



<b>Job Title:</b>	<b>Consultant Paediatrician</b>
<b>Location:</b>	<b>Dr Gray's Hospital, Elgin</b>
<b>Ref No:</b>	<b>EG211269</b>
<b>Closing Date:</b>	<b>21 April 2025</b>

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## Job Description

Job title: Consultant Paediatrician  
Location: Dry Gray's Hospital, Elgin  
Sector: Acute  
Service: Combined Child Health Service

### 1. Introduction

The appointee will provide General Paediatric and level 1 Neonatal services for children in Moray, based at Dr Gray's Hospital (DGH), Elgin, and will have an enviable work-life balance with a rural flavour.

The post holder will join five other full time Consultants based at DGH to contribute to General Paediatric on-call, Consultant of the week rota and General Paediatric clinics. The out of hour's rota functions on a 1 in 6 basis.

This post offers exciting opportunities to become part of a developing team in the process of dynamic service planning. Recent workforce expansion has seen the appointment of 5 trainee APNPs who will work alongside a rota of 8 resident doctors working jointly across Women and Children's services. Following the recent relocation of the paediatric ward we are actively looking at ways to expand our current service, in addition to re-establishing SCBU services in Elgin in line with the Moray Maternity Program. We are working with colleagues across NHS Grampian to create a vibrant, safe and sustainable service for children and families in Moray. Sub-specialty interest is welcome.

The job plan currently consists of 10 programmed activities / week. Responsibilities for ward rounds, outpatient clinics, continuing care, administration, teaching, audit and research will be shared with the existing consultant workforce.

The Paediatric Unit in Elgin is based in Dr Gray's Hospital, a district general hospital. There are strong professional and clinical links with Royal Aberdeen Children's Hospital and the unit is managed as part of the Combined Child Health Service for Grampian.

This post is designated as full time. However, other more flexible arrangements such as part time, job share etc would be supported for the right applicant.

### 2. General

#### 2.1 Moray

Elgin has a population of 23,000 and is the county town of Moray (total population 96,000). It is set in an area of outstanding beauty with a milder climate than other parts of the North-East coast. The area offers an excellent quality of life and access to a wide range of recreational opportunities from the shores and waters of the Moray Firth to the mountains of upper Speyside. Industries in the area include textiles, agriculture, tourism and distilling. There is one RAF and one Army base offering substantial local employment. Inverness Airport, 30 miles west, has regular flights to London, Amsterdam, Dublin, Manchester, Bristol and Birmingham but also to the Outer Isles and the Northern Isles. There are regular railway services to Aberdeen and Inverness.

Many new housing developments have taken place within Elgin and surrounding villages providing a wide choice of very reasonably priced housing within easy commuting distance. There are excellent schools

within Elgin and surrounding villages including state schools but also the renowned Gordonstoun private school.

To find out more visit [www.morayspeyside.com](http://www.morayspeyside.com)

## **2.2 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. 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.

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](http://www.aberdeencityandshire.com)

## **2.3 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 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/>

## **2.4 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.

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

## **2.5 University of the Highlands and Islands**

The University provides access to undergraduate and postgraduate study, and research opportunities through a distinctive partnership of 13 colleges and research institutions. Each institution has its own character and contributes to the distinctive organisation that is the University of the Highlands and Islands. Some are relatively large colleges in the urban centres of the region such as Perth, Elgin and Inverness. Others are smaller institutions, including some whose primary focus is on research. All, however, have a student-centred culture and an individual approach to student learning. In addition to the main campuses, UHI also provides educational opportunities through a network of more than 50 learning centres located throughout the Highlands and Islands, Moray and Perthshire.

UHI gained full university status in February 2011, evolving from the higher education institution UHI Millennium Institute. There are currently over 8000 students studying on undergraduate and postgraduate courses, as well as many undertaking groundbreaking research with UHI.

## **3 NHS Grampian**

The NHS in Grampian provides for a total of approximately 610,000 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 £900m.

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. 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 Medical Paediatrics at Dr Gray's Hospital, Elgin**

Dr. Gray's Hospital (DGH) is a District General Hospital forming part of NHS Grampian. It opened in 1992 with 225 beds and 8,000 hospital discharges annually. It includes a range of specialist services in Medicine, Surgery, Psychiatry, Emergency Department (ED), Obstetrics and Medical Paediatrics. It is located 69 miles from Aberdeen.

The Paediatric Unit has been operational since February 1996. The service manages children up to 16 years of age. There are 800-1500 in-patient admissions annually. NHS Grampian is committed to a sustainable paediatric service based at DGH to serve the population of Moray.

The Medical Paediatric Department is located on the first floor of the hospital, providing a mix of ambulatory and in-patient services, accepting referrals 24 hours a day, 7 days a week. The consultant Paediatrician on call supports the assessment and treatment of children and young people (CYP) in the ED and on the ward, and the stabilisation of critically ill CYP prior to transfer.

The obstetric unit is currently a midwife led unit. The Delivery suite and postnatal ward and the Special Care baby Unit with 4 cots are located in Ward 3 on the first floor of the hospital. This is staffed by experienced neonatal trained midwives with support from the paediatric consultant staff. The SCBU is currently available only for stabilisation and transfer to either a level 2 unit in a different hospital or transitional care on the postnatal ward, however current service planning includes re-establishing special care facilities for babies at Dr Gray's. Recent recruitment of trainee APNP's to work across both paediatrics and neonates will help support this service moving forwards. There is a national retrieval service for neonates who require high dependency and intensive care and children needing intensive care.

There is a Children's Out Patient Department immediately adjacent to the children's ward, where a variety of clinics are held. There are multidisciplinary specialist clinics for diabetes, asthma, gastroenterology, paediatric surgery, neurology as well as a number of other subspecialty clinics run by consultants from RACH.

The Paediatric Department in Dr Gray's Hospital has always maintained close links with Child and Adolescent Mental Health and it was the first hospital to pilot the Child in Mind project. The Rowan Centre provides a comprehensive Child and Adolescent mental health service to Moray, Banff and Huntly. Clinics are based in Elgin in a Health Centre which is about 2 miles from the main hospital site. The Rowan Centre has excellent links to the department of child and Family Psychiatry and the Young People's Department in Aberdeen.

## 4.2 Royal Aberdeen Children's Hospital

The 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 5 Paediatric Radiologists and in-house facilities for conventional radiology and ultrasound. The Pathology Department includes a dedicated Paediatric Pathologist, with an excellent track record of contribution to the Children's Cancer and Leukaemia Group (CCLG) tumour bank.

It provides specialist inpatient and outpatient care in medical paediatrics (see below), general paediatric surgery, orthopaedic surgery, plastic surgery, ENT, dermatology, orthodontics, ophthalmology, clinical genetics, and child and family mental health. 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 85 beds (72 in-patient beds and 13 day case beds). The 10 bedded Paediatric Assessment Unit (PAU) receives the vast majority of unscheduled medical paediatric and ED admissions. Children stay up to 24 hours and if not discharged are transferred to the medical ward. The 30 bedded Medical ward also receives elective admissions and directly admits patients with chronic conditions e.g. oncology, diabetes, cystic fibrosis. There is a dedicated Oncology corridor, with 10 cubicles. The 4 bedded High Dependency Unit is a facility for all medical and surgical specialties.

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 four Paediatric Surgeons at RACH whose interests include Neonatal, Gastroenterology, Oncology, Urology, Thoracic and Intersex surgery. The hospital is the designated Major Trauma Centre for the North of Scotland from October 2018.

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 investigation 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, simulation, video conferencing and tele-medicine.

Current research interests include:

- Medicines for Children Network supporting a variety of trials to promote and develop the safe and effective dosing of medicines.
- Autism and movement dyspraxia
- Inflammatory bowel disease database and the development of human GI cell culture
- Early origins of asthma, wheeze phenotypes and non-invasive markers of asthma

Aberdeen University currently supports 180 undergraduate medical students in each year. The Aberdeen medical course is recognised to include some paediatric teaching in the community spine from the first year, a compulsory 4 weeks paediatrics in Phase 3, usually the penultimate year, and an optional further month of paediatrics in the final year with one of these final year students being placed with the paediatric unit at Dr Gray's Hospital, Elgin.

### 4.3 Paediatric Managed Clinical Networks

The aim of the North of Scotland network is to provide high quality clinical care to children and young people under the age of 16 as close as possible to the patient's home. In 2008 the Scottish Executive Health Department announced the provision of new funding for paediatric specialist services across Scotland. This amounted to £32 million over a 3 year period (2008 to 2010) of which £20 million would be recurring funds (depending on the demonstration of enhancement for those services benefiting from this funding).

Many paediatric services 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 specialties. There is a team of 25 specialist children's nurses who support a range of specialties.

RACH is one of the recognised United Kingdom 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 with 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 neuroprotection. Only infants requiring cardiac surgery or ECMO are transferred out with the Unit.

There are currently 9.6wte dedicated 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, provides a contribution to the national Neonatal Transport Service. The Service is supported by specially trained transport nurses and is involved in teaching and training on the national Transport and Stabilisation courses

### Consultant Staff

Dr.Gray's Hospital

Special interests

Dr M. Turnbull

Clinical Lead/ General Paediatrics

Dr S. Wojcik

Respiratory/Child Protection/General Paediatrics

Dr S. Parkinson	Community Child Health/General Paediatrics
Dr C. Wilder	Community Child Health/General Paediatrics
Dr B. Petrunina	General Paediatrics
Dr M. Oelefse	Specialty Dr Community Child Health
R/N Pat Farquhar	ADHD nurse practitioner
Louise Pearson	UOM

**RACH:**

Dr S Jarvis*	Medical Paediatrics/Child Protection & Service Clinical Director
Dr C Middleton*	Medical Paediatrics/Respiratory
Dr J Stewart*	Medical Paediatrics/Respiratory
Dr H Gowai*	Medical Paediatrics/Respiratory
Prof S. Turner	Honorary Professor/Medical 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 G. Taylor	Haematology & Oncology
Dr H. Bishop	Oncology
Dr C. Willis	Oncology
Dr F. Herd	Oncology/Palliative Medicine
Dr A. Mayo	Diabetes & 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 J. King*	Medical Paediatrics/Infectious Disease
Dr T. Lawes*	Medical Paediatrics RACH
Dr R. Radhakrishnan*	Medical Paediatrics RACH
Dr J. Nair*	Medical Paediatrics/Community Paediatrics
Dr H. Hamed	Community Paediatrics & Service Clinical Director
Dr A. Lee	Community Paediatrics
Dr M. Forrester	Child Protection, Community Paediatrics
Dr L. Harleman	Community Paediatrics

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

**Consultant Paediatric Surgeons**

Miss M. Clarke	Colorectal & General Service Clinical Director
Mr C. Driver	Paediatric Urology & Oncology
Mr Y. Patel	Thoracic, Colorectal and Oncology
Mr M. Mostafa	Paediatric Urology & 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

#### Consultant Paediatric Surgeons

Mr C Driver  
Mr Y Patel  
Mr A Salloum  
Miss M Clarke

#### Consultant Neonatologists

Dr M Ezzat  
Dr V Kistareddy  
Vacancy (locum in post)  
Dr S Satas  
Dr P Kalous  
Dr N Kau  
Dr M Munro  
Dr L Psiouri  
Dr M Zemanik

## The Post

### **TITLE OF POST – Consultant Paediatrician**

The job attracts 10 PAs covering General Paediatrics and level 1 Neonates in DGH. The appointee for this post will work in Dr. Gray's.

The appointee as part of a team of 5 Paediatricians based at Dr. Gray's Hospital will cover the general paediatric and neonatal service, with support from colleagues based at RACH. A "consultant of the week" system is in operation to cover the daytime acute service and during this time normal weekly activities are cancelled. The holder of this post will participate in the general out-of-hours on-call rota on a 1 in 6 basis.

The commitments for General and Neonatal services include:

- Daily business/teaching ward rounds as consultant of the week.
- Attend high risk deliveries where indicated.
- Counselling parents of infants on the delivery unit and Special Care Baby Unit (SCBU) as needed.
- Provide continuous day time cover and support for the junior and nursing staff on both the Paediatric and Postnatal wards.
- Review of patients in the Paediatric Ward and Emergency Department (ED).
- Stabilisation of neonates and children prior to transfer, with appropriate support from ED, anaesthetic and surgical colleagues.
- Provide handover to the out-of-hours consultant at 1700 hours.
- Responsibility for Paediatric Outpatient Clinics covering general paediatric patients when not consultant of the week

## **Teaching and Professional Development**

The appointee would be expected to take a full part in undergraduate teaching and to teach and supervise doctors in training and complete supervised learning events as needed. There is a postgraduate teaching afternoon set up for trainees. There is a well established program of professional development by the Paediatric and Neonatal units and the post-holder will be encouraged to attend in person or by video conference. Other events that occur periodically are Neonatal and Perinatal Morbidity and Mortality meetings and monthly hospital wide audit meetings.

## **Administrative**

There are regular departmental meetings and monthly Paediatric Clinical Service Group meetings. There is an active audit program. The post-holder will work with the Clinical Lead and UOM in developing the Service. The department is supported by the medical secretarial, ward and outpatient admin teams.

## Person Specification

	REQUIREMENTS	ESSENTIAL	DESIRABLE
A	Qualifications Basic Postgraduate	M.B.Ch.B or equivalent  MRCP or MRCPCH or equivalent CCT in Paediatrics or within 6 months of obtaining CCT	Higher degree PhD, MD or MSc  Qualification in paediatric allergy
B	Experience	Wide ranging experience in general and neonatal paediatrics. Recent experience and relevant training in Child Protection.	Experience of remote and rural practice. Paediatric sub-specialty interest
C	Ability  Knowledge  Clinical Skills  Technical Skills	To be competent in the management of acute paediatric and neonatal emergencies. Commitment to CPD in General Paediatrics Certification in APLS or equivalent. Certification in NLS or NRP.	
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 Paediatric and neonatal care	
E	Personality	Good interpersonal and communication skills Team player with multidisciplinary approach to patient care Adaptable	Demonstrated ability to work in 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.	
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	
I	Training and Teaching Experience	Teaching/training skills Experience in postgraduate and/or undergraduate teaching	

J	Other requirements	GMC Registration (Specialist Register). Satisfactory fitness for employment. Full UK Driver's Licence.	
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## 10 PA Weekly Programme-Consultant with interest in General Paediatrics and Neonatology

This post is for 40 hours (10 PAs):

Direct Clinical Activity:

DCC General Paediatrics, Level 1 Neonates and Child Protection and On-call commitments  
SPA CPD, teaching, appraisal, etc.

8 PA  
2PA

	Morning	Lunchtime	Afternoon
Monday	General paediatric clinic		Clinical admin
Tuesday	Clinical Admin		SPA
Wednesday	SPA: undergraduate teaching/appraisal/ audit	Telelink with RACH for Grand rounds	General paediatric clinic
Thursday	Day off		
Friday	Clinical Admin		General paediatric clinic

Consultant of the week (acute paediatrics and level 1 neonatology) 1 in 6. The above job plan is for the other 5 weeks out of 6.

***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.***

**CONSULTANT PAEDIATRICIAN IN GENERAL PAEDIATRICS AND NEONATOLOGY**  
**REF EG211269**

**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 out with 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. 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.

11. 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.
12. 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.
13. 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.
14. 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.
15. The officer appointed will be required to be registered on the General Medical Council's Specialist Register.
16. 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 post holder is involved in "Exposure Prone Procedures". This review may result in the post holder 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 post holder leaving the Board's employment.

17. 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.
18. Termination of the appointment is subject to three months' notice on either side.

19. 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 by contacting Dr Morag Turnbull on 07736 277380 or Dr Shelagh Parkinson on 01343 567465. Alternative contact:

Dr P Bachoo  
Associate Medical Director – Acute Services  
NHS Grampian  
3<sup>rd</sup> Floor West Wing, Ashgrove House  
ARI Site

Contact: Catriona Downie  
Personal Assistant  
Direct Line: 01224 551051

Apply for this post by visiting [www.medicaljobs.scot.nhs.uk](http://www.medicaljobs.scot.nhs.uk) and search for Ref No quoted above.  
Closing date Monday 6 January 2025

NHS Grampian has a process of induction for all newly appointed Consultants. You will have a local department induction and orientation led by your Head of Service. In addition we believe it important that you have an opportunity to meet with key personnel in NHS Grampian. This allows them to explain their role in the organisation and to discuss key information on the organisation and strategic planning processes we operate. We believe it important that all newly appointed Consultants even if they have previously worked in Grampian should have this opportunity once appointed to a Consultant post. Your Head of Service along with you will be responsible for ensuring this is undertaken. Heads of Service are supplied with the names of those you should meet.

NHS Grampian are obliged to bring to your notice that the Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences, the opportunity to have no need to refer to any conviction or circumstances relating to it in the course of daily lives. Certain convictions can, therefore, be regarded as “spent” after the lapse of a period of years under the terms of the Act. The National Health Service employment for which you are applying, however, has been excluded from the provisions of the Act and you are, therefore, required no withhold information about convictions which for other purposes are “spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Board. Any information given, however, will be completely confidential and will be considered only in relation to the post to which this job description refers.

There is a Day Nursing facility for children of staff employed by NHS Grampian. ‘Little Acorns Day Nursery’ which has been specially designed can accommodate 24 children between the ages of 6 months and 5 years. Please contact the Nursery Manager on (01224) 557828 for further details.

In the interest of health promotion we operate a **No Smoking Policy**