immunity or freedom from Hep B infection prior to appointment.</p>
Right to Work	<p>NHS Highland has a legal obligation to ensure that it’s employees, both EEA and non EEA nationals are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS Highland they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until the right to work in the UK has been verified. You will be required provide appropriate documentation prior to any appointment being made.</p>

Annual Leave & Public Holidays	The leave year shall run from date of taking up appointment and in a full year the postholder will be entitled to 33 days annual leave (pro rata per annum) plus eight statutory and public holidays as agreed by NHS Highland (pro rata per annum).
Superannuation	New entrants to NHS Highland who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme.
Notice	The postholder will be required to give and is entitled to receive a minimum of three months notice of termination of employment.
Removal Expenses	Assistance with Removal expenses will be given in accordance with the NHS Highland Short Term Relocation Policy. It is compulsory that you discuss any arrangements relating to your relocation with us before arranging anything. Failure to do so may result in limited or no assistance being given.
Private Residence	If your post includes on-call duties, your private residence shall be maintained in contact with the public telephone service and shall be not more than 10 miles or 30 minutes by road from your hospital base, unless the Board gives specific approval to you residing at a greater distance.
Identity Badge Policy	NHS Highland has a policy that all staff will be issued with and required to wear an Identity Badge at all times when on duty. If your badge needs replacing for any reason you are required to contact the Fire/Security Office, Estates Department to arrange for a replacement. All identity badges are the property of NHS Highland and must be returned when you terminate your employment.
Smoke Free Policy	NHS Highland operates a No Smoking Policy of tobacco products or e-cigarettes in any of our properties, vehicles or grounds. When selecting new staff NHS Highland does not discriminate against applicants who smoke but applicants who accept an offer of employment will in doing so agree to observe and familiarise themselves with NHS Highland's Smokefree policy.
Confidentiality	In the course of your duties you may have access to confidential material about patients, members of staff or other health service business. On no account must information relating to patients be divulged to anyone other than authorised persons - for example medical, nursing or other professional staff, as appropriate who are concerned directly with the care, diagnosis and/or treatment of the patient. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature you must seek advice from your superior officer. Similarly no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe this rule will be regarded by your employers as serious misconduct, which could result in serious disciplinary action being taken against you including dismissal. The unauthorised disclosure of official business under consideration by the Board Management Team or one of its Committees by an employee is also regarded as a breach of confidence and may lead to disciplinary action.

<p>Scottish Workforce Information Standard System (SWISS)</p>	<p>The information that staff provide will be used for employment purposes and where necessary to comply with legal obligations. The purpose of holding this information is for administration i.e. employment and pay amendments, superannuation, workforce management/planning and other personnel matters in relation to employment. Any requests for information outwith the above will only be processed with individual consent (e.g. building society mortgage applications etc.)</p> <p>Staff information will be held securely, and will be accessed at a local, regional and national level to meet the requirements outlined above. Managers may also hold information within your department. There will be no unauthorised access.</p>
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