



Job Title: Consultant Nephrologist

Location: Aberdeen Royal Infirmary

Ref No: NS197929

Closing Date: Sunday, 18th May 2025

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Consultant in Nephrology

ABERDEEN

Aberdeen is a beautiful and historic city in the Grampian region of Scotland. Magnificent granite buildings, a bustling harbour area and a lively city centre all complement Aberdeen's reputation as the prosperous 'oil and gas capital' of Europe. Well known for its superb quality of life, Aberdeen enjoys first class amenities including His Majesty's Theatre, Music Hall, Art Galleries, Museums, numerous gyms and leisure facilities including Aberdeen Sports Village. Regional primary and secondary education facilities are excellent as evidenced by national league tables. In addition to Local Authority schools, there are excellent local fee-paying schools, one of which caters for girls only. To find out more about Aberdeen and the North East, visit www.aberdeen-grampian.com or www.whyaberdeen.com

There is excellent potential to pursue out-door leisure activities/facilities, including renowned skiing, hill walking and golfing attractions within easy road access. The surrounding countryside offers something for everyone from historic castles and stately homes to beautiful beaches, scenery and amazing wildlife.

Aberdeen enjoys excellent air links with other British cities and main European hubs giving ample opportunity to connect with further afield. In addition road and rail links to all points north and south are excellent. Many new housing developments have arisen in surrounding villages providing a wide choice of housing within easy commuting distance by car, bicycle or public transport.

THE UNIVERSITY OF ABERDEEN

The University of Aberdeen is a fusion of two ancient universities: Kings College founded in 1495 and Marischal College, which dates from 1592. Thus until they joined in 1860, Aberdeen had two historical universities for over 250 years. 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 11,500 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/>

THE ROBERT GORDON UNIVERSITY

The Robert Gordon University has earned wide recognition for its pragmatic approach to higher education both in Scotland and internationally.

For generations it has produced qualified professionals across a broad spectrum of careers in the arts, management, engineering, sciences, pharmacy, health and the professions allied to medicine.

Around 9,500 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/>

DESCRIPTION OF HOSPITALS IN ABERDEEN

NHS Grampian was formed on 1st April 2004 comprising the Acute Sector and Primary Health Care. It incorporates Aberdeen Royal Infirmary, Royal Aberdeen Children's Hospital and Aberdeen Maternity Hospital on the Foresterhill site. Other sites include Woodend Hospital in Aberdeen and Dr Gray's Hospital in Elgin as well as palliative care facilities at Roxburghe House. In addition there are community hospitals throughout Aberdeenshire and Moray.

Aberdeen Royal Infirmary, Foresterhill, with a complement of approx. 900 beds, is the principal adult acute teaching hospital of the Grampian Area providing a complete range of medical and clinical specialties, including secondary and tertiary referral services for many specialties. It is situated on a large open site to the North-West of the city centre. The Royal Aberdeen Children's Hospital and the Aberdeen Maternity Hospital are also located on this site.

Royal Aberdeen Children's Hospital (RACH) with a complement of approx. 100 in-patient beds plus day-beds together with the Neonatal Unit, Aberdeen Maternity Hospital (AMH) provide all specialist care for children up to the age of 14 years in the Grampian Region and the Orkney and Shetland Islands.

Aberdeen Maternity Hospital with a complement of approx. 100 beds is the main Maternity Hospital for the Area. It has both ante-natal and post-natal beds. A new state of the art hospital is currently being built on the Foresterhill site.

Woodend Hospital with a complement of approx. 300 beds is located approximately one mile South-West of the Aberdeen Royal Infirmary and has Orthopaedic Units, a geriatric Orthopaedic Rehabilitation Unit, a Young Disabled Unit and a Department of Rehabilitation Medicine.

http://en.wikipedia.org/wiki/NHS_Grampian

DETAILS OF THE POST

This is a permanent less than full time (4.5 PA) post within the department commencing July 2025. It is an exciting opportunity to join a fantastic team and develop the renal service in Grampian, Orkney and Shetland.

The Renal Department is based in Aberdeen Royal Infirmary, the major teaching hospital for the North East of Scotland. The renal unit provides tertiary services for the NHS Grampian Region (Aberdeen City, Aberdeenshire and Moray) and the Shetland and Orkney Islands. Dialysis is provided across the region through a network of satellite units all managed from the main unit in Aberdeen, including dialysis units in Orkney and Shetland. Acute kidney replacement therapy is provided within Aberdeen Royal Infirmary and takes patients from across the region. Multisystem vasculitis is a particular interest of the unit and is managed in a collaborative manner with specialists from the departments of Rheumatology and other departments. Renal transplantation is carried out in the Edinburgh Transplant centre with patients returning for ongoing care in Aberdeen around 1 week after operation. The unit has an active research program working jointly with the University of Aberdeen. We have a very active home therapy program with a recent focus on increasing numbers of home haemodialysis patients.

Consultants

NHS - Dr Laura Clark (Service Clinical Director)
Dr Tani Abedin
Dr Ahmed Saleh
Dr Shona Methven
Dr Izhar Khan
Dr Greg Guthrie
Dr James Smith
Dr Anna Valson
Dr David Walbaum

Academic: Dr Simon Sawhney

Speciality Doctor	- 1.8 WTE
Specialty Registrars in Nephrology (in the North East training program)	- 6 WTE
LAS/Clinical Fellow	- 2 WTE
IMT Medicine	- 2 WTE
FY2	- 3 WTE
FY1	- 3 WTE
Physician Associate	- 0.6 WTE

In addition to a full complement of nursing skills for all KRT modalities, the Unit has nurse specialists for low clearance, transplant liaison, living kidney donation, chronic kidney disease, vasculitis, vascular access and shared haemodialysis care. Other members of the team include specialist renal dieticians; renal technicians, a database administrator, secretarial and administrative team.

CLINICAL SERVICE

The Renal Unit provides a comprehensive nephrology service for adults in the North East of Scotland,

Transplantation is carried out in Edinburgh Royal Infirmary but with early return to Grampian (average 5-7 days). Cadaveric and live renal, kidney/pancreas, pancreas alone and islets transplants are all performed in Edinburgh. The transplant team visit Aberdeen for an assessment clinic every month. The renal replacement programme offers treatment by hospital haemodialysis, home haemodialysis, CAPD and APD. There are regular speciality clinics in Low Clearance, Transplant, Dialysis, Vasculitis, Metabolic Stones, Paediatric Transition and Living Kidney Donation Assessment. General nephrology clinics are also held on most days and patients requiring in-patient treatment or investigation are managed in Ward 108, ARI and the Short Stay ward.

The adult nephrology service is based within Aberdeen Royal Infirmary, on Ward 108 where there are 20 nephrology beds. The ward has an Acute dialysis facility for 3-4 patients, although patients can be dialysed in Critical Care, Surgical HDU and CCU. This is staffed by the "acute nursing team" from 7am to 9pm.

Ward 404/405 is the out-patient dialysis unit for Aberdeen. There are 3 full shifts per day and a smaller cohort who dialyse overnight. Patients with end stage renal disease are dialysed in Ward 404/405, or in one of the 7 satellite units in Elgin, Peterhead, Inverurie, Banff, Stonehaven, Shetland or Orkney. There is a small home haemodialysis programme, but the desire is to expand this and self-directed dialysis which is being developed by the new role of Shared Care Haemodialysis Nurse.

There is an out patient area above the dialysis unit in Clinic G where all renal clinics are held including transplant, low clearance, vasculitis and dialysis. The Home Therapies team are based on this floor and the nurses hold nurse led CKD clinics, nurse led transplant reviews and run the extensive infusion programme for biologic agents and IV iron.

NHS Grampian has excellent and comprehensive radiological and laboratory services. Close links exist with the Department of Radiology where a full range of x-ray, ultrasound, MRI and isotope techniques are performed. There is a weekly meeting to discuss imaging. There are regular meetings with the Department of Pathology to discuss renal biopsies. Patients with acute kidney injury are managed on the nephrology wards or in HDU or ITU with which there is very close co-operation. Patients are treated by dialysis, haemofiltration and, in conjunction with the Blood Transfusion Service, plasmapheresis. The successful candidate would be expected to participate fully in the established programme of work but will be encouraged to develop his or her own interests.

KIDNEY REPLACEMENT THERAPY (Figures correct as of 2025)

New Patients on Renal Replacement Therapy	~68 (120 pmp)
Acute Kidney Injury requiring dialysis	~41 per year
New Transplant patients	~20/yr (20% Live donors)

Peritoneal Dialysis	~20
Haemodialysis	~230
Home Haemodialysis	- 6 patients
Transplant Follow Ups	~388 patients

OP Clinic Attendances ~9000/yr

General Nephrology 5/wk, Low Clearance, Supportive Care, Dialysis, Transplant and Vasculitis clinics are weekly. There are monthly Satellite clinics in Elgin, Inverurie, Peterhead, Banff, and Stonehaven, and bi-monthly clinics in Shetland and Orkney.

JOB PLAN

We are looking for an enthusiastic colleague who enjoys working as part of a multi-professional team. The person appointed will contribute to all aspects of Renal Medicine, specifically including in-patient and outpatient care including vasculitis care as part of a team.

We would also welcome applications from candidates who have other specific skills and interests that would benefit our department.

The post holder will spend approx 8 weeks each year providing in-patient care as the consultant in charge of the 20 bedded Renal Ward.

In addition, out-patient responsibilities include transplant clinic, general nephrology clinic and vasculitis clinic.

There is a comprehensive handover meeting to discuss all patients every Monday morning and Friday afternoon which all Consultants attend. The ward consultants hold a "huddle" every morning with nursing, pharmacy and junior medical staff to plan admissions and discharges and to facilitate good handover.

There are a number of Educational and MDT meetings throughout the week: A weekly Renal Pathology meeting; Weekly Transplant Review meeting; Weekly Low Clearance Review weekly Radiology CPC; Journal Club; Registrar Teaching; FY2/CMT Teaching and a regular MDT meetings (Rotates between Senior Staff Meeting /Datix and Quality/ Education and Morbidity & Mortality).

It is anticipated the post-holder will take on a Teaching and/or clinical Supervisor role for trainees within their SPA allowance.

PA Split (3.5 Clinical and 1 SPA)

Clinics	1.5	
Ward	1	(8 weeks/year)
Clinical Admin	0.5	
Clinical Meetings	0.5	
	Total	3.5 PAs
	SPA	1

ON CALL COMMITMENT

There is no requirement for on call commitment for this post but this can be negotiated once in post depending on candidates wishes.

THE CLINICAL MANAGEMENT STRUCTURE

INTERFACE

Renal Medicine currently sits within The Portfolio of Medicine and Unscheduled Care, Acute Sector, Aberdeen Royal Infirmary. The Service Clinical Director (Dr Laura Clark) works closely with the Operational Lead (Jon Taylor), Service Manager (Scott Arnot), Nurse Manager (Fiona Mitchell), and the rest of the Portfolio Senior Leadership Team.

TEACHING, RESEARCH AND DEVELOPMENT

The appointee will be expected to take an active part in undergraduate and postgraduate teaching in nephrology and general medicine. Whilst the post holder will have no specific teaching role, teaching forms part of daily clinics and ward rounds. Medical undergraduates from the University of Aberdeen attend the medical wards in their 3rd, 4th and 5th years for clinical and tutorial instruction and Physician Associate students also undertake attachments. There is an active teaching programme in postgraduate medicine, in which all Consultants participate.

The Vasculitis and Lupus Service is an integral part of the Department and enjoys national and international recognition for contribution to key clinical trials in the field of Vasculitis and SLE. The clinic is fully multidisciplinary with joint rheumatology and renal direct involvement and active links with other specialities. The service has a strong track record of clinical and translational research activities.

The Department also has close links with Aberdeen Centre for Health and Data Science, Health Services Research Unit and Health Economics Unit. The current programme covers multicentre clinical research into acute and chronic kidney diseases, high-risk prescribing and equity of access to healthcare. The group uses modern statistical and risk prediction methods to inform health care decisions and health service planning. The appointee is welcome to discuss possible projects they may wish to pursue.

This job description serves to indicate the range of duties of the post but is not intended to be exhaustive.

NHS GRAMPIAN

CONSULTANT NEPHROLOGIST **REF NS197120**

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 (pro rata) 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 Renal Medicine.

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.
20. 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 bar candidates who wish from visiting the hospitals concerned.

Further information can be obtained and an appointment to view the Department arranged by contacting Dr Laura Clark, Service Clinical Director, Renal Unit, Clinic G, Aberdeen Royal Infirmary

Contact: secretary Laura Goodbrand 01224 553536
email: laura.clark2@nhs.scot

When visiting NHS Grampian prospective candidates may also make an appointment with the following:

Mr Paul Bachoo
Medical Director – Acute Services
NHS Grampian
3rd Floor West Wing, Ashgrove House
ARI Site

Dr Hugh Bishop
Medical Director
NHS Grampian
Summerfield House
Eday Road, Aberdeen

Contact: Ann-Marie Park
Personal Assistant
Direct Line: 01224 551051

Lyndsay Cassie
Personal Assistant
Direct Line: 01224 558577

Apply for this post by visiting www.medicaljobs.scot.nhs.uk and search for Ref No quoted above. Closing date Sunday, 18th May 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 Service Clinical Director. 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.

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 are Day facilities for children of staff employed by NHS Grampian. ‘Little Acorns Day Nursery’ and Woodend Nursery. Please contact the Nursery Manager on (01224) 557828 for further details.

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

MODEL JOB PLAN

(For the period 15th December 2024 to 14th December 2025)

Name: Consultant Nephrologist **Specialty:** Renal Medicine

Principal Place of Work: Aberdeen Royal Infirmary

Contract: Part Time

Programmed Activities: 4.5 **Indicative PA Split:** DCC 3.5 , SPA 1

Availability Supplement: N/A

Premium Rate Payment Received: N/A

Managerially Accountable to: Dr Laura Clark, Service Clinical Director

Responsible for: Care of Nephrology patients and full participation in all Departmental activities

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

DAY	HOSPITAL/ LOCATION	TYPE OF WORK
Monday 0830-0930 0930-1200 0930-1230 1230-1300 16.30-1700	Ward 108 Multiple Wards Clinic G Pathology Dept - Ward 108	Post Weekend Hand Over (weekly) Wd rounds 8 weeks/yr Renal Pathology Meeting (weekly) Handover – 8wks/yr
Tuesday All day 0830-0900 09.00-12.30 0900-1230 16.30-17.00	ARI – Ward 108 ARI Clinic G ARI – Multiple Wards ARI – 108	Clinic and Dialysis reviews (monthly) Transplant clinic Morning Huddle (8 wks/yr) Wd 108 rounds (8wks/yr) Handover 8 wk/yr
Wednesday 0830-0900 0900-1000 1000-1300 1200-1300 1400 -16.30 1630-1700	ARI – Ward 108 108 Seminar Rm. ARI Multiple Wards Teams ARI Clinic G ARI – Ward 108	Morning Huddle (8wks/yr) Renal Multidisciplinary Staff Meeting (weekly) Acute /Wd 108 Round (8 wks/ year) Low clearance MDT General Nephrology Clinic Handover 8wks/yr

Thursday 0830-0900 0930-1230 1230-13.30 1330-1630 1700-1730	ARI – Ward 108 ARI Teams Clinic G ARI Ward 108	Morning Huddle (8 wks/yr) 108 Ward Round (8wks / year) Transplant Review Meeting Vasculitis Clinic Handover (8 wks/year)
Friday 0830-0900 0900-1230 1230-1300 13.15-1400 1600-1700	ARI – Ward 108 ARI – Various Wards 108 Teaching Room Teams 108 Teaching Room	Morning Huddle (8 wks/yr) Acute /108 Ward Round (8wks/ year) Journal Club / JMG teaching(Weekly) Vasculitis MDT Radiology Meeting Weekend Hand Over (weekly)

Job Plan

The above is *indicative* of the work plan of the Renal Service in which the post holder(s) will take part. It is not intended to be exhaustive and can be modified to suit the special interest of the new consultant.

**PERSON SPECIFICATION
Consultant Nephrologist**

	REQUIREMENTS	ESSENTIAL	DESIRABLE
	Qualifications	CCT or within 6 months of having CCT in Nephrology +/- General Internal Medicine	Additional Studies (Masters, M.D. or PhD)
B	Experience	Extensive Clinical Experience in Nephrology including transplantation and vasculitis	Specific interests in vasculitis inc developing the service for this group of patients. Other speciality interests also welcomed.
C	Ability <i>Clinical Skills and Technical Skills</i>	Core skills required for CCT.	Insertion/Removal of Tunnelled Dialysis Catheters Native and transplant renal biopsies.
D	Motivation	Highly motivated.	Committed to collaborative and integrated, multi-disciplinary service development and improvement.
E	Personality	Willingness to work hard. Natural disposition to working co-operatively and inclusively with fellow team members. Compassionate.	Driven. Ability to inspire and motivate, and to remain constructive and calm under pressure.
F	Audit	Experience of Quality Improvement/audit.	Understanding of QI Methodologies Completion of QI project to drive meaningful change.
G	Research	Some achievement in areas of research and publication.	Useful contribution to medical literature. Ambition to undertake or support future research in the department.
H	Management Ability	Awareness of role of consultants in NHS management. Enthusiasm for service development.	Prior experience of service development.
I	Training and Teaching Experience	Experience of delivering undergraduate teaching and postgraduate training.	Teaching qualification. Knowledge and interest in current training systems.
J	Other requirements	Creativity. Enthusiasm.	Current Driving Licence Holder