



Job Title: Consultant in Public Health / Public Health Medicine

Location: Summerfield House

Ref No: NS217951

Closing Date: Sunday, 20 July 2025

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caring • listening • improving



Working for NHS Grampian and in the North East

Who are we?

- NHS Grampian is one of 14 territorial Health Boards in Scotland. The land mass covered by NHS Grampian extends to approximately 3,500 square miles across North East Scotland; with a population of approximately 580,000, about 10% of the total Scottish population.

The Interim Chief Executive is Adam Coldwells; the Interim Director of Public Health is Shantini Paranjothy. We champion caring, listening and improving; our Board has 14 non-executive members and four executive members, chaired by Alison Evison. The NHS Board determines strategy, allocates resources and provides governance across the health system. All of our work is underpinned by strong health intelligence systems and reporting structures.

- Services are delivered across three local authority areas: Aberdeen City, Aberdeenshire and Moray. We have two large secondary care hospital sites: Aberdeen Royal Infirmary based in Aberdeen, which also hosts Royal Aberdeen Children's Hospital and the Matthew Hay building for Emergency Care (with Royal Cornhill and Woodend hospitals nearby); and Dr Gray's Hospital in Elgin, Moray. Palliative Care is provided in a purpose built facility, Roxburghe House in Aberdeen. We also have several smaller community hospitals, based across Aberdeenshire and Moray. A capital project is underway to build the 'Baird Family Hospital and the ANCHOR centre.

More information on NHS Grampian can be found on our website: <https://www.nhsgrampian.org/>.

NHS Grampian may also provide support to the smaller island Boards, NHS Shetland and NHS Orkney, as required. More information on NHS Shetland and NHS Orkney can be found here: <http://www.shb.scot.nhs.uk/board/index.asp> and <http://www.ohb.scot.nhs.uk/about-us>. Mostly any shared or supported work with Island Boards is done virtually, particularly the Isles rota for health protection. However for interested CPH/Ms there are opportunities to develop greater insights and experience in particularly remote and rural environments.

- NHS Grampian is one of six Boards in the North of Scotland striving to make a strong regional contribution to public health. With a strong and well-recognised North of Scotland Public Health Network, we collaborate in many areas including workforce development and education; regional pathways; and infrastructural developments like the 'Learning Health System'.

Location

- Aberdeen, Aberdeenshire and Moray are all based in the North East of Scotland. Aberdeen is known as the 'Granite City' for its many enduring historic grey-stone buildings, but it is also a vibrant and cultured city offering something for everyone.

Recent regeneration work across the City has increased leisure and shopping facilities, arts and theatres and green spaces with a recent development being a civic square, situated across from the Aberdeen City Council Marischal College

Headquarters. On the city's doorstep is beautiful countryside and coastlines, with easy access to the rest of Scotland from excellent rail, road and sea travel links. The international airport at Aberdeen has also been undergoing some expansion work, making commuting to and from Aberdeen City easy. Throughout Aberdeenshire and Moray, there are famous castles, picturesque villages and opportunities to experience an authentic Scotland. Tourism is strong in the North East of Scotland; events like the Braemar Gathering and the Portsoy Boat Festival are always popular. The Cairngorms National Park is also easily accessed from the North East, offering skiing in the winter and Munro walks in the warmer weather. More information on the North East of Scotland can be found on: www.visitscotland.com

Our vision, values and strategic aims

- As a Board we strive to care, listen and improve; we put people at the centre of our planning and strategic aims, providing the best care possible with the resources available to us. Our strongest resource is our workforce; we employ around 17,000 people who all work hard to ensure the needs of the people of the North East are met, with services of the right quality in the right place at the right time. Moreover, we continue to work in partnership to develop health and social care integration, working to improve the quality of care, the health of the population and securing the value and sustainability of health service for the current and future needs of the population.
- NHS Grampian's Plan for the Future 2022 - 2032 is constructed around three simple things that we think are really important: People, Places and Pathways. At the heart of the Plan for the Future is the idea that we want to create sustainable health and care over the next 10 years. We have a collective vision to provide a balance between responding to illness and helping people to stay well. As a directorate, Public Health has a critical contribution to make: for example, driving forward a whole system approach to healthy weight, preventative interventions for cardiovascular disease, mental health, strong health intelligence gathering to allowing planning of services that meet our population's needs while maintaining a focus on the needs of children and young people and creating opportunities for supported self-management. More information available at: [Plan For The Future](#)

General information for candidates

- Please note that any personal information obtained from you throughout the recruitment process will be collected, stored and used in accordance with the Data Protection Act 2018. Your information will be made available to HR, the recruiting manager and panel.
- All jobs are only offered following receipt of three satisfactory written references, one of which must be from your most recent employer, or in cases where you have not been employed or employed for some time, someone who knows you well enough to confirm the information given and comment on your ability to do the job.
- Where a Disclosure or Protection of Vulnerable Groups (PVG) check is deemed necessary for post, the successful candidate will be required to undergo an

appropriate check. More information can be found here:
<https://www.disclosurescotland.co.uk/disclosureinformation/pvgscheme.htm>.

- NHS Grampian will check that you have the necessary professional registration and qualifications for this role. If you are from overseas, you will need to provide an official translation of qualifications notarized by a solicitor, so that the recruitment panel can assess your suitability for the post. Please make sure this is available before applying.
- If you require a work visa, please seek further guidance on current immigration rules, which can be found on the Home Office Website:
<https://www.gov.uk/government/organisations/uk-visas-and-immigration>.
- We recognise the contribution that all individuals can make to the organisation regardless of ability. As part of our commitment to extending employment opportunities, all applicants who are disabled and who meet the minimum criteria expressed in the job description will be guaranteed an interview. We are also committed to promoting dignity at work; we believe that all staff should have the potential to work in place free from discrimination and harassment. In order to measure and monitor our performance as an equal opportunities employer, it is important that we collect, store and analyse data about staff. Personal, confidential information will be collected and used to help us to understand the make-up of our workforce that will enable us to make comparisons locally, regionally and nationally. Please see our NHS Grampian Equality, Diversity page for more information: [Equality and Diversity](#)

Job Purpose

The post holder will provide Consultant Public Health expertise throughout and beyond the organisation and contribute to the delivery of a comprehensive public health function across Grampian. They will be a strong advocate for reducing inequalities and be able to contribute to the wider work of the Directorate at local and national levels. The post-holder will work within a multi-professional environment and support appropriate use of public health data and intelligence, develop and interpret national, regional and local policies and evidence as appropriate. The role will require a high level of tact, diplomacy and ability to provide leadership on complex and contested areas of public health. The post holder will advise, challenge and advocate to enable effective working across organisational boundaries.

The work of the Directorate is organised around four portfolios:

- Proactive and preventative health
- Health intelligence & learning health systems
- Protecting health
- Community-led health.

The post holder will report to the Deputy Director of Public Health and work with the teams across all four public health portfolios as required.

The post holder will be responsible for key results areas which will include the following:

- Provide leadership for healthcare public health, working with wider stakeholders, including NHS Grampian Health Board and Health & Social Care Partnerships to progress a prevention programme with a focus on cardiovascular disease
- Provide Consultant level public health input and expertise to support the oversight and assurance of breast and adult non-cancer screening programmes delivered in Grampian
- Lead population health and care needs assessments, where this is needed to support specific areas of focus, including joint health, housing and social care services where required.
- Provide independent reports or statements about health and care services and inequalities as required
- Promote the work of NHS Grampian at conferences, seminars and workshops, both nationally and internationally, for example through presentations and lectures
- Develop of appropriate links with other Directorates within NHS Grampian, other health and care professionals and professionals within other partner organisations in Grampian and beyond to progress the population health agenda for Grampian
- Maintain their continuous professional development (CPD), statutory training, specialist registration and contribute to the Directorate's CPD programme.

The post holder will:

- Be accessible and approachable.
- Ensure relevant mechanisms are in place to encourage engagement and support good working relationships.
- Be able to explain how decisions have been reached and involve people in decisions which affect them.
- Delegate responsibility appropriately – striking the right balance between giving guidance and giving responsibility.

Public health values are crucial to this role. These include:

- Community-led – recognising that improvements in health and reductions in inequalities must be led by communities themselves. Empowered, cohesive communities are key to a salutogenic environment. Involving people in our work through lived experience is an essential component of our approach.
- Asset-based – starting from the strengths of individuals and communities can help to move from imposing interventions from above to developing approaches together with those most affected.
- Promoting positive wellbeing – good health goes far beyond an absence of health problems or diagnosable conditions. All people should be supported and empowered to achieve the best wellbeing possible.
- Inequalities focus – health and wellbeing are not evenly distributed across society with structural factors leading to some groups requiring greater support and empowerment than others.
- Climate adaptation and sustainability – recognise the threats to population health due to climate change and the need to ensure sustainability is built in to strategic planning and delivery of services
- Evidence-based – intelligence on the determinants, experiences and outcomes of positive and negative health and wellbeing are vital. Quantitative and qualitative data are both required to develop our understanding and participatory approaches can also support community empowerment.

Directorate Information

The Directorate of Public Health aims to improve and protect the health of the people in Grampian as part of a whole system approach to public health in Scotland. Work in the Directorate aims to deliver against the soon to be published Scottish Population Health Framework. In Grampian we have adopted the King's Fund Four Pillars model as a framework for driving forward improvements in population health and reducing health inequalities, with our partners. [5-Year Health Equity Plan \(2024-2029\)](#)

The Public Health Scotland Strategic Plan is another key policy reference: <https://publichealthscotland.scot/our-organisation/a-scotland-where-everybody-thrives-public-health-scotland-s-strategic-plan-2020-23/>.

The Directorate's work is organised into four portfolios: Community-Led Health, Proactive and Preventative Health and Care, Protecting Health and Health Intelligence and Learning Health Systems. The multidisciplinary, multi-professional team work across portfolios, sharing resources and expertise as appropriate

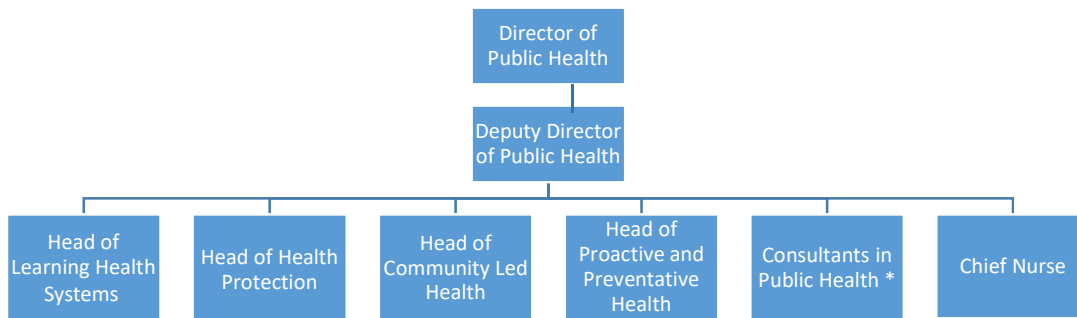
- Community-Led Health: Place based working focusing on partnership, prevention and inequalities. Deliver a health in all policies approach in health and social care partnerships and community planning partnerships with a focus on prevention and tackling inequalities
- Health Intelligence and Learning Health System: Deliver a public health intelligence function for Grampian that supports epidemiology, planning, quality improvement and health promotion work within partnerships and hospital settings.
- Proactive and Preventative Health and Care: Provide oversight and leadership for screening programmes, immunisation, dental public health and health improvement programmes across Grampian.
- Protecting Health: Leading and delivering an effective health protection service for NHS Grampian. Prevent the proliferation of communicable and non-communicable diseases and environmental hazards.

There is a strong commitment to multi-disciplinary public health reflected in the range of staff within the department. There is a core of approximately 100 staff working across all areas of public health. Teams within the Directorate and across the population health system have regular meetings to discuss strategic direction, shared challenges and ideas.

There are regular CPD sessions that bring together the wider Public Health system to hear from experts and to discuss areas of common interest and hot topics. The Directorate also plans away days to bring colleagues together to share how we are working, what could be better and to review our overarching strategic direction.

Organisational Chart

This post will report to the Deputy Director of Public Health and work with the teams across all four public health portfolios as required.



* Professionally accountable to DPH
Job planning undertaken by DDPH

1 Communication and relationship skills

- The need for highly developed interpersonal and communication skills, written, oral and electronic is essential for the level of communication and networking demanded by this post. The post holder will be required to take a relational approach and communicate, consult, negotiate, facilitate and influence effectively to support local public health teams. The post holder will be required to establish and maintain relationships within and out with the organisation.
- Diplomacy, tact and empathy will be needed to convey highly complex sensitive and often contentious information in a form which is readily understood by a variety of audiences including the public, the media, health professionals, the Scottish Government and patients. The post holder will often be required to communicate in a hostile, antagonistic or highly emotive atmosphere relaying decisions about policy which have an impact on service delivery. The post holder is required to prepare and contribute to proactive and reactive press statements for print, radio and televised media. The post holder will be required to speak at public meetings and conferences and communicate complex, sensitive and contentious information in formal settings such as teaching, board presentations and open public meetings.
- The post holder will be expected to communicate highly contentious and sensitive information and decisions to patients and patient groups where there may be difficulties in understanding complex issues and where the decision has a direct impact on the quality or length of a patient's life or to groups and individuals of differing backgrounds, both professional and public.

There is a requirement to handle communication of complex issues sensitively and in a confidential manner. This may lead to conflict and the post holder is required to maintain objectivity and an evidence based approach to decision making for all decisions. These groups will have scaled understanding of the topics, and the post holder will be required to adapt the presentations accordingly, and to be able to answer ensuing questions.

- The post holder is expected to respond to frequent formal and informal requests for advice and information, which may be complex from a number of different perspectives (clinical, scientific, legal, and ethical).
- To lead the development of inter-agency and interdisciplinary short and long-term strategic working to improve population health and in vulnerable groups. This requires the ability to work across a range of disciplines and geographies/organisational boundaries.
- To build and maintain effective relationships with external agencies and other stakeholders to influence their policy decisions. This will involve working with complex professional, managerial and population groups across the statutory, non-statutory and independent sectors
- To utilise highly developed interpersonal communication skills to consult, negotiate, mediate, facilitate and influence effectively in order to promote and progress the public health agenda. This will involve employing diplomacy, tact and compassion to influence and persuade individuals and groups through collaborative and partnership working; fostering trusting relationships with senior colleagues within NHS Grampian and among partners and wider communities.

2 Knowledge, training and experience

Applicants should:

- Be included in the General Medical Council (GMC) Specialist Register **or** UK Public Health Register **or** GDC Specialist List in dental public health. If included in the GMC Specialist Register in a specialty other than public health medicine candidates must have equivalent training and/or appropriate experience of Public Health. Public Health Specialist Registrar trainee applicants who are not yet on the GMC Specialist Register must provide verifiable signed documentary evidence that they are within 6 months of gaining entry at the date of interview.
- Maintain GMC / GDC specialist registration and hold a licence to practice (medical staff) or maintain specialist registration with the United Kingdom Public Health Register (UKPHR); non-medical appointments are expected to maintain specialist registration on the UKPHR; develop and maintain the competencies that are required to carry out the specific duties of the post.
- Meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body; NHS Grampian actively supports CPD for all staff.

- Have knowledge of methods of developing clinical and public health quality assurance, quality improvement and evidence based clinical and/or public health practice.
- Have an understanding of the NHS and more specifically, NHS Scotland; an understanding of social and political environment and how this impacts on the communities in which we work and live; an understanding of Local Authorities, Integrated Joint Boards, Community Planning Partnerships, other Public Sector and Third Sector organisations in addition to the Business Community. The post holder will demonstrate experience of influencing organisations to work in partnership to deliver agreed outcomes.
- Possess highly developed project management skills; good presentational skills (oral and written); have practical experience in facilitating change; budget management skills; be experienced in the management of staff, staff development and training; teaching, training and mentoring skills
- Be a strategic thinker with proven leadership skills; excellent oral and written communication skills (including dealing with the media); effective interpersonal, motivational and influencing skills; sensible negotiator with practical expectation of what can be achieved and an ability to respond appropriately in unplanned and unforeseen circumstances
- Substantially numerate, with highly developed analytical skills using qualitative and quantitative data; ability to concentrate for long periods (e.g. analyses, media presentations); have a high level of understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation.
- Be able to demonstrate extensive knowledge of inequalities, health improvement, health service improvement, methods and approaches in community and public engagement and their application at an expert level.
- Have demonstrable commitment to team-working and respect and considerations for the skills of others.

3 Analytical and judgemental skills

The post holder will be required to:

- Prepare detailed reports based upon conclusions drawn from analysis of population, health and epidemiological that may be complex, conflicting and incomplete.
- Have a high level of judgement in interpreting national guidance, anticipating financial and clinical risks, co-ordinating the strategic agenda and communicating with Board Members, clinicians, the media, local and national elected members, the general public, community representatives, patients, third sector organisations and colleagues from partner agencies.

- Required to make decisions on a variety of public health issues based on interpretation of statistics, highly complex and contentious information or evidence which may be incomplete or lacking, with no obvious solutions and where no consensus exists locally. This will require the post holder use their own experience in order to make clear recommendations to the organisation regarding the way forward.
- Work at a self-directed level within parameters of local /national priorities and policies. This includes all legal and professional frameworks and statutory requirements; at an operational level, be expected to work autonomously, devising procedures and methods to achieve the successful outcome of Local, Regional and National strategies.
- Be able to make judgements that involve complex facts or sensitive and contentious situations which require the analysis, interpretation and comparison of a range of options.
- Develop information and intelligence systems to underpin public health improvement and actions across disciplines and organisations; be innovative in the methods employed to achieve objectives.
- Receive, interpret, provide and advise on highly complex, epidemiological, statistical, quantitative and qualitative data and research evidence from various sources to make recommendations and inform decision making which has short, medium and long-term impacts to a range of partners and the public.
- Provide highly specialised/expert public health advice and leadership to support and inform an evidence-based approach within ethical frameworks for commissioning and development of high quality equitable services across primary, secondary and social care, and local authorities, voluntary and community organisations in potentially contentious and hostile environments where barriers to acceptance may exist.
- Be an active member of the Public Health Directorate and the Public Health Senior Leadership Group, and proactively advise when Public Health input is required, initiate actions to resolve anticipated needs and problems where necessary.
- Commission, monitor and evaluate programmes through partnership working

4 Planning and organisational skills

The post holder will be required to:

- Develop relevant policies (e.g. Integrated Children's Services Plans) with partners
- Be responsible for leading service development, evaluation and quality assurance governance in specific areas and for preparing and adjusting action plans in line with changing needs and geographical boundaries.

- Lead on, plan and design agreed aspects of the assessment of need, health inequalities, and health impact assessment, to identify areas for local action and planning based on the best available evidence.
- To influence external agencies in their public health policy decisions by working with complex professional, managerial and population groups and other organisations in the statutory, non-statutory and private sectors.
- To work with primary care professionals and community staff to raise awareness of their public health role.

5 Physical Skills

- The post requires standard keyboard skills, and a requirement to use VDU equipment for considerable periods on most days. The post holder will be required to operate a computer for prolonged periods while producing reports or analysing and interpreting data.
- Regular requirement to drive car for short and long distances may also be a part of this role. Ability to access and use public transport.

6 Responsibilities for patient/client care

The post holder will be required to:

- Act in an expert advisory capacity and provide public health leadership, knowledge, standards and practice, across the spectrum of public health at Board or equivalent level and beyond; Prepare detailed reports based upon conclusions drawn from analysis of population, health and epidemiological data that may be complex, conflicting and incomplete.
- Lead, develop, monitor and evaluate a range of health improvement programmes. This will include engagement with primary, secondary, health and social care, third sector, local authority and community planning partners. The aim will be to raise awareness and achieve engagement in the role of public health and the benefits of working in partnership.

7 Responsibilities for policy and service development implementation

The post holder will be required to:

- Review detailed local and national policy and strategy documents for public health impact and advise the organisation accordingly; write and/or contribute to local, national and international reports on the health of the Grampian population.
- Lead on the communication, dissemination, implementation, delivery and communication of national, regional and local policies, developing multi-agency and interdisciplinary strategic plans and programmes, with delegated Board or organisational authority to deliver key public health targets.

- Lead service development, health outcome measures, guidance, evaluation, quality assurance and governance in specific areas and to prepare and adjust action plans in line with changing needs and boundaries; lead on the integration of health, statutory services and voluntary organisations to promote effective joint working to ensure delivery of the wider government and international targets.
- To develop extensive professional and community support, co-operation and participation to improve health and reduce inequalities by working with a wide range of stakeholders: within the team, across Grampian and, where appropriate, beyond (e.g. regionally or nationally).
- To work collaboratively with colleagues within the Directorate to ensure excellence in individual and team performance and to help foster a learning culture.

8 Responsibilities for financial and physical resources

The post holder will be required to:

- Be an authorised signatory of designated budgets in line with the Directorate Scheme of Delegation and in accordance with NHS Grampian's Standing Financial Instructions. The post holder will be expected to demonstrate competence in the source and application of funds.

9 Responsibilities for human resources

The post holder will:

- Manage their own time and workload and contribute to the general functions of the Directorate of Public Health.
- Take part in the staff and organisational survey process (iMatter), feeding back to team members the collated responses. The post holder will be expected to lead any team members in completing action plans for improvement, which will require excellent communication and negotiation skills.
- To develop public health capacity through education and training by raising awareness of the contribution of public health skills and knowledge in the local health community, including the local authority and the voluntary sectors, by contributing to teaching at undergraduate and postgraduate level and by supervising those training and working in public health.

10 Responsibilities for information resources

The post holder will be required to:

- Respond to requests for advice from a variety of sources (for example the Director of Public Health, other public health colleagues, members of public and local press etc.) in a timely fashion. These requests are unpredictable and often interrupt planned workload and require reprioritisation of work schedules.
- Communicate with professionals and the public effectively through various mediums i.e. paper, e-mail, telephone, video conferencing or online platforms.
- Have a competent knowledge and working of Microsoft packages, statistical packages, systems for personnel management, financial management, internet/intranet, databases, personal development systems (IMatter/Electronic Knowledge Skills Framework [E-KSF]) and to be able to use these systems to capture relevant information.

11 Responsibilities for research and development

The post holder will be required to:

- Research and design projects within the NHS organisation, including the production of documentation to support financial bids; where possible develop opportunities for collaboration and academic clinical and non-clinical colleagues to enhance NHS Grampian's research portfolio, at all times meeting the full requirements of research governance; undertake and commission research, surveys and audits, including literature reviews, evaluative research and other research methodologies as required to inform local policy, practice, equitable service provision, to protect and improve health, and reduce health inequalities.
- Develop links with academic centres as appropriate, such as University of Aberdeen and Robert Gordon University, the Scottish Public Health Observatory and the Scottish Public Health Network to ensure the work of the organisation is based on a sound research and evidence base.
- Develop public health capacity through education and training by raising awareness of the contribution of public health skills and knowledge in the local health community, including local authority and the third sector.
- Contribute to high quality teaching programmes at undergraduate and postgraduate level (at University of Aberdeen and others) and by supervising or appraising those training or working in public health including aspects of the core training for Public Health Speciality Registrars and Training Fellows to provide high quality teaching to medical undergraduates and members of other health care professionals as required.

- Participate in clinical audit, incident reporting and analysis and to ensure resulting actions are implemented; keep fully informed about best practice in the speciality areas and ensure implications for practice changes are discussed with the Senior Leadership Group and Director of Public Health.

12 Freedom to act

- This post has a high level of autonomy within the organisation and the post holder makes strategic and operational decisions and judgements on a range of highly complex and sensitive public health matters. The post holder will be expected to advise the organisation on how to interpret clinical, professional and scientific policies.
- The post holder will be regarded as a senior member of the Public Health Team. In accordance with this level of seniority much of the agreed work will be undertaken at the discretion of the post holder's own initiative. The post holder will be responsible for planning and organising workloads (their own and others) to meet the objectives of an agreed work plan.
- The post holder will be expected to act decisively and autonomously in their professional capacity, being accountable for their actions. The post holder is expected to anticipate and resolve complex issues using their own initiative.

13 Physical effort

- There is a frequent requirement to sit in a restricted position for a substantial proportion of the working day whether in meetings, on cars and trains or at a workstation.
- The nature of the work may be demanding at times in that the post holder will conduct work out with the office and out with normal working hours as journey times within NHS Grampian area can be as long as journey times to the Central belt for meetings; the post requires occasional lifting and carrying of teaching materials and equipment.

14 Mental effort

- The post requires standard driving and standard keyboard skills, and a requirement to use VDU equipment for considerable periods on most days. The post holder will be required to operate a computer for prolonged periods while producing reports or analysing and interpreting data.
- The post holder is frequently required to concentrate intensely for considerable periods of time (often equating to 3-4 hours at a time) on tasks such as speaking at public meetings, reviewing and preparing policy documents, analysing and interpretation varied and complex data and information, both clinical evidence and managerial information such as board reports, and participation and strategic and operational meetings; actively engage with and respond to meeting participants, journalists, patients and their representatives in an interview or meeting situation.

- Maintaining intense concentration and making judgements connected with handling patient complaints, dealing with emergencies or critical incidents and discussing contentious issues with contractors, members of the public, staff, colleagues in which the post holder is likely to encounter aggressive behaviour and working under pressure.
- The post holder is required to work in partnership with many organisations and individuals to contribute to improving the health of the population including individuals who are not managed through the Directorate of Public Health and whose primary purpose may not be improving health and reducing inequalities. Funding around such work may be: absent, limited, unpredictable and/or withdrawn at short notice.

15 Emotional effort

The post holder will be required to:

To communicate complex, sensitive and contentious information in a formal setting such as teaching, Board presentations and open public meetings. The post holder will be fully prepared for these meetings and may be challenged to justify advice given.

Deal with staffing and all manners of staffing issues (performance issues) which may cause significant stress, this will require competent people management skills and experience.

16 Working conditions

- Requirement to use VDU equipment for considerable periods on most days.
- The post holder has a frequent requirement to drive or use a train to travel to meetings locally and nationally, although video-conferencing is used extensively. A full clean driving licence is essential.

NHS GRAMPIAN

Consultant in Public Health / Consultant in Public Health Medicine

Job Reference: NS213857

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 Consultant £107,144 - £142,369 or Band 8D £103,764 - £108,206 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 on their specialist area of Public Health.
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 or the UK Public Health Register or GDC Specialist List in dental public health. .
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 PVG (Protecting Vulnerable Groups) Scheme Check, to be made with Disclosure Scotland, for any convictions recorded before an offer of appointment can be made ([Rehabilitation of Offenders Act 1974 \(Exclusions and Exceptions\) \(Scotland\) Amendment Order 2015](#))

NOTES TO CANDIDATES

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish from visiting the hospitals concerned.

Further information can be obtained and an appointment to view the Department arranged by contacting gram.directorofpublichealth@nhs.scot

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

NHS Grampian are obliged to bring to your notice that the Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences, the opportunity to have no need to refer to any conviction or circumstances relating to it in the course of daily lives. Certain convictions can, therefore, be regarded as "spent" after the lapse of a period of years under the terms of the Act. The National Health Service

employment for which you are applying, however, has been excluded from the provisions of the Act and you are, therefore, required to withhold information about convictions which for other purposes are “spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by 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 promoting good health we operated a **No Smoking Policy**

MODEL JOB PLAN FORMAT

(For the period 1st April 2025 to 31st March 2026)

Name: Consultant in Public Health/ Public Health Medicine Specialty: Public Health

Principal Place of Work: Summerfield House

Contract: Whole Time

Programmed Activities: PA Split: DCC 7.5 SPA 2.0 OOH 0.5 EPAs (if applicable):

Availability Supplement: None / Level 1 / Level 2 (delete as appropriate)

Premium Rate Payment Received: %

Managerially Accountable to: Deputy Director of Public Health

Responsible

for:.....

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

DAY	HOSPITAL/ LOCATION	TYPE OF WORK
Monday From / To 09:00-13:00; 13.00- 17.00	Summerfield House	Screening Programmes
Tuesday From / To 09:00-13:00; 13.00- 17.00	Summerfield House	Healthcare Public Health
Wednesday From / To 09:00-13:00; 13.00- 17.00	Summerfield House	Healthcare Public Health
Thursday From / To 09:00-13:00; 13.00- 17.00	Summerfield House	Screening Programmes
Friday From / To 09:00-13:00; 13.00- 17.00	Summerfield House	SPA

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NHS Grampian

Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
<p>Education and Qualifications</p>	<p>In line with current legislation, inclusion in the GMC Full and Specialist Register with a license to practice/GDC Specialist List or inclusion in the UK Public Health Register (UKPHR) for Public Health Specialists at the point of application.</p> <p>If included in the GMC Specialist Register/GDC Specialist List in a specialty other than public health medicine/dental public health, candidates must have equivalent training and/or appropriate experience of public health practice</p> <p>Public health specialty registrar applicants who are currently on the UK public health training programme and not yet on the GMC Specialist Register, GDC Specialist List in dental public health or UKPHR must provide verifiable signed documentary evidence that they are within 6 months of gaining entry to a register at the date of interview.</p> <p>If an applicant is UK trained in Public Health, they must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview If an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT</p> <p>Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body</p> <p>Fellowship of the Faculty of Public Health</p>	<p>Have documented evidence of current (or past) competence at the level required by the legislative guidance in order to be appointed as an NHS Health Board “Competent Person” for the purposes of the Public Health etc. (Scotland) Act 2008, as set out in the appropriate regulations</p>
<p>Personal Qualities</p>	<p>Strong commitment to public health principles</p> <p>Able to prioritise work, and work well against a background of change and uncertainty</p> <p>Adaptable to situations, can handle people of all capabilities and attitudes</p>	

	<p>Commitment to team-working, and respect and consideration for the skills of others</p> <p>Self-motivated, pro-active, and innovative</p> <p>High standards of professional probity</p>	
Experience	<p>Project management</p> <p>Practical experience in facilitating change</p> <p>Experience of communicable disease control in a wide variety of settings including out of hours on call</p> <p>Experience of working with other agencies</p> <p>Resource management</p> <p>Experience in teaching</p>	<p>Experience and demonstrable competency in dealing with environmental hazards/chemical incidents</p> <p>Experience of screening programmes</p> <p>Scientific publications, presentation of papers at conferences, seminars, etc</p> <p>Budget management</p> <p>Experience as an educational supervisor</p>
Skills	<p>Strategic thinker with proven leadership skills</p> <p>Excellent oral and written communication skills (including dealing with the public and the media)</p> <p>Effective interpersonal, motivational and influencing skills</p> <p>Ability to respond appropriately in unplanned and unforeseen circumstances</p> <p>Sensible negotiator with practical expectation of what can be achieved</p> <p>Computer literate – Microsoft packages</p> <p>Ability to design, develop, interpret and implement policies</p> <p>Ability to concentrate for long periods (e.g. analyses, media presentations)</p> <p>Substantially numerate, with highly developed analytical skills using qualitative and quantitative data</p>	
Knowledge	<p>Understanding of epidemiology and statistics, public health practice, health promotion, health economics and health care evaluation.</p> <p>Knowledge of methods of developing clinical quality assurance, quality improvement and evidence based clinical and/or public health practice</p>	

	Understanding of social and political environment Understanding of key agencies involved in national screening programmes	
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