

CONSULTANT PAEDIATRIC NEUROLOGIST
NINEWELLS HOSPITAL, DUNDEE

Job Reference:

Closing date:



**Working
With Us**

NHS TAYSIDE VISION, AIM AND VALUE

Our Vision



Our Aim and Values

The graphic has a blue background with a white swoosh at the top right. On the right side, the aim statement 'Our aim is to be the best at getting better' is written in a white, italicized font. On the left side, the heading 'We will' is followed by a bulleted list of five items. The background is a blue gradient with a white swoosh at the top right.

Our aim is to be the best at getting better

We will

- Put patients first
- Show compassion, caring and kindness
- Treat everyone with dignity and respect
- Take the time to have good, open communications and be accountable for our actions and behaviours
- Do the best that we can by working as a team to provide excellent treatment and care

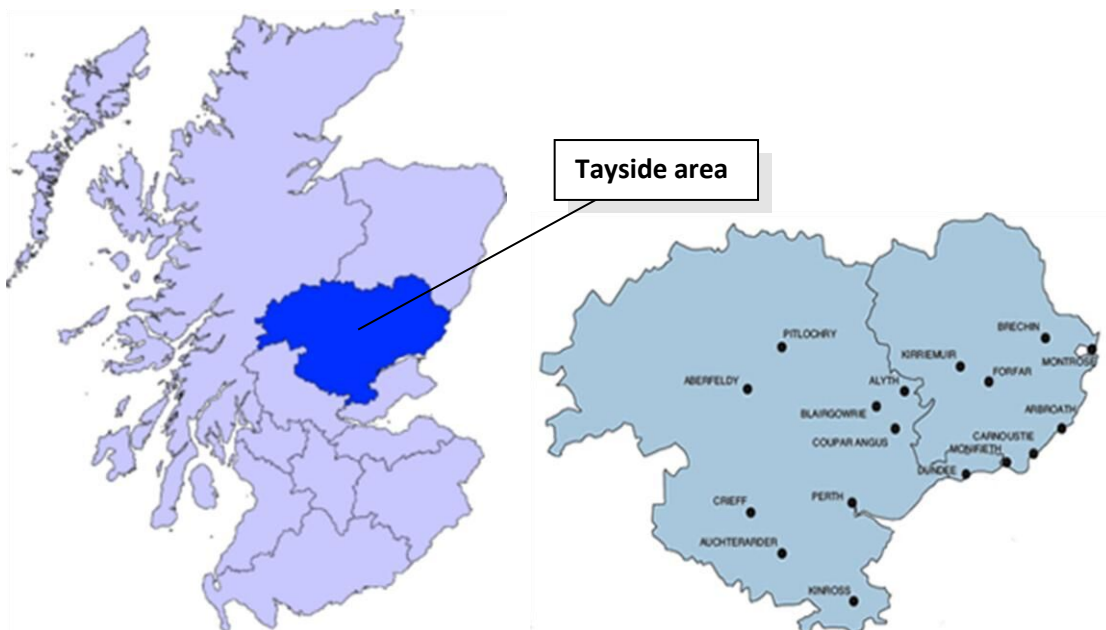
To find out more about NHS Tayside visit our website at:

<http://www.nhstayside.scot.nhs.uk/index.htm>

About NHS Tayside



NHS Tayside is responsible for delivering healthcare to more than 400,000 people living in Tayside. We employ around 14,000 staff and provide a comprehensive range of primary, community-based and acute hospital services for the populations of Dundee City, Angus and Perth & Kinross. Our annual budget is now circa £825 million of public money which works out at around £2.3 million spent by NHS Tayside for every day of the year.



Within NHS Tayside and based on the western edge of Dundee, Ninewells Hospital is one of the largest teaching hospitals in Europe. It is internationally renowned for introducing laparoscopic surgery to the UK as well as being a leading centre in developing fields such as the management of cancer, medical genetics, cardiovascular disease, diabetes, informatics, neuroscience and imaging.

Our hospital sites across Tayside also have nursing and research links with the University of Dundee and University of Abertay, Dundee.

In Tayside, we have 80,000 admissions every year and there are another 17,000 'same' day procedures. We also run 280,000 outpatient clinic sessions annually.

In addition, at the heart of health services in our communities are our GP and primary care services which are there supporting our patients and their families where they live and work.

The science of improvement

NHS Tayside has been at the forefront of patient safety and the science of improvement. Our aim is to be the best at getting better. We were the first site in Scotland, and one of only four in the UK, to be a pilot site for The Health Foundation's Safer Patient Initiative. The significant successes of this project have embedded a pioneering Tayside-wide approach to patient safety and improvement.

Academic Health Science Partnership in Tayside (AHSP)

NHS Tayside has embarked on a major collaborative initiative, Academic Health Science Partnership in Tayside (AHSP). It is the first Academic Health Science Network in Scotland with an ambition to transform healthcare locally and globally at the time when it faces many difficult challenges.

Building upon the success of previous University of Dundee and NHS Tayside collaborations, AHSP is bringing together the delivery of healthcare services, education, quality improvement and research with the purpose of improving the health of patients through more effective integration of these functions in routine practice.



LIVING IN TAYSIDE

Discover award-winning towns and cities, breathtaking beaches and alluring countryside. Historically rich and home to Scotland's longest river, Tayside is an innovative and exciting place to begin or expand your career.

Dundee, Angus and Perth and Kinross make up this vibrant region - between them offering the perfect blend of city, country and coastline. In fact, you can easily enjoy the tranquillity and scenery of neighbouring towns and villages within reach of the region's cities of Dundee and Perth.



Find out more about living and working in Tayside at:

www.dundee.gov.uk

www.angus.gov.uk

www.pkc.gov.uk



Education in Tayside

In Tayside there are a host of schools, both public and private and excellent colleges and universities making Tayside a family friendly location.

Housing in Tayside

Whether you want to live in the rural countryside or one of Tayside's vibrant cities or towns, you'll have a variety of housing choices, many below the national average house price. For more information about housing in Tayside, visit the Tayside Solicitors Property Centre and/or Perthshire Solicitors Property Centre websites:

<http://www.tspc.co.uk/>

<http://www.pspc.co.uk/>

Getting around

There are excellent connections to and within the region. It only takes approximately 30 minutes to drive between Dundee and Perth or St Andrews and just over an hour between Dundee and Edinburgh, Aberdeen and Glasgow.

Travelling and commuting within Tayside is easy by road, bus or train. Dundee's regional airport offers daily flights to London in addition to private and leisure flights. The international airports at Edinburgh, Glasgow and Aberdeen will ensure you are connected from Scotland to the rest of the world.



IMPORTANT NOTICE

IMMIGRATION STATUS

Please be aware that shortlisted applicants will be required to bring their original passport and visa documents with them, for inspection, when attending for interview.

Are you a national from Austria, Belgium, Cyprus, Denmark, Finland, France, Germany, Greece, Iceland, Ireland, Italy, Liechtenstein, Luxembourg, Malta, Netherlands, Norway, Portugal, Spain, Sweden, United Kingdom, Switzerland, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia, Slovenia, Bulgaria, Romania and Croatia?	YES	NO
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If you have circled 'NO' to the above sections please tick the box which relates to your current immigration status, and provide expiry dates:

Tick	Status	Expiry Date
	I require a Certificate of Sponsorship.	
	I hold refugee status	
	I have indefinite leave to remain in the United Kingdom	
	I have right of abode	
	Any other immigration status – please specify:	

Print Name:

Signature:.....

Date:

APPOINTMENT AND REVIEW PROCEDURES

Declaration Statements and Statements of Policy

Statement of Policy regarding fitness to practise proceedings by a licensing/regulatory body and relating to criminal investigations in the UK or overseas.

Registration with the General Medical Council or General Dental Council imposes on doctors and dentists the duty to provide a good standard of medical care for, and to behave appropriately, towards patients. NHS Employers also have a duty to ensure that patients receive a good standard of medical care and ensure as far as possible the safety of patients. We therefore need to establish if you have been found guilty of a criminal offence, been bound over or cautioned or are currently the subject of proceedings which might lead to a conviction, an order binding you over or a caution, in the UK or any other country.

This post is exempt from the 1974 Rehabilitation of Offenders Act (Exclusions & Exceptions) (Scotland) Order 2003. This means that you must tell us if you have been convicted of a criminal offence either classed as 'spent' or 'unspent', been bound over or cautioned or are currently the subject of any police investigations, which might lead to a conviction, an order binding you over or a caution in the UK or any other country. Information will be verified by Disclosure Scotland.

We also need to establish if you have been the subject of any fitness to practise proceedings in the past, or any fitness to practise proceedings are being contemplated, by a licensing or regulatory body in the UK or another country and this is also reflected in the declaration. This information will be treated in confidence and will not debar you from appointment unless the selection panel considers that it renders you unsuitable for appointment. In reaching such a decision we will consider the nature of the conviction/action, how long ago it took place and any others factors that may be relevant.

Failure to disclose a criminal offence, or cautioned, or that you are currently the subject of criminal proceedings which might lead to a conviction, an order binding you over or a caution, or fitness to practise proceedings undertaken or being undertaken by an appropriate licensing or regulatory body, may disqualify you from appointment, or result in summary dismissal/disciplinary action and referral to the General Medical Council [General Dental Council] for consideration if such a discrepancy came to light.

If you would like to discuss what effect any previous convictions, police investigations or fitness to practise proceedings taken or being taken either in the UK or by an overseas licensing or regulatory body might have on your application, you may telephone the Recruitment Services Team (Medical Staffing) on Tel: 01382 632000 for advice. All calls will be treated in confidence.

(Continued on next page)

Declaration Statement regarding

(a) any criminal offence, being bound over or cautioned, or current proceedings which might lead to a conviction, an order binding you over or a caution and

(b) fitness to practice proceedings taken or being currently contemplated by a licensing/regulatory body

1. Have you been convicted of a criminal offence, been bound over or cautioned or are currently the subject of any police investigations, which might lead to a conviction, an order binding you over or a caution in the UK or any other country? **YES/NO**

Note: Applicants for posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. You are required to declare prosecutions or convictions, including those considered 'spent' under this Act.

If yes, please provide details of the criminal offence, order binding you over or caution or details of any current proceedings which might lead to a conviction, an order binding you over or a caution, including approximate date, the offence, and the authority and country which dealt with the offence.

2. To the best of your knowledge have you been or are you currently subject to any fitness to practise proceedings by an appropriate licensing or regulatory body in the UK or any other country? **YES/NO**

If yes, please provide details of the nature of proceedings undertaken, or contemplated, including approximate date of proceedings, country where proceedings were undertaken and the name and address of the licensing or regulatory body concerned.

I hereby declare that the information given here is true.

Signature: _____

Print Name: _____

Date: _____

DISABILITY CONFIDENT EMPLOYER

Disability

The Equality Act 2010 defines disability as follows: “any physical or mental impairment which has a substantial and long-term effect negative effect on your ability to carry out normal day to day activities”. NHS Tayside is accredited as being a Disability Confident Employer and operates a **Job Interview Guarantee (JIG)**, which means that if you have a disability, **and meet the minimum criteria outlined within the person specification**, you will be guaranteed an interview. However, some disabled people prefer not to take this option, so please tick your preference if you are a disabled candidate.

Do you want to participate in the guarantee scheme? Yes No

Please specify any special requirements you require if attending for interview,
e.g. Induction Loop, Wheelchair Access, Signer _____



NHS TAYSIDE EQUAL OPPORTUNITIES MONITORING FORM

Equal Opportunities Monitoring

We want to ensure that our job opportunities are open to all. The only way we can ensure there is equal opportunity is to monitor applications we receive and compare the profile of people who apply with those appointed. Therefore this form asks you for your ethnic origin, gender, disability, religion, sexuality and age. **The information you provide in this document is confidential and is not used in the selection process. It will be separated from the rest of your application when we receive it.**

1) If you are currently an employee of NHS Tayside, will getting this job be a promotion?

Yes No

2) You are:

Female Male

3) Have you undergone, are you undergoing or do you intend to undergo gender reassignment? For example, this includes having changed your sex (gender)?

Yes No Prefer not to say

4) What is your age?

I am _____ years old, and my date of birth is:

5) Do you have a physical or mental health condition or disability that:

- has a substantial effect on your ability to carry out day to day activities?
- has lasted or is expected to last 12 months or more?

Yes No Prefer not to say

- If you answered 'yes' please tick if it is either of the following:

Learning Disability Physical impairment

Long standing illness Sensory impairment

Mental health condition

Other (please describe):

- Again, if **yes**, please describe any particular arrangements you would need for your work location:

(Continued on next page)

6) What is your ethnic group?

Choose **one** section from A to F, then **tick** the appropriate box to indicate your cultural background

A: White

- Scottish Irish Other British
 Polish Gypsy Traveller
 Any other White background

B: Mixed

- Any mixed background

C: Asian; Asian Scottish; Asian British

- Pakistani Indian Chinese
 Bangladeshi Any other Asian background

D: Black; Black Scottish; Black British

- Caribbean African
 Any other Black background

E: Other ethnic background

- Any other background

F: Prefer not to answer

7) To which religion, religious denomination or body do you actively belong?

- (Christianity) - Church of Scotland Hinduism
 (Christianity) - Roman Catholic Sikhism
 Christianity (other) Judaism
 Other faith / belief Islam
 Buddhism No religion (none)
 Prefer not to answer

8) Which of the following best describes your sexual orientation?

- Bisexual Gay Man
 Heterosexual Lesbian/Gay Woman
 Other Prefer not to answer

Thank you.

GENERAL INFORMATION

TYPE OF CONTRACT	SUBSTANTIVE CONSULTANT POST
GRADE AND SALARY	<p>CONSULTANT</p> <p>Salary is paid on the last Thursday of each month by Bank Credit Transfer.</p>
HOURS OF DUTY	40 hours per week
SUPERANNUATION	<p>New entrants to NHS Tayside who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Employees may opt out by completing the appropriate form obtainable from the Scottish Public Pensions Agency (SPPA) at www.sppa.gov.uk</p>
PROFESSIONAL REGISTRATION	You must be registered with the General Medical Council and hold a licence to practice
RELOCATION EXPENSES	Assistance with removal and associated expenses may be given and would be discussed and agreed prior to appointment.
SMOKING POLICY	NHS Tayside operates a No Smoking Policy and smoking is prohibited within NHS premises and grounds
DISCLOSURE SCOTLAND	This post requires membership of the Protection of Vulnerable Groups Scheme (PVG) in respect of regulated work with protected adults and children

MEDICAL EXAMINATION	All offers of appointment are subject to a satisfactory medical examination. Medical examinations are undertaken by Occupational Health (OH)
REFERENCES	All offers of appointment are subject to receipt of three satisfactory references
THE IMMIGRATION, ASYLUM and NATIONALITY ACT 2006	<p>It is a criminal offence for an employer to employ anyone who does not have permission to live or work in the United Kingdom</p> <p>Shortlisted applicants will be asked to produce specific original documentation when attending for interview e.g. passport <u>or</u> full birth certificate together with an official document giving the applicants' permanent National Insurance number and name issued by a Government Agency or a previous employer, as well as clear photocopies of these documents</p>
THE REHABILITATION OF OFFENDERS ACT 1974 (EXCLUSIONS and EXCEPTIONS) (SCOTLAND) AMENDMENT ORDER 2015	<p>The Rehabilitation of Offenders Act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exclusions and Exceptions) (Scotland) Amendment Order 2015.</p> <p>Therefore, applicants are required to disclose information about all unspent convictions and spent convictions for offences on the ‘always’ disclose list. Offences on the ‘always’ disclose list can be found at https://www.mygov.scot/offences-always-disclosed/uksc-offences-always-disclosed-list-2015.pdf?inline=true</p> <p>There is a separate ‘rules’ list for offences like fraud, theft or assault. If you have a spent conviction for an offence on the ‘rules’ list, Disclosure Scotland follow rules set out in law about the length of time they will disclose them. The rules are:</p> <ul style="list-style-type: none"> • Fifteen years, if you were 18 or over at the date of the conviction • Seven and a half years, if you were under 18 at the date of the conviction <p>If Disclosure Scotland discloses a conviction on the ‘rules’ list, we will ask you about this also. Offences on the ‘rules’ list can be</p>

	<p>found at https://www.mygov.scot/offences-disclosed-rules/uksc-offences-disclosed-rules-list-2015.pdf?inline=true</p> <p>Any information provided will be treated confidentially and only shared with those who need to know</p> <p>Having a conviction will not automatically debar you from obtaining employment with NHS Tayside. Careful consideration will be given to the relevance of the offence to the particular post in question</p> <p>If you are appointed and it is found you did not disclose previous conviction(s), disciplinary action up to and including dismissal may be taken</p>
<p>MEDICAL NEGLIGENCE</p>	<p>In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme.</p>
<p>FAIR PROCESSING NOTICE</p>	<p>NHS Tayside is under a duty to protect the public funds it administers and to this end may use the information you provide in your application for the prevention and detection of fraud. It may also share this information with other bodies responsible for auditing or administering public funds for these purposes. Further information can be found at: http://www.nhstayside.scot.nhs.uk/YourRights/NationalFraudInitiative/index.htm or contact robert.mackinnon@nhs.net</p>

**NHS TAYSIDE
MEDICINE DIRECTORATE**

CONSULTANT PAEDIATRIC NEUROLOGIST 10 PAS

Applicants are invited for the post of Consultant Paediatric Neurologist. The post attracts 10 programmed activities per week, including 2 PA for supporting professional activities. Less than full time working will be considered.

Informal enquiries can be made Philip Brink, Ninewells Hospital, Dundee (01382 660111 ext 32804)

NHS TAYSIDE

Women & Child Health Directorate Paediatric & Child Health Team

CONSULTANT PAEDIATRIC NEUROLOGIST, 10 PAs

TAYSIDE CHILDREN'S HOSPITAL, DUNDEE AND NORTH OF SCOTLAND CHILD NEUROLOGY NETWORK (NeSCANN)

Introduction

The North Scotland Child and Adolescent Neurology Network (NeSCANN) is a unique collaboration of clinicians, allied health professionals and nursing staff who provide a comprehensive and equitable child neurology service across 5 Health Boards in Scotland. The region consists of a widely dispersed population of 1.3 million people living in a geographical area equivalent to 20% of mainland Britain. The network is predicated on the development and maintenance of the close professional working relationships. Clinicians in the region work in collaboration to provide out of hours on call and we provide direct clinical care to both Tayside and Highland

The successful candidate will play a part in the continuing development of the North Scotland Child and Adolescent Neurology Network.

The appointee will be based in Tayside where Dundee is the principal city. Dundee is situated on the North bank of the Tay. Edinburgh, Glasgow and Aberdeen are all within easy reach. London is six hours by rail and just over an hour by air. There is a flourishing arts scene in Dundee including the new V&A Museum of Design. The river and its estuary, the coasts of Angus and Fife and the nearby hills and mountains of Perthshire offer scope for almost any outdoor activity. There is a good range of relatively inexpensive housing with good schooling including several excellent private schools in Dundee and the surrounding countryside.

The medical school was originally part of the University of St. Andrews, but became the Faculty of Medicine of the University of Dundee when the latter received its Charter in 1967. The present annual intake of medical students is 250 and the total number of students at the University is c.15,000. The medical school is currently ranked 7th of medical schools in the UK in the 2026 Complete University Guide and 2nd in the Times University league.

Tayside Children's Hospital

Tayside Children's Hospital is one of four Children's Hospitals in Scotland and is accommodated within the purpose-built Ninewells hospital and medical school complex overlooking the Firth of Tay. The inpatient children's unit includes 40 medical paediatric beds including 5 HDU, a 10 bed paediatric surgical ward and a 21 cot Level 3 Neonatal Intensive Care Unit. The regional Child Development Centre (Armitstead) is based at Kings Cross, Dundee and there are clinics and nurseries for children with special needs throughout Tayside. There is an NHS site at Kings Park special school. Out-patient clinics are also hosted at Perth Royal infirmary, Perth and in Angus.

A clinical facility has been developed as part of the Medicines for Children research initiative. This is part of the Scottish Children's Research Network funded by the Chief Scientist's Office of Scotland.

Hospital In-Patient and Out Patient Paediatric Service

This service is currently provided at both Ninewells Hospital and Perth Royal Infirmary. Recent developments of the Acute Service include the establishment of an Assessment/Day Case Area and expansion of the generic and specialist outreach nursing services. General paediatric clinics are undertaken across Tayside and NE Fife. In Ninewells Hospital there are 7000 admissions per year to the paediatric wards and 14500 out-patient consultations. There are 4000 out patient consultations at Perth Royal Infirmary per annum. The COVID pandemic enabled further developments in tele-health technologies in delivering both in-patient and out-patients services to a large geographical area.

Neonatal Service

A full tertiary, consultant led maternity service is provided out of Ninewells with 3 additional midwifery led delivery units in Perth and Angus. The neonatal unit provides full intensive care support for all neonates. There are currently 6 consultants contributing to the clinical attending system and providing the out of hours cover for the neonatal unit.

Specialist Services

In recent years there has been considerable progress in the development of multi-disciplinary specialist clinical services for neurology, diabetes, oncology, cystic fibrosis, respiratory diseases, rheumatology, nephrology, neurodisability, gastroenterology and metabolic disorders. Tertiary renal, cardiology, metabolic and rheumatology services are provided by the respective departments in the Royal Hospitals for Sick Children in Glasgow and Edinburgh.

Community Paediatric Service

This is currently provided by three services based in Dundee, Perth & Kinross and Angus, which relate to the local authority areas. Community Child Health has also moved towards the provision of secondary level services with the formation of speciality teams that operate within the framework of general paediatric services. These speciality teams are Complex Disability, School Health, Special Needs, Child Protection, Audiology, Visual Impairment and Social Paediatrics.

Armitstead Child Development Centre

This centre provides a service to children across Tayside. A newly built Child Development Centre better suited to meet the needs of the patients opened in 2008 on the NHS Tayside Kings Cross Site. This is co-located with Seymour House, Child Protection service and Glenlaw, an NHS run children's respite unit.

Paediatric Neurology in Tayside

The service consists of three consultant paediatric neurologist posts and some sessions allocated to a paediatrician with an interest in epilepsy. This job description describes a replacement substantive neurology post due to retiral (10 PAs) although flexible or less than full time working will be considered. There are five neurologists (two based in Aberdeen) providing services for the region.

In-patient beds for children with neurological disorders are available in the paediatric wards and the full range of diagnostic and management facilities exists to support this work. A paediatric High Dependency Unit caters for the majority of severely ill children with neurological disorders including those needed basic level pre-established ventilatory support. There are defined criteria for those requiring paediatric ICU care in Glasgow or Edinburgh but some neurologically ill children requiring ventilation have their care provided on a defined shared-care basis in the adult ICU in Tayside. Level 3 neonatal intensive care is provided at Ninewells Hospital and neurological consultations are available to the unit.

The outpatient service consists of regular clinics in general neurology, seizure disorders and teenage epilepsy. Specialist clinics and services include combined neurology/complex neurodisability clinics, neurogenetics, ketogenic diet and VNS, neuromuscular disorders and tone management clinics. The majority of these are held in Ninewells Hospital and Perth Royal Infirmary with some at the regional Child Development Centre and in a large special needs school.

Neurodisability

Dundee enjoys well integrated neurology and neurodisability services of a high standard. There are close links with the child development centre and special schools where regular joint clinics operate. Tone management clinics operate with the neurodisability team including an intra-thecal baclofen pump service (assessment clinics, and refills., supported by a paediatric physiotherapist with a specific regional remit for this service). Baclofen Pump implants are done in Edinburgh Sick Kids

Hospital. There is also regular spina bifida clinic held in Ninewells jointly with paediatric urology. The neuromuscular service is currently run jointly by neurodisability and neurology.

Neurophysiology

There is ready access to electroencephalography, peripheral neurophysiology, visual and auditory evoked potentials; this service is run by a consultant neurophysiologist (Dr Sarah Findlayson). Inpatient long term video EEG telemetry facilities exist in the paediatric unit and currently cater not only for Tayside children but also those from Highland. These facilities provide diagnostic event monitoring as well as pre-surgical assessment for children with epilepsy. We also operate an ambulatory home video EEG service. Regular review MDT sessions of EEGs and peripheral neurophysiology data is undertaken jointly with the neurophysiologist. Video EEG and ambulatory EEG reporting are undertaken by the paediatric neurologists and routine reporting of EEGs may be required when the consultant neurophysiologist is on leave.

Neuro-imaging

There are two 1.5 Tesla MRI scanners and the more modern scanner (with spectroscopy) is used for a weekly paediatric general anaesthetic list. There is access to University 3 Tesla and CT-FDG PET imaging on the Ninewells campus. Two of the consultant radiologists (Dr Avinash Kanodia and Tharika Thirimurthi) has an interest in both paediatrics and in neuroradiology.

Adult neurology and paediatric neurosurgery

The adult neurosciences department is co-located on the same site and consists of 5 adult neurologists and 4 neurosurgeons. VNS for young children and Intrathecal Baclofen pumps are implanted in Edinburgh Sick Kids Hospital. Neuro oncology services are operated on a shared care basis with Edinburgh. Tayside is a member of the Scottish Paediatric Epilepsy Surgery Programme and regular MDT meetings are held at Dundee in rotation with Edinburgh, Glasgow and Aberdeen. Paediatric epilepsy surgery itself is conducted at the Royal Hospital for Sick Children in Edinburgh.

Genetics

There is a monthly neuro-genetics clinic run jointly with a consultant geneticist (Dr Catherine McWilliam) and regular genetics MDT discussions. Dundee, as is the case for the other teaching hospitals in Scotland, is part of the Scottish Molecular Genetics Consortium operating a comprehensive cytogenetics and molecular genetics service.

Multi-disciplinary working

The epilepsy service is supported by 1.5 WTE epilepsy specialist nurses. (Ms Sasha Peacock and Pauline McEachen) with expansion to 2 WTE soon. The full range of paediatric AHP services are available at Ninewells Hospital, the Child Development Centre and Sunflower Centre in Perth Royal Infirmary. We have two excellent paediatric neuropsychologists who attend the weekly neurology/neurodisability team meetings. The neurodisability service also includes community based nursing teams with palliative care interest in addition to nursing teams based within Armitstead, Glenlaw respite unit and specialist schools in Dundee and Perth. There are good links with clinicians in paediatric ophthalmology, orthopaedics and ENT.

CPD activities

There is a wide range of internal CPD activities within Ninewells Hospital. A monthly "Brainwave" day runs across a day encompassing CPD, postgraduate teaching, peer and neurophysiology reviews. The neurology team also contribute to the weekly teaching grand rounds and deliver CPD on a regular basis across the neurology network. There is also ample opportunity to participate in Scottish wide CPD including the Scottish paediatric epilepsy and muscle network meetings and quarterly Scottish Paediatric Neurology Group meeting.

Background to the North & East Scotland Child Neurology Network

The North & East Scotland Child Neurology (NeSCAN) Network has been in existence for some 23 years. It arose through the difficulties posed in the provision of an equitable child neurology service in relatively small paediatric units, the need for children and families to travel large distances across

Scotland when services might appropriately be provided locally, the sustainability and recruitment difficulties for tertiary level single-handed posts, clinical governance issues of increasing prominence, and in the provision for the relatively smaller populations served by comparison to larger regions in England.

There have and continue to be developments in the service provided by the Network. Examples of these developments, in part funded through a major investment commencing 2008 of c. £750,000, have included:

- A robust children's epilepsy nurse service with 2 children's epilepsy nurses in each of the 3 major Health Board areas of Tayside, Grampian and Highland.
- A ketogenic diet service across the 5 Board areas coordinated by an experienced paediatric dietician
- A consultant with an interest in Epilepsy employed in Highland
- A children's epilepsy service in Elgin – supported by the consultant paediatrician from Highland
- Paediatric neurologist outreach clinics to Orkney, Shetland and Highland
- The development of an intra-thecal baclofen service for the North of Scotland
- Development of paediatric neuromuscular disease clinics across the North of Scotland
- Participation in the Scottish paediatric epilepsy surgery programme – rotating meetings between Glasgow, Edinburgh, Aberdeen and Dundee.
- Consultant supported neurophysiology services in each of the 3 major Health Board areas
- Well established tele-medicine links.
- Appointment of two paediatric neurologists at the Royal Aberdeen Children's hospital, expanding the number of tertiary level consultants delivering services as part of NESCAN across the North.

The principles underpinning such a network are those that ensure equity of service and facilitate care being provided as close to home as possible. Implicit in this are close working relationships between collaborating clinicians across large distances. It is not intended that the tertiary neurologists will simply provide a series of traditional outreach clinics in an area to the North but rather that quality care is provided through joint visiting. This includes dedicated time set aside for case management discussions, protocol development, audit, and multi-disciplinary education.

There are strong links to a series of other national networks including the Scottish Paediatric Epilepsy Network, Scottish Muscle Network, the Scottish Paediatric Epilepsy Surgery Network and Inherited Metabolic Disease network.

THIS POST

This appointment has arisen as a result of a senior clinician's retirement.

The appointee must be trained in paediatrics and hold the MRCPCH, or equivalent, and have completed higher specialist training (or equivalent) in paediatric neurology. Applicants must be on the Specialist Register or within six months (at date of interview) of being admitted to the Register for trainees if currently in a training programme within the UK. In accordance with the regulations, all other categories of doctors must be on the Specialist Register to be eligible for consideration for a Consultant appointment by the Appointments Committee. Suitable candidates who are eligible for entry onto the specialist register through the Portfolio pathway route will be considered but would be appointed in a locum post for up to 23 months in the first instance. Tayside has an excellent record of supporting well-qualified individuals through this route.

The appointee must be able to demonstrate a high level of clinical experience and competence in the diagnosis and management of children with a broad range of acute and chronic neurological and neuro-disabling disorders. This post will contribute to the in-patient and out-patient clinical service of Tayside and the Network. The current job plan will comprise work mainly in Tayside and Inverness. You can expect to be away from Tayside no more than one to two days each month. Your primary in-

patient base will be Tayside Children's Hospital but you may be expected to see in-patients in Inverness during the course of your routine visits there.

The out-patients clinics are varied with a variety of models and locations. Close cooperative working with a range of local clinicians will be required. The appointee will have good communication skills and be able to work effectively as part of a team. This is of particular importance in the effective functioning of the integrated neurology/neurodisability service and of the North of Scotland clinical network. There is considerable emphasis on good clinical governance within the network and there are ample opportunities to work closely with a range of clinical specialties in the different centres in the North of Scotland.

This post includes weekly out-patient neurology or seizure clinics based at Ninewells and potentially PRI. These clinics cover a broad range of conditions, including cerebral palsy, neuro-degenerative and neuro-muscular disorders.

You will contribute to a 1 in 5 out-of-hours telephone advice service for the Network. There will be no requirement for general paediatric duties. This will be paid at a Level 2 on-call supplement. On occasional circumstances you may be expected to see children in Tayside Children's Hospital who may require specialist paediatric neurology input out of hours and at weekends. Audio-visual technology (Telemedicine) for acute care advice for remote sites may also be used when required.

None of the tertiary level or district general hospitals in the North of Scotland provide PICU care. All children requiring PICU are transferred to the regional PICU's in Edinburgh or Glasgow. We have close working relationships with our neurology colleagues in these centres when children from the North require this level of care. Excellent MDT working with Edinburgh and Glasgow facilitate step down care to HDU in our tertiary level centres (Dundee and Aberdeen). The geographical nature of the North of Scotland and robust development of regional services has enabled us to deliver this service safely with a paired down 'acute week' for day time working and cover in Tayside only. Children may on occasion be transferred to Ninewells from Highland for acute care while children from Moray(Elgin) and the islands would generally go to our colleagues in Aberdeen.

The post holder will be a full member of the NeSCANN Steering Group and will be expected to contribute towards the day to day operational issues and development of the Network. You will be expected to contribute to audit. This is of particular importance within the context of a Network so as to ensure high and consistent standards in the diagnosis and management of neurological conditions in childhood

This post will be based in the paediatric unit in Dundee but it is clear that travel will be involved as part of this post in order to aspire to the aims of the NeSCANN network. Travel time will be recognised within the job planning process.

There may be opportunity to further develop some highly specialist skills and services if desired. As network clinicians we have already embraced the use of technology to provide regional clinical care.

The exact configuration, including support for the development of more specialist roles within the generic team will be agreed with the successful candidate. Days and nature of the work may change as we continue to restructure services to meet the population need.

A proposed job plan is as follows:

Indicative Neurology Job Plan – (monthly cycle)

	AM	PM
Monday	Week 1 Brainwave 09h30-12h30	Week 1 EEG review Brainwave 1500-17h00

	<p>Team meeting: 09h30 Ward round: 11h00 – 13h00 (weeks 2,3,4,5)</p> <p>Acute review clinic 14h00-17h00. On call weeks</p>	12h00-13h00 Monthly Neuro-genetics MDT (0.125)
Tuesday	<p>3 Transition clinics/yr</p> <p>Ninewells Neuro clinic 09h00-13h00(weeks 2)</p>	
Wednesday	<p>Ninewells seizure clinic 09h00 – 13h30(weeks 1,3)</p> <p>Inverness Neurology clinic (week 2)</p> <p>Ward reviews 11h00- 12h30 (1:3)</p>	Inverness Neurology clinic (week 2)
Thursday	<p>Neurogenetics clinic(week 1) 09h00-13h00</p> <p>Neurology Clinic, NWH(weeks 2,3,5) 09h00-13h00</p> <p>NOD* (RACH) week 4</p>	NOD* (RACH) week 4
Friday	<p>Neuroradiology 08h00-09h00</p> <p>Ward round 11h00 -12h00</p> <p>Monthly National Epilepsy surgery MDT with twice annual MDT clinic when hosted in Dundee (VC / travel required if presenting)</p>	<p>VT/ambulatory EEG reporting weeks 2, 4</p> <p>Ketogenic diet clinic(3/yr)</p>

- * NOD (Neurology Open Day) at the Royal Aberdeen Children’s Hospital : 09h30-10h30 paediatric neuroradiology meeting, 11h00 -13h00 – case discussions and peer review, 14h00-16h00 Monthly neurophysiology review meeting.
- Other DCC –epilepsy surgery assessments , in hours phone advice, patient admin, MDTs, Level 2 on-call, 2 X annual neurology review days (similar to Aberdeen) in Inverness (Total: 5sessions DCC /month)
- Personal CPD, management, appraisal, teaching, audit, governance, Educational and Clinical supervision. Total: 8 SPA/month

On 1 week in 3, you would also be the day time /acute consultant “on for neurology”. This would entail cover for ward and NICU consultations including new in-patient admissions referred to you from general paediatrics and other specialities, and taking phone calls from Highland.

Acute weeks - Travel out with of Tayside is scheduled in non-acute weeks as per BPNA guidelines. Clinic capacity is restricted to facilitate ward and NICU working and may include out-patient reviews at our acute/urgent review clinic as required.

The paediatric neurology team is very robustly supported by the acute attending paediatric and neonatal teams who assist with arranging, and in some instances, performing specialist investigations as required.

The neurology team is supported by a rotating speciality senior trainee – either a general paediatric trainee, SPIN or GRID and core (junior) trainees with subspecialist exposures time tabled into their early years.

Grand total = 10.0 sessions per week, 8.0 of which are clinical and 2.0 SPA.

Quality Improvement projects and clinical governance are important parts of clinical work.

On appointment , discussions can be had to swop clinics between consultants that meets the needs of the service and individual consultants.

Postgraduate teaching and training

A specialist registrar who is undertaking general paediatric training rotates through paediatric neurology every 6 months. The neurology department participates in the paediatric neurology National Grid tertiary training scheme and provides training at a level to enable him or her to apply for a tertiary paediatric neurology post. This post may rotate with Glasgow or Edinburgh for a period of the training. We have also supported numerous trainees to complete the epilepsy SPIN..

The appointee will take part in the active postgraduate education programmes within Tayside and the wider Neurology Network. There is an active monthly neurology/neurodisability CPD programme (“Brainwave”) in Tayside and a monthly full day CPD/Clinical review day with Aberdeen. here are education programmes for junior staff, (both for in-service training and post graduate examinations), local and regional education programmes which contribute to CPD and involvement in interagency education and training.

The successful candidate will be required to participate in a CPD scheme such as operated by the Royal College of Paediatrics and Child Health.

Paediatric neurology in Scotland has excellent formal and informal links between departments in Scottish teaching hospitals. The Scottish Paediatric Neurology Group meets on a regular basis both as a clinical forum and as the body putting forward professional opinion on issues pertinent to paediatric neurology. There are also strong links with the National Scottish Paediatric Epilepsy: Paediatric Epilepsy Surgery and Muscle Networks.

Informal enquiries can be made to:

Dr Philip Brink, Consultant Paediatric Neurologist , 01382 632804, philippus.brink@nhs.scot

NHS TAYSIDE

SHORTLISTING CRITERIA FOR APPOINTMENT OF CONSULTANT PAEDIATRIC NEUROLOGIST

NHS Tayside is committed to the principle of equality of opportunity in employment and accordingly its advertising and recruitment literature will not imply that there is a preference for any one group of applicants, e.g. by the use of discriminatory job titles or material depicting or describing certain sexual or racial groups.

In general, the shortlisting process will be conducted so as to give all candidates equal consideration against defined selection criteria. The following criteria will, therefore, be applied equally to all candidates irrespective of age, sex, religion, ethnic origin or disability and avoiding judgements on the basis of assumptions or stereotypes.

The following framework is suggested as a basis for preparing the shortlisting criteria for use by the Clinical/ Group Director in conjunction with the Chairperson of the Appointments Committee. An alternative format may be used if this is felt to be desirable provided that the basic principles of objectivity and equality are observed

POST: CONSULTANT PAEDIATRIC NEUROLOGIST TAYSIDE CHILDREN'S HOSPITAL

NORTH SCOTLAND CHILD NEUROLOGY NETWORK (NeSCANN)

	<u>CRITERION</u>	<u>ESSENTIAL</u>	<u>DESIRABLE</u>
1.	Qualifications Accredited by relevant Committee	Medical degree GMC Registered Medical Practitioner GMC Specialist Register for Paediatric Neurology (or within 6 months of being eligible at date of interview) OR equivalent Portfolio pathway (obtained or submitted) OR Eligible for Portfolio pathway route (will be appointed as a locum in the first instance)	Higher medical degree - MD or PhD
2.	Advanced clinical training and experience	Expertise of comprehensive training and experience in paediatric neurology and its subspecialities.	Experience of working within a clinical service network.
3.	Teaching experience	Evidence of commitment to formal and informal teaching and training of junior doctors, medical students and other clinical staff	Training to a standard that would meet GMC requirements for RoT (Recognition of Trainer) Train the Trainer experience
4.	Particular requirements and/or areas of special interest	.	Demonstrable training and competency in EEG analysis including video EEG reporting OR Experience of assessment and management of Baclofen pump technology OR

			Experience of specialist neuromuscular or movement disorders OR Interest and experience with neurometabolic disorders
5.	Research and publications		Evidence of completed research
6.	Management training	Evidence of management training/experience	
7.	Audit/Quality & Safety activity	Evidence of involvement in Clinical Audit/improvement projects Evidence of commitment to patient-focused care. Good team player, good communication skills, experience of working in multidisciplinary teams	