NOTIFICATION OF TERMINATION FORM

385472

NHS SCOTLAND

PLEASE COMPLETE THIS FORM IN CAPITALS (using black ink) AND SEND TO THE APPROPRIATE DEPARTMENT WITHOUT DELAY

Section 1.

Division/CHP	ACUTE	Main Location	KINGSWELLS
Department	SPECIALIST SERVICES	Sub Department	NEUROSCIENCES
Financial Code	CAT C	Pay Division	CAT C
Group Code	CAT C	Pay Point	CAT C
Post No.			
Forename(s):	MUSTAFA SALEM	Surname:	ELJAMEL
Pay Number	CAT C	Job Title:	PROFESSOR
Grade / Band		Contracted Hours	40.00

Section 2. **Leave Details at date of leaving**

Last Working Day	01/05/2014	Annual leave overtaken to be deducted from final salary payment	Hours/Days
Date of termination - must include any leave due to be paid	31/05/2014	Public Holidays overtaken to be deducted from final salary payment	Hours/Days

If due **Payment in Lieu of Notice** please enter the number of weeks due to be paid: Wks

Employee's Forwarding Address: CAT C

New Employer (if known)

Section 3. **Reason for leaving.** **Please circle one of the following**

Reason	Code	Reason	Code	Reason	Code
Non occupational injury	06	New employment within NHS Scotland	22	Voluntary resignation - lack of opportunity	41
Non occupational illness	07	New employment with NHS outwith Scotland	23	Voluntary resignation - other	42
Occupational injury	08	Ill health	26	Voluntary resignation - promotion	43
Occupational illness	09	Other	27	End of fixed term contract	44
Dismissal	15	Retainer scheme arrangement	32	Pregnancy	45
Redundancy voluntary	16	Voluntary Early retirement - actuarial reduction	34	Dismissal capability	46
Death in Service	17	Voluntary Early retirement - no actuarial reduction	35	Redundancy compulsory	47
Retirement - age	19	Voluntary resignation - lateral move	40	Retirement other	48

Section 4. **Destination on Leaving:** **Please circle one of the following.**

Destination:	Code	Destination:	Code	Destination:	Code
NHS Scotland	A	Prison Service	G	Abroad - EEA Country	N
NHS rest of UK	B	Armed Forces	H	Abroad - Non EEA Country	P
Private Health organisation	C	Education Sector	J	Further Education/Training	S
Social Care statutory organisation	D	Other Public Sector	K	No Employment	T
Social Care voluntary/private organisation	E	Other Private Sector	L	Retired	V
General Practice	F	Self Employed	M	Other	X

Section 5.

Exit Interview carried out ? Yes ☐ No ✓

Section 6. **Certified correct:**

Employee's signature:		Date:	
Authorised signature 1:	CAT C	Designation:	ASSOC HR BUSINESS LEAD
Name in Block capitals:	ALISON L JOHNSTON	Date:	12/12/2014
Authorised signature 2:		Designation:	
Name in Block capitals:		Date:	

Section 7. **Pay Department use:**

Processed by:	Checked by:	Date:	Mth/Wk

Document	Date Sent	Document	Date Sent
P45		Transfer Cert	
Reduced/Non Liability card		SSP1 - Leaver details	

Details of any outstanding debts to the organisation:

sppa
SCOTTISH PUBLIC PENSIONS AGENCY

NHS : RET

NHS SUPERANNUATION SCHEME (SCOTLAND) (NHSSS(S)) APPLICATION FOR RETIREMENT BENEFITS

(Age, Premature (PREM), Partial Retirement, Voluntary Early Retirement with Actuarial Reduction (VERA) and Preserved)

PART 1 – TO BE COMPLETED BY THE MEMBER

SECTION 1 – PERSONAL DETAILS

Superannuation number [redacted]

Surname: ELJAMEL

Former surname (if applicable): N/A

Forenames (in full): MUFTAH SALEM

Title

Dr [ ] Mr [ ] Mrs [ ] Miss [ ] Ms [ ]

Other (please specify): PROF

[redacted]943) [redacted] 1957

Contact address [redacted]

Mobile telephone number [redacted]

[redacted]

Email address [redacted]

Type of retirement

Active member

AGE [✓] VERA [ ] PREM [ ] PARTIAL [ ]

(FOR MEMBERS OF THE 2008 SECTION ONLY)

Preserved member

AGE [ ] VERA [ ]

sppa
SCOTTISH PUBLIC PENSIONS AGENCY

NHS : RET

SECTION 7 – LUMP SUM RECYCLING

Do you intend to use any part of your lump sum to fund additional pension contributions to another pension arrangement? Yes ☐ No ☑

If you have answered yes, please confirm the following:

Do all of the retirement lump sums received from all schemes in the last 12 months exceed 1% of the current HMRC LTA? Yes ☐ No ☐

Does the amount you are investing exceed 30% of your retirement lump sum? Yes ☐ No ☐

SECTION 8 – CONTINUING EMPLOYMENT OR RE-EMPLOYMENT IN THE NHS

Before completing this section, please read the "working after retirement" factsheet

Do you intend to continue in your current position or take up further employment in the NHS? Yes ☐ No ☑

If you have answered yes, please provide the following:

Name of employer

Address of employer

Post code

Grade

Annual rate of pay £

Employment type

Whole time ☐

Part time ☐

Number of hours per week

Number of sessions
(as a fraction of whole time (i.e 3/10, 5/11)

When will this employment commence / /

sppa
SCOTTISH PUBLIC PENSIONS AGENCY

NHS : RET

SECTION 10 - DECLARATION

I hereby apply for retirement benefits under the NHSSS(S) Regulations.

I confirm that I have retired from all NHS employments with the exception of those specified in Section 8.

I understand that, if I am a member of the 1995 section, I will not be eligible to rejoin the NHSSS(S) during any re-employment in the NHS after receiving my retirement benefits.

I understand that, if I am a member of the 2008 section and have applied for Partial retirement, I will have reduced my reckonable earnings by at least 10% for at least 12 months. I also understand that I am obliged under the NHSSS(S) Regulations to inform SPPA of any increase in reckonable earnings which affects the above reduction of less than 10%.

I understand that I am obliged under the NHSSS(S) Regulations to inform SPPA in writing of any continuing or new NHS employment after retirement.

I understand that any overpayment of my superannuation benefits will be recovered by SPPA and must be repaid by me.

I understand that if my existing benefits and any benefits from the NHSSS(S) at retirement exceed the LTA and I have no transitional protection certificate, the LTA charge will be paid and my benefits reduced accordingly.

I confirm that details given about my LTA are accurate and the certificate(s) are valid and copies enclosed.

If I have Fixed Protection, I declare that I have checked for benefits accrual (note 2 on the certificate for Fixed Protection refers) and have not had benefit accrual up to and including the date of my retirement.

I understand that, as an NHS employee with multiple employments (including medical or dental practitioner) I will complete a retirement application form for each employment.

Please confirm how many application forms you have completed [1]

I declare all of the information I have given on this form is true to the best of my knowledge and belief.

Signed [redacted] CAT C **Date** 31/12/2013

Preserved member

If you are a preserved member, please submit the application directly to SPPA with a photocopy of your birth certificate. Photocopies of certificates will not be returned.

Active NHS member

If you are still in NHS employment, please forward the application to your employer directly as soon as possible. Do not send it to SPPA as your pensionable pay details are required in part 2 of the form. Do not send birth or marriage certificates.

sppa
SCOTTISH PUBLIC PENSIONS AGENCY

NHS : RET

PART 2 – ACTIVE MEMBERS ONLY

TO BE COMPLETED BY THE EMPLOYING AUTHORITY

Part 2 should be completed by the employer and forwarded to SPPA with Part 1, at least 4 months before the applicant's last day of service. Delay in submission of this application may result in late payment of benefits.

Any amendments arising after the submission of this form should be notified to SPPA immediately.

SECTION 1 – PERSONAL DETAILS – FOR ALL EMPLOYEES

Superannuation number [redacted] CAT E

Surname ELJAMEL

Forename MUTAH SALEM

Date of birth [redacted] CAT C / 1957

Date of birth confirmed by employer ☑ To the best of my knowledge I can confirm this is the date of birth we hold for the member

Inclusive date to which earnings will be paid 31 / 05 / 2014

Retirement category Age ☐ Prem ☐ VERA ☒ Partial ☐

Please complete employing authority details and complete either page 10 or 11 for members retiring from the 1995 section or pages 12 and 13 for members retiring from the 2008 section.

If the applicant is retiring on premature grounds, please also complete Part 2, Section 3. If the applicant is applying for partial retirement, please also complete Part 2, Section 4.

Surgical Directorate
NHS Tayside
Ninewells Hospital
DUNDEE, DD1 9SY
Tel: 01382 660111
www.nhstayside.scot.nhs.uk

NHS Tayside

PRIVATE AND CONFIDENTIAL
To be opened by addressee only
Professor MS Eljamel
CAT C

Date 27/02/2014
Our Ref PMcL/GW
Your Ref
Enquiries to Gillian Watson
Extension
Direct Line CAT C
Email

Dear Sam

I have learnt of your decision to take early retirement as of the 31 May 2014. While I don't think it is appropriate that I comment on the decision, I do wish you well for your years in retiral and I am guessing that there will still be a professional element contained within these years.

While the end of May is a few months away, I have been made aware that there are some research files in your office that are needed to close out. I am sure that you have other effects in your office also, and I am happy for you to take back your office keys, return any files that are necessary and keep those keys so that you can clear out your office in an ordered and unhurried fashion.

Please let me know what arrangements you would like to collect the office keys. I am happy to leave these with Gillian Watson for collection if you feel this is more convenient.

With kind regards,

Yours sincerely

CAT C

Mr Philip McLoughlin
Consultant Maxillofacial Surgeon
Associate Medical Director, Surgical Directorate

POSITIVE ABOUT DISABLED PEOPLE

RE: professor Eljamel

Johnston David (NHS TAYSIDE)

Sent: 20 January 2014 14:02

To: Fraser Lorraine (NHS TAYSIDE)

I'll come to HR

From: Fraser Lorraine (NHS TAYSIDE)
Sent: 20 January 2014 14:00
To: Johnston David (NHS TAYSIDE)
Subject: RE: professor Eljamel

Yes that be good. Where is your office?

lorr
Lorraine Fraser
HR Business Lead Surgical Directorate
Tel:01382 660111 Ext CAT E
Mobile: CAT E

From: Johnston David (NHS TAYSIDE)
Sent: 20 January 2014 13:56
To: Fraser Lorraine (NHS TAYSIDE)
Subject: RE: professor Eljamel

3pm?

From: Fraser Lorraine (NHS TAYSIDE)
Sent: 20 January 2014 13:52
To: Johnston David (NHS TAYSIDE)
Subject: RE: professor Eljamel

Hi,

Hearing Wednesday pm just cancelled so any time then?

lorr
Lorraine Fraser
HR Business Lead Surgical Directorate

Tel:01382 660111 Ext CAT E
Mobile: CAT E

From: Johnston David (NHS TAYSIDE)
Sent: 20 January 2014 13:47
To: Fraser Lorraine (NHS TAYSIDE)
Subject: RE: professor Eljamel

sorry none suitable
any other times?
David

From: Fraser Lorraine (NHS TAYSIDE)
Sent: 20 January 2014 10:26
To: Johnston David (NHS TAYSIDE)
Subject: RE: professor Eljamel

Hi,

I am free:
today until 3.30pm
tomorrow until 11am
Wednesday 11-12noon

Are any of these suitable for you?

regards

lorr
Lorraine Fraser
HR Business Lead Surgical Directorate
Tel:01382 660111 Ext CAT E
Mobile CAT E

From: Johnston David (NHS TAYSIDE)
Sent: 20 January 2014 08:41
To: Fraser Lorraine (NHS TAYSIDE)
Subject: RE: professor Eljamel

can we meet sometime to discuss?
Thanks

From: Fraser Lorraine (NHS TAYSIDE)
Sent: 14 January 2014 12:16
To: Tayside Medicaldirector (NHS TAYSIDE)
Cc: Johnston David (NHS TAYSIDE)
Subject: RE: professor Eljamel

Hi David,

I attach for your information a copy of the report prepared by the Royal College of Surgeons. Can you let me know when you have had a chance to read this and we can arrange to meet to discuss what further information, if any, is required to enable a report to be prepared for submission to the Chairman to enable him to determine whether there is a prima facia case.

regards

lorr
Lorraine Fraser
HR Business Lead Surgical Directorate
Tel:01382 660111 Ext CAT E
Mobile: CAT E

From: Tayside Medicaldirector (NHS TAYSIDE)
Sent: 07 January 2014 09:48
To: Fraser Lorraine (NHS TAYSIDE)
Cc: Johnston David (NHS TAYSIDE)
Subject: FW: professor Eljamel

Hi Lorraine

As you can see below David Johnston has agreed to take this forward. Please can you contact him and give him more details

With thanks

Susan

Mrs Susan Wilson
Personal Assistant to
Dr Andrew Russell
Medical Director
NHS Tayside
Level 10
Ninewells Hospital & Medical School
DUNDEE

DD1 9SY

Telephone: [redacted]

Email: [redacted]

From: Johnston David (NHS TAYSIDE)
Sent: 07 January 2014 09:45
To: Tayside Medicaldirector (NHS TAYSIDE)
Subject: RE: professor Eljamel

Hi

Should be ok

Can you give me more detais about what is required?

Thanks
David

From: Tayside Medicaldirector (NHS TAYSIDE)
Sent: 06 January 2014 16:28
To: Johnston David (NHS TAYSIDE)
Subject: Fwd: professor Eljamel

David

Are you able to take this on?

BW
Andrew

Sent from my iPad

Begin forwarded message:

> **From:** "Fraser Lorraine (NHS TAYSIDE)" <[redacted]>
> **Date:** 31 December 2013 13:59:47 GMT
> **To:** "Tayside Medicaldirector (NHS TAYSIDE)" <medicaldirector.tayside@nhs.net>
> **Subject: FW: professor Eljamel**
>
> Hi Andy,
>
> apologies.
>
> lorr
> Lorraine Fraser
> HR Business Lead Surgical Directorate
> Tel:01382 660111 Ext [redacted]
> Mobile: [redacted]
>
> ---
>
> **From:** Fraser Lorraine (NHS TAYSIDE)
> **Sent:** 31 December 2013 13:53
> **To:** Russell Andrew (NHS TAYSIDE)
> **Cc:** McLoughlin Philip (NHS TAYSIDE - DD1 9SY); Johnston Alison (NHS TAYSIDE)
> **Subject:** professor Eljamel

Hi Andrew,

Following Professor Eljamel's suspension I have received notification from Alan Cook, who is the NHST contact officer in this case, that we now have confirmation of who is to represent Professor Eljamel. In order to progress this matter we need to arrange a Preliminary Investigation. Can you please advise who will lead in regard to this process in order that I may liaise with them. I have been appointed HR lead for this case therefore I would be grateful if I could be furnished with a copy of the report from the Royal College of Surgeons.

In the interim I will contact Hazel Craik CLO to alert her to this matter.

I will also prepare a report for the Board.

Phil,

In light of the need to review the suspension every 4 weeks and that the first 4 weeks will be up in 6 January I will prepare a further communication to Professor Eljamel confirming continuation of the suspension for your signature.

If there is anything further you need me to do at this time please let me know.

regards

lorr

Lorraine Fraser
HR Business Lead Surgical Directorate
Tel:01382 660111 Ext CAT E
Mobile: CAT E

PERSONAL **S/4.1(a)**

Mr M Eljamel
Consultant Neurosurgeon
Ninewells Hospital & Medical School

4 March 2005

Dear Mr Eljamel

HONORARY READER
SURGICAL NEUROLOGY

I am pleased to inform you that, on the recommendation of the Principal and Deans Committee, the Senatus Academicus has agreed that you should be granted the above honorary appointment under the Faculty Clinical Grading Scheme for such time as you continue to hold your present post.

I hope that appointment is acceptable to you.

Yours sincerely

Pamela A Milne
Director of Human Resources

PAM/mr

cc: NHS Tayside
Faculty Secretary
Head of Department

DUNDEE TEACHING HOSPITALS NHS TRUST

DUNDEE ROYAL INFIRMARY

CONSULTANT NEUROSURGEON

JOB DESCRIPTION

INTRODUCTION

This appointment is to fill the vacancy created by the retiral of Mr I Jacobson in the Department of Neurosurgery, Dundee Royal Infirmary.

Dundee is Scotland's fourth largest city and is located on the northern bank of the River Tay. Sometimes called the "largest village in Scotland" it provides a mixture of traditional and modern living. The city and the surrounding countryside, with low density population provides a wide choice of housing and schooling. Most leisure activities are available close by with particularly good facilities for hill-walking, climbing, ski-ing and last but not least, golf ! Three championship courses are within half-an-hour's drive from Dundee.

The Dundee Teaching Hospitals NHS Trust which provides all the acute services in Dundee includes Ninewells Hospital and Medical School (793 staffed beds), Dundee Royal Infirmary (287 staffed beds) and Kings Cross Hospital (204 staffed beds). Tayside Health Board and Fife Health Board are the major purchasers though specialist services are provided for other Scottish Health Boards.

Dundee Royal Infirmary (287 beds) houses the Neurosciences Departments. It is the only accident centre in the city and is also the base for Orthopaedic Surgery, Plastic and Burns Surgery, Urological Surgery and Oral Surgery.

Ninewells Hospital (opened 1974) has General Medical Services, General Ophthalmological, Otolaryngological, Paediatric, Obstetrics, Gynaecological, Radiotherapeutic and some acute Psychiatric Services. Ninewells is the main centre in Tayside for Radiotherapy and for the Pathology, Haematology, Clinical Chemistry and Microbiology laboratories. Kings Cross Hospital has Infectious Diseases, Respiratory Medicine, some Orthopaedics and the AIDS Unit.

Plans are well advanced for the transfer of all services from Dundee Royal Infirmary to the Ninewells Hospital site. It is anticipated that this move will be completed in 1998 with a significant "new build" which will specifically house the Accident and Emergency department and the Neurosciences departments.

THE POST

Job Title: Consultant Neurosurgeon

It is expected that the appointee will be offered an Honorary Senior Lectureship by the University.

Location: The post will be based at Dundee Royal Infirmary

The Department

The Department of Neurosurgery provides a neurosurgical service for Tayside and a significant part of Fife. The catchment population is approximately between 600,000 and 700,000. The Department is part of the Clinical Directorate of Neurosciences which includes the Departments of Neurosurgery, Neurology, Neurophysiology and the Pain Clinic. Apart from the administrative links, there are very close clinical links between these Departments with a very amicable working relationship.

a) Staffing: Three Consultant Neurosurgeons

Mr T R K Varma (Clinical Director, Directorate of Neurosciences)
Mr D Gentleman
This Post

Junior Staffing

1 Neurosurgical Registrar
1 Rotating Surgical Senior House Officer
2 Neuroscience Senior House Officers (shared with Neurology)
1 Junior House Officer

It is expected that the Neurosurgical Registrar post will become part of the Glasgow Neurosurgical training scheme with trainees spending the second or third year of their training in Dundee.

b) Facilities

The 24 bedded ward has a well-equipped high dependency area. There are also 3 additional paediatric beds.

The Neurosurgical theatre, which is housed within the same building, is entirely dedicated to Neurosurgery and is staffed at all times by Neurosurgical theatre nurses. Ten consultant anaesthetic sessions allow the theatre to be used for elective surgery throughout the working week. The theatre is well equipped with up to date instruments, excellent operating microscopes, ultrasonic dissector and advanced stereotactic surgical facilities. Frameless stereotactic surgery will be available in early 1995.

It is expected that the department will move to a new facility at the Ninewells Hospital site in 1998. Here there will be an integrated Neurosciences unit with purpose built ward and allied facilities. The Neurosurgical Operating Theatre and the Neuroradiological Imaging Suite will be in close proximity to the wards.

c) Allied Departments

1. Neurology

Dr D L W Davidson, Consultant Neurologist
Dr R C Roberts, Senior Lecturer in Neurology
Dr R J Swingler, Consultant Neurologist

Apart from providing a Clinical Neurology service for the same population, the Department has an active research programme. There are close links with the Department of Psychology, St Andrew's University.

2. Neurophysiology

Dr A Forster, Consultant Neurophysiologist

The Department routinely provides neurophysiological monitoring during surgery.

3. Neuroradiology

Dr J W McNab, Consultant Radiologist

The facilities which are adjacent to the Neurosurgical ward include a modern CT Scanner, a DVI Vascular suite and a 1.0 Tesla MRI Scanner.

4. Neuropathology

Dr Alsanjari, Consultant Neuropathologist

This Department is located at Ninewells Hospital.

5. Pain Clinic

Dr W A Macrae, Consultant Anaesthetist
Dr T Houston, Consultant Anaesthetist

There is a close working relationship with this Department and joint management of a number of cases.

d) Special Interests

The Department currently has a number of areas of special interest and expertise. These include the treatment of chronic pain, neuro-stimulation, functional stereotactic surgery, carotid artery surgery, the management of cranial trauma and its sequlae and various aspects of spinal surgery. With the Department of Neurology there is a well established epilepsy surgery service with a major research programme. There is ample scope for the incumbent to consolidate these areas of special interest or develop complementary specialist services.

e) Teaching

There is an active Undergraduate and Postgraduate teaching programme.

DUTIES OF THE POST

The successful candidate with his/her two colleagues will provide a largely consultant based Neurosurgical service for Tayside and surrounding areas. The emergency workload will be equitably shared on a 1:3 rota.

It is anticipated that ten theatre sessions will be available to be shared equally by mutual agreement. A possible arrangement would be one fixed day per consultant with rotational use of the remaining two days.

Two out-patient clinics will be available for the new appointee.

There may well be a need for alterations of current work programmes and the incumbent will be expected to participate in discussion about these and then be flexible in the interests of patient care and the efficient working of the service.

The incumbent will share with his/her colleagues the teaching commitments of the Department. It is hoped that the new appointee will introduce and develop special interests which will complement or consolidate existing services in the Department.

The incumbent should develop their own research interests and will participate in other projects.

CONDITIONS OF SERVICE

i) The appointment is subject to the Terms and Conditions of Service of Hospital Medical and Dental Staff as applicable to consultant grade and the National Health Service (Scotland) Superannuation Regulations.

ii) The appointment will be on a whole time or maximum part time basis at the option of the successful candidate. Where the successful candidate opts to contract on a whole time basis his/her gross earnings from private practice must not exceed 10% of gross National Health Service income. Any consultant who is unable, for personal reasons, to work full time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with Consultant colleagues.

iii) The successful candidate will be expected to reside within an approved distance of their base Hospital

iv) The salary scale for the post is appropriate to the grade of consultant in the NHS.

FURTHER INFORMATION

Candidates wishing to obtain further information or to visit the Department should contact Mr T R K Varma, Consultant Neurosurgeon, Dundee Royal Infirmary. [redacted] CAT E

PROPOSED JOB PLAN

Fixed Sessions

Theatre	3.3 sessions per week (10 sessions/3 consultants)
Out-patients	2 sessions per week

Remaining sessions are flexible

PROPOSED WORK PROGRAMME

DEPARTMENT OF NEUROSURGERY

DUNDEE ROYAL INFIRMARY

		New Appointee	Mr T R K Varma	Mr D Gentleman
Monday	am	Theatre 1:3	Theatre 1:3	Theatre 1:3
	pm	Theatre 1:3	Theatre 1:3	Theatre 1:3
Tuesday	am	-	Theatre	-
	pm	Clinic	Theatre	Clinic
Wednesday	am	-	Clinic	Theatre
	pm	-	-	Theatre
Thursday	am	Theatre	-	-
	pm	Theatre	-	Clinic 1:2 (Stracathro/Head Injury)
Friday	am	Clinic 2:3	Clinic 2:3	
		Theatre 1:3	Theatre 1:3	Theatre 1:3
	pm	Theatre 1:3	Theatre 1:3	Theatre 1:3

This is a provisional work programme and will be finalised following discussion with the appointee.

IN CONFIDENCE

At a Meeting of the Advisory Appointments Committee constituted by the Dundee Teaching Hospitals (NHS) Trust to consider the appointment of Consultant Neurosurgeon, held within the Trust Room, Ninewells Hospital, on Wednesday, 14th June 1995.

PRESENT: Mrs M H Cane
Dr D Maclean
Mr T R K Varma
Mr D D Gentleman
Dr D W L Davidson
Dr R C Roberts
Mr J W McNab
Mr R A Johnston
Mr A J W Steers

ATTENDING: Mrs E M Blair, Medical Staffing Department

Mrs M H Cane in the Chair

1. CONSTITUTION OF COMMITTEE

The Constitution of the Committee was reported as follows:

Mrs M H Cane	}	
Dr D Maclean	}	Dundee Teaching Hospitals NHS Trust
Mr T R K Varma	}	
Mr D D Gentleman	}	
Dr D W L Davidson	}	
Dr R C Roberts	}	University of Dundee
Mr J W McNab	}	
Mr R A Johnston	}	National Panel of Specialists
Mr A J W Steers	}	

2. APPLICATIONS

It was noted that four applications had been received for the post from:

Mr D M Boles	-	Worcestershire
Mr M S Eljamel	-	USA
Mr S Korol	-	Zimbabwe
Mr P Mathew	-	Glasgow

Copies of the proposed criteria had been sent out previously to all Members of the Committee and agreed.

Copies of the applications, together with copies of the agreed criteria, the advertisement and memorandum of information about the post had been issued to Members of the Committee prior to the meeting.

In light of the views expressed by Members of the Committee the undernoted candidates were invited for interview:

Mr D M Boles
Mr M S Eljamel
Mr P Mathew

The Committee considered the applications, approved the action taken, read the reports of the referees nominated by the candidates and interviewed for the appointment of Consultant Neurosurgeon.

It was noted that both members of the National Panel of Specialists considered all candidates suitably qualified for an appointment of Consultant status. However, the Committee believed Mr Boles' experience to be too specialised to be suitable for consideration for appointment to a smaller unit such as at Dundee Royal Infirmary where a much broader experience was required of the Consultants.

It was unanimously agreed to recommend to the Trust Board that Dr M S Eljamel should be appointed to the post of Consultant Neurosurgeon.

It was noted that as a result of reorganisation within the department, a further post would arise in approximately twelve months time. The Committee unanimously agreed to recommend to the Trust Board that Dr P Mathew should be appointed to the second post of Consultant Neurosurgeon with effect from 1st August 1996 or a mutually agreed date as soon thereafter as possible.

DUNDEE TEACHING HOSPITALS
NATIONAL HEALTH SERVICE TRUST

DEPARTMENT OF MEDICAL SERVICES

Your Ref.
Our Ref. DM/DW
Enquiries to:- Dr Maclean

Ninewells Hospital and Medical School
Dundee DD1 9SY
Telephone 01382 660111

7 July 1995

Dr David Ewing
Medical Dept
Scottish Office Home & Health Dept
St Andrews House
EDINBURGH
EH1 3DG

David

Dear Dr ~~Ewing~~

Mr Muftah Salem Eljamel

The above Libyan has been appointed by the Trust as Consultant Neurosurgeon and successor to Ivan Jacobson. He is currently working in Connecticut.

The Trust would appreciate any help your Department can give by liaising with your colleagues in the Overseas Labour Service to expedite Mr Eljamel's work permit , application for which was made on 22 June 1995.

You will be aware of the staffing problems in neurosurgery here caused by Mr Jacobson"s premature retiral [redacted CAT E], now compounded by the restrictions on our other neurosurgeon (which we discussed).

In a small unit such as ours, all consultants must have the capacity to cope with the full range of procedures at any time, and there seems to be a national shortage of the requisite neurosurgical skills.

It is therefore imperative in order to maintain our existing neurosurgical services, without overloading Mr Varma, that this appointment can proceed without delay and for the longer term.

Your assistance with the above is greatly appreciated.

Yours sincerely

[redacted CAT C]

Dr Derek Maclean
Director of Medical Services

cc Mr T R K Varma
Mrs L Blair

PART 2 ***(please read para 14 of WP1/5(notes) before completing this section)***

Evidence of need to recruit from outside the EEA

41. Why are you unable to train or transfer an existing employee to do this job?

THIS IS TOO SPECIALISED A POST TO TRANSFER A DOCTOR FROM ANOTHER HOSPITAL. TRAINING OF JUNIOR STAFF IS ONGOING BUT LENGTHY. THERE ARE NO DOCTORS IN DUNDEE READY TO BE PROMOTED TO CONSULTANT LEVEL IN THIS SPECIALTY.

42. Why do you need to employ the overseas national?

APART FROM THE ONE DOCTOR WHO HAS BEEN OFFERED THE SECOND POST, NO OTHER U.K. APPLICANTS APPLIED FOR THE POST. LACK OF CONSULTANTS IN NEUROSURGERY CAN BE LIFE-THREATENING AND THE POST MUST BE FILLED. WE ARE PARTICULARLY FORTUNATE THAT SOMEONE OF MR ELJAMEL'S QUALIFICATIONS AND EXPERIENCE HAS APPLIED.

43. Please give details and supporting evidence to show what action you have taken to recruit or train UK or other EEA workers to fill the post. (See para 23 of WP1/5 guidance notes.)

Post advertised in BMJ + LANCET Date 10-02-1995 20-05-1995

Copy enclosed showing name and date of publication.

Number of respondents 4, of which 1 were EEA nationals.

Number shortlisted 3, of which 1 were EEA nationals.

Reasons why each EEA applicant was considered unsuitable

EEA APPLICANT WAS APPOINTED TO SECOND POST

Other methods used and reasons why this was necessary

THE CLINICAL DIRECTOR MADE IT KNOWN TO COLLEAGUES IN UK BY PERSONAL APPROACH BUT NONE KNEW OF ANYONE WILLING/ELIGIBLE TO APPLY

For Keyworker applications, answer questions 44-48. For others, go to the declaration on page 8.

If you have completed part 2 please check that you have enclosed:

- evidence of qualifications mentioned in questions 30 and 44 *(please do not send original certificates);* ☑
- original references covering the last two years ☑
- copies of all advertisements showing the name and date of publication. ☑
- passport (if applicable) ☐

Declaration

The declaration must be signed by the UK employer, not a representative, **except** that if the employer has no UK presence, and the overseas national does not qualify for 'sole representative' status under the Immigration Rules, it may be signed by a solicitor (but not any other agent).

- The details given in this application are true and complete to the best of my knowledge and belief. I understand that it is an offence under the Immigration Act 1971 to make a false statement.
- No person who is normally resident in the UK or a national of the European Economic Area will be displaced or excluded as a result of the employment of the worker named in this application.
- The employer named in this form undertakes to supply further information in support of this application if required by the Secretary of State for Employment.
- The employer named in this form agrees to abide by the terms and conditions of the Work Permit Scheme, as determined by the Secretary of State for Employment.
- I understand that the Secretary of State for Employment may carry out checks on compliance with the conditions of the work permit scheme and that failure to supply any information requested may lead to the matter being referred to the immigration authorities for further investigation.
- I am authorised to make this application on behalf of the employer named in this application.

Signed [redacted] CAT C

Date 22 JUNE 1995

Name (CAPITALS please) ELIZABETH M BLAIR ~~Mr~~/Mrs ~~Miss/Ms~~

Position MEDICAL STAFFING OFFICER

For and on behalf of (the UK employer) DUNDEE TEACHING HOSPITALS NHS TRUST

Date by which you require the permit:

18 AUGUST 1995 OR ASAP

Please allow time after receipt of forms for any other necessary immigration procedures. Please allow 8 weeks for us to consider and process your application.

Please return this form to:

Employment Department
Overseas Labour Service
W5, Moorfoot
Sheffield
S1 4PQ

Telephone: **0114 2594074** Fax: **0114 2593728**

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