

**Job Title: Consultant Paediatrician with interest in Respiratory**

**Location: Royal Aberdeen Children's Hospital**

**Ref No: EG208493**

**Closing Date: 10 April 2025**

# **Job Description**

Job Title: Fixed Term Consultant Paediatrician with interest in Respiratory

Location: Royal Aberdeen Children’s Hospital

Department: Combined Child Health Service

Hours: 40 hours per week 10 (PAs)

Contract: Fixed term for one year

1. **Introduction**

The appointee will primarily contribute to both the general Paediatric and Respiratory Service based at Royal Aberdeen Children’s Hospital (RACH), a tertiary children’s hospital in the North East of Scotland. The post holder will join three other Consultants in Paediatric Respiratory Medicine, based at RACH and work within the North of Scotland Paediatric Respiratory Network. The successful appointee will contribute to the acute paediatric on-call (1:10 rota) and also contribute to the Consultant-of-the-week rota (on average five weeks per annum). This job is open to paediatricians with knowledge and experience of working in Paediatric Respiratory Medicine. Those with limited experience in Paediatric Respiratory Medicine are encouraged to express an interest and contact our department as additional support and training can be considered.

The majority of the respiratory workload will be in chronic respiratory conditions in childhood. Additional experience in sleep and ventilation would help augment our service. The new appointee will be part of the Respiratory Service providing advice to General Paediatrics and other specialties Monday-Friday between 9am and 5pm.

The RACH service delivers secondary and tertiary care for children and young people with respiratory conditions. There is a weekly respiratory consultant available rota for advice, consults and ward reviews. Senior paediatric trainees are regularly attached the service. The service works closely with local-delivered tertiary paediatric specialties including ENT, Anaesthetics, Surgery, Radiology, Palliative Care, Community and medical specialities. There is dedicated physiology support for respiratory and sleep investigations. Our service compromises of 3 Consultants, 2 visiting Consultants, 3 specialist nurses, 2 physiotherapists and 1 dedicated respiratory secretary. CF Service is specifically supported by 2 consultants, specialist CF nurse and wider MDT with weekly CF clinics, annual review and MDT meetings. Elective bronchoscopy list occurs once a month. Our service works closely with the local neonatal team and other specialist centres across Scotland in delivering care for children with complex and long term respiratory issues. The service delivers a twice monthly complex respiratory MDT clinic and alternative monthly thoracic surgery clinic. The RACH respiratory service is part of a regional network with collaborative working and teaching with colleagues across the North of Scotland. Additionally, there are many active respiratory and CF research projects currently being undertaken with the department.

The job plan currently consists of 10 programmed activities/ week. Responsibilities for ward rounds, continuing care, outpatient clinics, administration, teaching, audit and research will be shared mainly with the NHS Consultant colleagues. This post is designated as full time. However, other more flexible arrangements such as part time, job share etc will be considered. We welcome quality improvement initiatives and new ways of doing things and look forward to the successful candidate developing further existing services. The post holder can devote a proportion of their 2 SPAs to academic activity and can apply for dedicated funding from endowments for dedicated time. Alternatively, there are ample opportunities to apply for leadership roles or educational roles at both Deanery or Medical school divisions.

## 2. General

### 2.1 Aberdeen and Aberdeenshire

This historic city stands between the Rivers Dee and Don and has many architectural splendours and the use of its sparkling local granite has earned Aberdeen the name of the Silver City. Aberdeen is recognised as the oil capital of Europe and has consequently undergone much development, but nevertheless retains its old-fashioned charm and character.

Aberdeen City and Aberdeenshire enjoy excellent communication services with an International Airport and Ferry port. There are plentiful air links with all the major European Hubs and flying time to London is just over one hour, which provides a plentiful supply of onward travel connections. Road and rail links to all points north and south are excellent.

Many new housing developments have taken place within Aberdeen City and surrounding villages providing a wide choice of housing within easy commuting distance of RACH.

Aberdeen City is well known for its rich provision of cultural amenities including His Majesty's Theatre, Music Hall, Art Gallery, and Museums. There are plenty of opportunities for indoor and outdoor sporting and leisure activities. Education facilities are excellent and in addition to Regional Education Authority schools, there are two fee-paying co-educational schools and one school for girls.

To find out more visit www.aberdeencityandshire.com

### 2.2 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. The University maintains an outstanding record in scholarship and supports a high level of teaching and learning underpinned by a first class portfolio of research programmes and currently has 10,000 matriculated students. The University of Aberdeen is the 2019 Times Scottish University of the Year. The University of Aberdeen has been top of the Guardian UK University League Table for Medicine 2023 and 2024, moving up from 2nd place in 2022.

The 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.

http://www.abdn.ac.uk/

**School of Medicine, Medical Sciences and Nutrition**

The School of Medicine, Medical Sciences and Nutrition (The School of Medicine, Medical Sciences and Nutrition | The University of Aberdeen) is the overarching organisation which encompasses the administrative and academic team that ensures delivery of all the School’s undergraduate programmes including the MBChB, BDS and Diploma in Physician Associate studies.

An ethos of research, development and innovation is encouraged within the School of Medicine, Medical Sciences and Nutrition and teaching fellows make a major contribution to research activities, presenting at educational conferences and publishing in educational journals (http://www.abdn.ac.uk/medical-education/research/). The Suttie Centre for Learning and Teaching in Healthcare (see http://www.abdn.ac.uk/suttie-centre/), a joint NHS Grampian and University of Aberdeen teaching and learning building on the Foresterhill campus, provides state of the art teaching facilities, including purpose built Anatomy and Clinical Skills facilities. In Inverness there is also a Clinical Skills Centre, located within the Centre for Health Science. This facility also contains the Centre for Rural Health (Research) and NHS Highland’s Research and Development department.

## 3 NHS Grampian

The NHS in Grampian provides for a total of approximately 560,000 people with circa 250,000 being within the City of Aberdeen and the remainder in peripheral towns and small rural communities across Aberdeenshire and Moray. There are approximately 90,000 children and young people under the age of 16 years.

NHS Grampian was established on the 1st April 2004 as a single system entity for the provision of health services across the whole of the Grampian region. NHSG replaced the previously separate health organisations of Grampian University Hospitals Trust (Acute Services), Grampian Primary Care Trust (Primary Care Services) and Grampian Health Board (Corporate Services). This single system was established in order to improve integrated services to the people of Grampian and to promote seamless care between professionals in all areas of NHS provision. NHS Grampian employs 16,000 staff and has a budget in excess of £1,170 million.

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 specialities. We are looking for staff who 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 to prioritise and stimulate research and development within NHSG’s fields of interest, complementing the research strategies of the Universities and Research Institutes in the area.

A Research and Development Directorate exists to support and facilitate research within NHS Grampian. Candidates should contact the Directorate to discuss their particular research area of interest.

NHS Grampian aims to devolve authority as much as possible to the component parts:

Three Community Health Partnerships (CHPs), based on geographical areas covering Aberdeen City, Aberdeenshire and Moray.

Acute Sector providing secondary and tertiary services.

Mental Health Sector.

## 4 Combined Child Health Service

The Combined Child Health Service is part of the Acute Sector and incorporates both acute and community services for children and young people under a single management structure. The service provides acute and community child health across Grampian and to some children from Tayside and Highland. Paediatric Services to Orkney and Shetland are commissioned from NHS Grampian by their respective Health Boards.

### 4.1 Royal Aberdeen Children's Hospital

The new Royal Aberdeen Children's Hospital was opened in January 2004. It is contiguous with Aberdeen Royal Infirmary with ready access to a wide variety of investigative facilities including head and body scanning, magnetic resonance imaging, biomedical physics and nuclear medicine and NHS laboratory services.

Royal Aberdeen Children's Hospital contains its own Radiology Department with Paediatric Radiologists and in-house facilities for conventional radiology and ultrasound. The Pathology Department includes a dedicated Paediatric Pathologist. The anaesthetic department consists of 6 Consultant Anaesthetists who provide sessions in paediatric anaesthesia and pain management.

RACH provides specialist inpatient and outpatient care in medical paediatrics, general paediatric surgery, orthopaedic surgery, plastic surgery, ENT, dermatology, gastroenterology, neurology, respiratory paediatrics, rheumatology, oral and maxillofacial surgery and dental services, ophthalmology, oncology, haematology and clinical genetics. Additionally, the hospital has its own Accident and Emergency Department under direct consultant supervision and its own departments of Radiology, Pharmacy, Dietetics, Physiotherapy, Occupational Therapy, Speech and Language Therapy, Play and Social Work.

Acute care is provided at Royal Aberdeen Children's Hospital for children up to 16 years of age. There are approximately 8000 admissions to RACH each year of which two thirds are acute admissions. RACH has a total of 87 beds (62 in-patient beds and 15 day-case beds). The 10 bedded Paediatric Assessment Unit (PAU) receives most unscheduled medical paediatric and A&E admissions. Children stay up to 24 hours and if not discharged are transferred to the medical ward. The 25 bedded medical ward also receives elective admissions and directly admits patients with chronic conditions e.g. diabetes, cystic fibrosis, inflammatory bowel disease. There is an independent 7 bedded haematology / oncology ward with an adjacent day case infusion bay. The 4 bedded High Dependency Unit is a facility for all medical and surgical specialities. RACH has a clear aspiration to expand and develop this facility.

The Department of Community Child Health and a purpose built Child Protection Suite is located within RACH. This is the administrative base for the service, with children being seen at schools and clinics throughout Grampian.

There are five Paediatric Surgeons at RACH whose interests include Neonatal, Gastroenterology, Oncology, Urology, Thoracic and Intersex surgery. The hospital is the regional major trauma centre for children.

A new state-of-the-art Women’s hospital (The Baird Hospital) is currently under construction immediately opposite RACH and will open in 2025. The advent of the Baird Hospital is an excellent opportunity to further strengthen links with neonatal colleagues.

The University of Aberdeen Department of Child Health has laboratory and office accommodation within RACH and has access to all the facilities in the Institute of Medical Science on the Foresterhill campus. A clinical research unit within RACH is headed by a senior paediatric research nurse. The Medical Faculty has made significant investments in teaching technology including distance learning, computer assisted learning, video conferencing and tele-medicine.

Aberdeen University currently supports around 300 undergraduate medical students in each year. The Aberdeen medical course includes paediatric teaching in the community spine from the first year, an introduction to RACH in Year 2, a 3 week block of lecture and small group teaching in paediatrics in Year 3, a block including 4 week clinical paediatrics in Year 4 (usually the penultimate year) and an optional further 8-week block in paediatrics in the final year.

**4.2 Paediatric Sub-specialities**

Aberdeen has a number of well-established sub-specialities within medical paediatrics and provides a Regional Service to the Children in North East of Scotland. The Paediatric Oncology and Paediatric Gastroenterology teams each include three consultants and specialist nurses and provides the service for the North of Scotland. The respiratory and team in Aberdeen also provides supra-regional support to Tayside and Highland. In RACH, there are also well established teams within Diabetes, Renal, Endocrine, Neurology, Rheumatology and a Palliative Medicine Service. We have extensive links with other tertiary care centres within Scotland and England for smooth transition of care for complex patient needs and visiting consultants from these centres hold regular clinics to complement the local teams in certain specialities like Liver transplant, renal and complex rheumatology cases. The 5 Health Boards of the North of Scotland provide care to patients in one of the largest geographical areas in U.K hence the reason that Remote and Rural Medicine is an actively developed with extensive use of Video-conferences and the modular evolution and deployment of the electronic patient records at an advanced stage of development within the region.

### 4.3 Paediatric Managed Clinical Networks

Many paediatric services in Aberdeen are supported within either Managed Clinical Networks (MCNs) or Managed Service Networks (MSNs). National networks include those for oncology, nephrology and cardiology with regional North of Scotland networks for neurology, respiratory and gastroenterology, as well as other specialities. There is a team of 25 specialist children’s nurses in Aberdeen who support a range of specialities.

RACH is one of the recognised Children’s Cancer and Leukaemia Group Centres and participates in national trials and studies of therapy in leukaemia and other cancers. Renal failure and disease is managed in collaboration with the Scottish Paediatric Nephrology Unit in Glasgow who hold regular joint Nephrology clinics in Aberdeen. The principal external referrals made to other specialist paediatric hospitals in the UK are for cardiac and hepatic surgery and for bone marrow transplantation. Paediatric high dependency care is provided at RACH and Raigmore, Inverness and paediatric intensive care is provided in Edinburgh and Glasgow with a national retrieval system in place.

## 5 Tertiary Neonatal and Maternity Services

The Aberdeen Maternity Hospital, a purpose built building, opened in 1988 is the tertiary Maternity Hospital and Neonatal Unit for the Grampian area. It has 87 ante-natal and post-natal beds and the Neonatal Unit has 38 cots. There are 10 Intensive Care cots, 7 High Dependency and 19 Special Care cots plus 2 isolation cubicles. There are over 6,500 births in Grampian, 4,900 of which occur at AMH. Over 950 infants are admitted to the NNU per year, of which approximately 200 require intensive care. The neonatal unit is the regional cooling centre for the North of Scotland. The Regional Neonatal Surgical Centre is based in the Unit. The Hospital is also recognised for sub-specialty training in Feto-Maternal Medicine. There are facilities for High Frequency Oscillation, inhaled Nitric Oxide and whole body therapeutic hypothermia for neuro protection. Only infants requiring cardiac surgery or ECMO are transferred out with the Unit.

There are currently 9 consultant neonatologists based at the NNU providing both the neonatal service for Grampian and the transport service for the North of Scotland. The Unit is part of the National Scottish Neonatal Transport Service. The service is consultant led and consultant based. The Aberdeen transport team, in conjunction with the team from Dundee, provides a 24 hour Neonatal Transport Service for the North and North East Scotland and, the Orkney and Shetland Isles. The Service is supported by specially trained transport nurses and is involved in teaching and training on the national Transport and Stabilization courses.

**Consultant Staff**

**RACH: Subspecialty/Interest**

Dr S. Jarvis\* Medical Paediatrics/Child Protection &

Service Clinical Director

Dr C. Middleton\* Medical Paediatrics/Respiratory

Dr J. Stewart\* Medical Paediatrics/Respiratory/Allergy

Vacant (this role) Medical Paediatrics/Respiratory

Prof S. Turner Honorary Professor/Paediatrics/Respiratory

Prof C. Lumsden Clinical Chair/Allergy

Dr S. Bunn Gastroenterology and Nutrition &

 Unit Clinical Director

Dr S. Kishore Gastroenterology and Nutrition

Dr I. Chalmers Gastroenterology and Nutrition

Dr R. Hansen Gastroenterology and Nutrition

Dr G. Taylor Haematology and Oncology

Dr H. Bishop Oncology

Dr C. Willis Oncology

Dr F. Herd Oncology/Palliative Medicine

Dr A. Mayo Diabetes and Endocrinology

Dr X. Tseretopoulou Endocrinology

Dr A. Revolta Medical Paediatrics/Diabetes/Metabolic

Dr C. Oxley\* Medical Paediatrics/Renal/Endocrinology

Dr G. Malik Medical Paediatrics/Rheumatology

Dr D. Serino Neurology

Dr E. Stephen Neurology

Dr S. Brown\* Medical Paediatrics/Cardiology

Dr A. Iqbal\* Medical Paediatrics/Cardiology

Dr J. King\* Medical Paediatrics/Infectious Diseases

Dr T. Lawes\* Medical Paediatrics RACH

Dr R. Radhakrishnan\* Medical Paediatrics RACH

Dr J. Nair\* Medical Paediatrics/Community Paediatrics

Dr L.Harleman Community Paediatrics&

 Service Clinical Director

Dr H. Hamed Community Paediatrics

Dr A. Lee Community Paediatrics

Dr M. Forrester Child Protection, Community Paediatrics

\* Also contribute to acute medical paediatric on-call rota

**Consultant Paediatric Surgeons**

Miss M. Clarke Colorectal and General

Service Clinical Director

Mr C. Driver Paediatric Urology and Oncology

Mr Y. Patel Thoracic, Colorectal and Oncology

Mr M. Mostafa Paediatric Urology and General

Mr A. Elkassaby General Paediatric Surgery

**Consultant Neonatologists**

Dr S. Satas Service Clinical Director

Dr V. Kistareddy

Dr M. Munro

Dr L. Psiouri

Dr M. Zemanik

Dr M. Attard

Dr N. Smee

Dr S. Tan

Dr J. Burgess-Shannon

**Dr.Gray’s Hospital** **Sub-speciality/ Interest**

Dr S. Wojcik\* Medical Paediatrics/Respiratory

Dr S. Parkinson\* Medical Paediatrics/Neuro-disability

Dr M. Turnbull\* Medical Paediatrics

Dr C. Wilder\* Medical Paediatrics/Community Child Health

Dr B. Petrunina Medical Paediatrics

Dr Z. Lwin Medical Paediatrics (locum)

**Person Specification**

|  |  |  |  |
| --- | --- | --- | --- |
|  | REQUIREMENTS | ESSENTIAL | DESIRABLE |
| A | QualificationsBasicPostgraduate | MB ChB or equivalentMRCP or MRCPCH or equivalentCCT in Paediatrics or within 6 months of obtaining CCT | Higher degree PhD, MD or MSc |
| B | Experience | Able to demonstrate interest and clinical experience and competence in Paediatric Respiratory MedicineExperience and competency in Acute PaediatricsExperience of delivering care in a regionally distributed service | SPIN or CCT in Paediatric Respiratory Medicine |
| C | AbilityKnowledgeClinical SkillsTechnical Skills | Experience and competence in diagnosis and management of common respiratory presentations and conditionsCommitment to CPD in paediatric respiratory medicineCertification in APLS or equivalent.Evidence of knowledge of and competence in child protection – Level 3 equivalent | Competence in care of children with CF and on LTV Understanding of Sleep and Respiratory Physiology InvestigationsCompetency to perform bronchoscopy |
| D | Motivation | Motivated to work closely with staff in the Combined Child Health Service to develop an effective and integrated service within a regional network of general and specialist paediatric and neonatal care | Willingness to develop respiratory expertise |
| E | Personality | Good interpersonal and communication skillsTeam player with multidisciplinary approach to patient careAdaptable | Demonstrated ability to lead a multi-disciplinary team |
| F | Audit | Ability to initiate and implement audit cycles in relation to own work, team’s work and in service wide context.Evidence of completed audit. |  |
| G | Research | Knowledge and experience of research methodologies | Published research or review paper.Active or past contributor to research projects |
| H | Management Ability | Knowledge of management structures and management experience (clinical and educational) | Evidence of advanced organizational skill needed to run a service |
| I | Training and Teaching Experience | Teaching/training/ assessment/ curriculum management skillsExperience in postgraduate and/or undergraduate teaching |  |
| J | Other requirements | GMC Registration (Specialist Register). Satisfactory fitness for employment and for recognition and approval as a trainer with the GMC | Full UK Driver’s Licence. |

**MODEL JOB PLAN FORMAT**

**Name: Vacancy**

**Specialty: Consultant Paediatrician with interest in Respiratory**

**Effective Date of Job Plan: On appointment Next Expected Review Date:**

**Contract: Permanent Full Time**

**Weekly PAs: 10 DCC: 8 SPA: 2** **Weekly EPAs:**  **TOTAL HOURS: 40**

**Principal Place of Work RACH**

**On-Call Availability Supplement: 1 in 8 (5%)**

**Out of Hours Work: Predictable: 1 PAs Unpredictable: N/A**

**Managerially Accountable to: Dr Su Bunn**

**Clinically Responsible to: Dr Sarah Jarvis**

**Indicative job plan**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Activity**  | **Hours per week** | **Day if specified**  | **Hospital** | **Type of work** |
| **Respiratory Clinic** | **4** | **Thursday** | **RACH** | **DCC** |
| **General Paediatric Cluster Clinic**  | **4** |  | **RACH**  | **DCC** |
| **Outpatient clinic administration** | **4** |  | **RACH** | **DCC** |
| **Respiratory MDT** | **1** | **Monday** | **RACH** | **DCC** |
| **Ward and Neonatal Consultations** | **4** |  |  |  |
| **Paediatric on-call** | **1** | **OOH Mon-Friday 5-9** | **RACH** | **DCC** |
| **Paediatric on-call** | **1** | **OOH Sat/Sun** | **RACH** | **DCC** |
| **Paediatric consultant of the week (5/year)** | **5.5** | **0830-17.30** | **RACH** | **DCC** |
| **Paediatric Acute (PAU) Consultant (2 weeks/year)** | **2.2** | **0830-17.30** | **RACH** | **DCC** |
| **Clinical Administration (including sleep reporting and consulting)** | **6.5** | **Monday-Fridays** | **RACH** | **DCC** |
| **Teaching/Training/Research/Service development/Quality improvement** | **8** | **-** | **-** | **SPA** |
| **Time off – in lieu** | **Equivalent to OOH** | **Day to be determined** |  |  |

**Example Job Plan:**

|  |  |  |
| --- | --- | --- |
| **Day** | **Hospital: RACH unless otherwise specified** | **Type of work** |
| **Monday****09.00-10.00****10.00-13.00****13.00-14.00****14.00-17.00** | **Respiratory MDT Meeting****Ward Reviews****RACH Consultant meeting****Vetting/Administration** | **DCC****DCC****SPA****DCC** |
| **Tuesday****09.00-17.00** | **Day Off In Lieu (to be agreed)** |  |
| **Wednesday****10.00-11.00****12.00-13.00****13.00-14.00****14:00-17.00** | **Complex Respiratory Cases (monthly)****Scottish Lung in Childhood Teaching (~monthly)****RACH Grand Rounds****Teaching/Audit/Appraisal** | **DCC****SPA****SPA****SPA** |
| **Thursday** **09.00-13.00****14.00-15.30** | **Respiratory Clinic****Clinic Admin** | **DCC****DCC** |
| **Friday****09.00-13.00****13.00-15.30** | **General Paediatric Clinic****Clinic Admin** | **DCC****DCC** |
| **Weekday nights/Saturday/ Sunday** | **1: 10 On-call for medical paediatrics** | **DCC** |

***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**

**EG208493 – Fixed Term Consultant Paediatrician with interest in Respiratory**

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.

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 Paediatrics.

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.

1. 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 and an appointment to view the Department arranged by contacting:

Dr James Stewart, Consultant Paediatrician. Email james.stewart6@nhs.scot

Dr Catriona Middleton, Consultant Paediatrician. Email catrionamary.middleton@nhs.scot

Dr Sarah Jarvis, Consultant Paediatrician and Service Clinical Director. Email sarah.jarvis2@nhs.scot

Telephone: switchboard on 0345 456 6000 requesting any of the above

Integrated Family Portfolio Management Team:

Dr Su Bunn Vacant Sue Swift

Unit Clinical Director Divisional Clinical Director IFP General Manager IFP

Contact: RACH Administration Team: gram.rachmedstaffing@nhs.scot

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.

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