



# **Consultant in Community Child Health / Consultant Paediatrician with an interest in Community Child Health**

## **APPLICANT INFORMATION**



# Contents

---

<b>Copy of advertisement</b>	<b>3</b>
<b>Living in Tayside</b>	<b>5</b>
<b>NHS Tayside</b>	<b>6</b>
<b>Paediatric services in Tayside</b>	<b>8</b>
<b>Job Description</b>	<b>10</b>
<b>Example Job Plan</b>	<b>14</b>
<b>Person Specification</b>	<b>14</b>
<b>Further information</b>	<b>16</b>
<b>Application Process</b>	<b>16</b>



# **NHS TAYSIDE**

---

Women & Child Health Directorate  
Paediatrics & Child Health Team

Consultant in Community Child Health/  
Consultant Paediatrician with a Special Interest in Community  
Paediatrics

2.5 WTE – up to 3 substantive posts  
Full time/Part time – up to 40 hrs/week

We have an exciting opportunity available in one of the UK's most up and coming and rapidly developing Cities.

NHS Tayside seeks to appoint Paediatric Consultants with an interest in Community Paediatrics. Following retirements and vacant sessions within the service, these posts have been created with a view to the continuing development and improvement of existing services.

Development of a specific interest in Adoption and Fostering, Complex Neuro-disability, Neuro-developmental assessment, Paediatric Audiology, Visual Impairment or Child Protection may be of advantage. There is also the opportunity for some acute work as part of one of these posts. NHS Tayside is supportive of continuous professional development, and all of our posts include 2 PAs for supporting professional activities (pro-rata).

Successful applicants are likely to be based in either Perth or Angus with the expectation that some sessions would be worked within Dundee. Existing team members live across the area and a number work between localities.

You will be joining a supportive, forward thinking team with a broad range of experience and well-established links with the acute service and other agencies. We have regular team meetings and joint training both within the wider CCH team and across specialties with our neonatal and general paediatric colleagues. We welcome applications from doctors wishing to work less than full-time and those wishing to pursue further training to develop a specialist interest, including Paediatric Audiology, Visual Impairment and Complex Disability. Interested candidates are encouraged to contact us for an informal discussion.

NHS Tayside serves a population of 416,090 across three local authorities: Dundee, Perth and Kinross and Angus. Paediatric services serve a population of approximately 67,100 children under 16 across Tayside, with community paediatric bases at Armitstead Child Development Centre in Dundee, Drumhar Health Centre in Perth and Whitehills Health and Community Care Centre in Forfar, Angus. Some Community Child Health Services are locality based whilst others are Tayside wide.

Tayside Paediatric Department participates in several regional and national managed clinical networks facilitating the maintenance of specialist interests for all

senior medical staff and career grade staff. Tayside paediatric department is committed to teaching undergraduates from Dundee. Trainees undertaking their paediatric training in the East of Scotland region are based in Dundee and rotate to Forth Valley and Edinburgh.

There will be the opportunity for an interested applicant to contribute to the Acute Paediatric Service rota (2PA). This would initially be in the form of out of hours resident consultant working.

To apply for this post please visit the job posting on the NHS Scotland Job Train website. Applicants should have full GMC registration and a licence to practise, membership of the RCPCPH, be registered with the GMC and on the specialist register or be within 6 months of the anticipated award of a CCT or CESR (CP) at the time of interview. If you have appropriate specialist training and experience but are not listed on the GMC Specialist Register you can be considered for a Locum Consultant post (up to 12 months) if no substantive Consultant appointment is made. Whilst in locum employment, you can apply to obtain a CESR and enter onto the Specialist Register.

Informal enquiries can be made to Dr Carolyn Cormie, Clinical Lead for Community Child Health, Whitehills Health & Community Care Centre [01307 475260], Dr Joanna Chisholm, Consultant Paediatrician, Armitstead Child Development Centre [01382 835100], or Dr Ben Colvin, Consultant Paediatrician, Drumhar Health Centre [01738 564257]

Closing date: 14th October 2022

Interview date: 25th October 2022



# Living in Tayside

When choosing somewhere to work and live, quality of life is key. Tayside is one of the few locations in the UK which combines the best of both worlds – city facilities in Dundee and Perth on a friendly community scale, and easy access to some of the most stunning countryside in Scotland. Set on the spectacular Tay Estuary, Dundee, the principal city in Tayside and the sunniest city in Scotland, sits in a landscape of wild beaches, championship golf courses, quaint coastal villages and beyond them, Scotland's famous mountains and glens.



Dundee is conveniently located within easy reach of three other large cities in Scotland – Edinburgh, Glasgow and Aberdeen and within a 90 minute drive from 90% of Scotland's population. There are excellent road, rail and bus links to all 3 cities and London is six hours by rail and just over an hour by air from Dundee airport, flying direct to London City Airport. There is a vibrant arts scene in Dundee and beyond. Scotland's first design museum, The V&A Museum of Design, opened in 2019 as part of significant ongoing investment and redevelopment of Dundee waterfront including the forthcoming development of the Eden Project, Dundee. Dundee is the UK's only UNESCO City of Design. Within Dundee, in addition to the new waterfront development, there are a number of attractions to suit all ages including Discovery point, the Dundee Contemporary Arts centre and the Dundee Science Centre.

Beyond Dundee, the River Tay and its estuary, the coasts of Angus and Fife and the nearby hills and mountains of Perthshire offer scope for almost any outdoor activity. Furthermore, St. Andrews, home to a number of world famous golf courses, picturesque town and beach, is only a short drive away. Whether you want to live in the rural countryside, a seaside village or one of Tayside's vibrant cities or towns, there is a variety of housing choices to suit all budgets. The salaries of employees in Dundee currently go further on the property ladder than almost any other city in the UK. There are a good variety of primary and secondary schools. There is also the option of private schooling with schools to choose from in Dundee City, St Andrews and Perth and Kinross



# NHS Tayside

NHS Tayside is one of 14 regional health boards in Scotland and serves a population of more than 400,000 people. NHS Tayside employs around 14,000 staff and provides a comprehensive range of primary, community-based and acute hospital services. NHS Tayside has been one of the top performing health boards in Scotland throughout the Covid pandemic, being praised nationally for innovations including rapid roll out of local vaccination programmes and staff testing.



Tayside covers an extensive geographical area reaching from the beautiful beaches of Dundee and Angus through the Tay estuary to Loch Rannoch and the stunning surrounding mountains. It covers 3 council areas, Dundee City, Angus and Perth and Kinross.

With its links to the University of Dundee and the Medical school, NHS Tayside is committed to both Postgraduate and Undergraduate teaching and training. Our hospital sites across Tayside also have nursing and research links with the University of Dundee and University of Abertay, Dundee.

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 150 and the total number of students at the University is c.11,000. Ranked 1st in the UK for Medicine in the Complete University Guide 2021 and the Guardian University Guide 2021, the University of Dundee Medical School has an international reputation for excellence in teaching and high impact clinical research, placing it amongst the best places in the world to study and to practice medicine.

The Paediatric department has a regular commitment to teaching medical students at different stages of training in the University of Dundee, and also offers Self-Proposed Student Selected Component (SPSSC) study modules for students wishing a more in-depth experience of Community Child Health.

Trainees in the East of Scotland Paediatric Training Programme complete a significant proportion of their training in Tayside. As such, there will be at least one general paediatric trainee rotating through community child health every 6 months. In addition to this the department participates in the CCH National Grid tertiary training scheme and provides training at a level to enable the trainee to apply for a secondary or tertiary paediatric community post. All consultants are expected to support the Educational and Clinical supervision of our specialty trainee doctors.

The appointees will take part in the active postgraduate education programmes within Tayside. This involves running education programmes for junior staff, (both for in-service training and postgraduate examinations), local and regional education programmes which contribute to CPD and involvement in interagency education and training. There are also opportunities to take part in the undergraduate teaching programme.

It is an exciting time to join NHS Tayside – over the last 2 years, NHS Tayside has been moving to a clinically-led model of management with involvement of senior clinicians (medical, nursing, AHP) in decision making. Development of a new Children’s Theatre and Day case area has just been completed and our fully refurbished Neonatal Unit has recently opened.



# Paediatric Services in Tayside

## 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 provides secondary level services within specialty team including Neurodevelopment, Adoption and Fostering, Complex Disability, Child Protection, Audiology and Visual Impairment. There are currently 9 consultants, 5 Associate Specialists and 3 Specialty Doctors working in the department, who work a mixture of full and part-time and a number of whom have responsibilities covering Community Child Health, General Paediatrics and Child Protection.

Tayside consists of three local authorities: Dundee, Perth and Kinross and Angus. NHS services cover these locations with bases at Armitstead Child Development Centre in Dundee, Drumhar Health Centre in Perth, and Whitehills Health and Community Care Centre in Forfar, Angus. Some Community Child Health Services are locality based whilst others are Tayside wide.

## Child Protection

There is a dedicated child protection rota Monday-Friday, 9am-5pm which is staffed by a combination of Community Paediatricians and Acute Paediatricians. Out of hours and at weekends, Child Protection is within the remit of the Acute Paediatrician. The Lead Doctor for Child Protection in Tayside is Dr Katherine Lawlor.

## Hospital In-Patient and Out Patient Paediatric Service

Acute paediatric services are based in the Tayside Children's Hospital at Ninewells Hospital. This service is provided by 20 consultants with 10 paediatricians contributing to the Consultant of the week and on-call system with specialist rotas for Neurology and Shared Care Haematology/Oncology. General Paediatric clinics are undertaken across Tayside. In Ninewells Hospital there are 2,700 admissions per year to the paediatric wards and 7,000 outpatient consultations. The in-patient unit currently has 29 beds plus 5 HDU beds and a 4 bed assessment unit. There is a 12 bed day case surgery area and a new Paediatric Surgery ward and theatre are currently under development.

## Neonatal Service

A full tertiary, consultant-led maternity service is provided out of Ninewells with 2 additional midwifery-led delivery units in Dundee and Perth. The neonatal unit is a 21 cot Level 3 Neonatal Intensive Care Unit providing full intensive care support for all neonates. There are currently 6 WTE 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 diabetes, oncology, cystic fibrosis, respiratory diseases, rheumatology, nephrology, neurodisability, gastroenterology and metabolic disorders. Tayside consultants lead the development of regional clinical networks in several of these specialities. Tertiary renal, cardiology, metabolic and rheumatology services are provided by the respective departments in the Royal Hospital for Children in Glasgow and The Royal Hospital for Sick Children in Edinburgh, who hold regular clinics at Ninewells.

## Specialty Interests (Consultants + career grade staff )

Community Child Health	Dr Cormie (Clinical Lead), Dr Colvin, Dr Fraser, Dr Dunne, Dr Chisholm, Dr Fagerson, Dr Gallagher, Dr Stones, Dr Campbell, Dr Aird, Dr Cameron, Dr Dyker
Complex Disability	Dr Robertson, Dr Lawlor
Child Protection	Dr Lawlor, Dr Goldman, Dr Colvin, Dr Fraser, Dr Gourley, Dr Chisholm, Dr Cockburn, Dr Cormie
Adoption and Fostering	Dr Gourley, Dr Fagerson, Dr Aird, Dr Dyker
Audiology	Dr Stones
Visual Impairment	Dr Campbell
Neurology	Dr Jollands, Dr Brink, Dr Clerihew
Respiratory and CF	Dr McCormick, Dr Connolly, Dr Poulton
Endocrine/ Diabetes	Dr Conway, Dr Webster, Dr Bayman
Haematology / Oncology	Dr Peebles, Dr Husselbee, Dr Gunaratne
Nephrology	Dr Oswald
Cardiology	Dr Goldman, Dr Scotland
Gastroenterology	Dr Gannon
Paediatric HDU	Dr Clerihew
Neonatal Medicine	Dr Scotland, Dr Drimmie, Dr Wefers, Dr Bhushan, Dr Brown, Dr McKerracher, Dr Shaw

# Job Description

**Job Title:** Consultant Paediatrician with an Interest in Community Child Health / Consultant in Community Child Health

**Posts:** 2.5WTE – up to 3 substantive posts

**Hours of Work:** Full time/Part time – up to 40 hours per week

The successful candidates will join a team of 9 consultants, some of whom are part-time. Some also contribute to the acute paediatric rotas.

Posts will be for up to 10 programmed activities per week, including 2 SPA for supporting professional activities (with the corresponding SPA time allocated for someone wishing to work fewer sessions overall). It is expected that successful candidates will be based either in Perth or Angus for the majority of their duties but with some time based in Dundee also. Location needs will be taken into account whilst considering the requirements of the service. It is expected that successful applicants will contribute to the delivery of either neuro-developmental, complex disability, the adoption and fostering service or a combination of these, depending on their interest. There will also be opportunities to develop an interest in a number of areas including audiology, visual impairment and complex tone management; full training and support would be offered for an interested applicant. Therefore, applicants looking to develop an interest in complex disability, neurodevelopment, adoption and fostering would be encouraged. We would welcome enquiries from applicants with other areas of interest. There is also an option for a successful candidate to contribute to the acute paediatric rota.

This is an exciting time to join our team; work is underway alongside CAMHS to bring together neuro-developmental services for children under one virtual hub. There is significant work ongoing across the service to streamline how we deliver services ensuring we deliver assessment and intervention to those who need it in a place appropriate for the family at the right time.

## **Background:**

The Community Child Health department covers a population of approximately 67,100 children under the age of 16 years spread across Tayside. There are areas of severe deprivation in each of the 3 localities.

Currently, 9 consultants, 5 Associate Specialists and 3 Specialty Doctors all contribute to the delivery of Community Child Health Services along with a number of specialist nurses. The department of Community Child Health works closely our paediatric AHP colleagues. We also work closely with education and social services in the three local authorities. The Community Child Health department operates within the Combined Child Health Service and offers the following services under supervision and co-ordination of consultant paediatricians.

## Armitstead Child Development Centre

The centre provides a service to children across Tayside and NE Fife. A purpose-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 House – an NHS-run children’s respite unit. Armitstead offers a specialist multi-disciplinary assessment and treatment out patient service to children 0-18 with a range of neuro-developmental and neuro-disabling conditions. There is also an Early Intervention Nursery and Baby Play time for children age 0-3 with complex needs.

Angus services are based in Whitehills Health and Community Care Centre whilst services for Perth and Kinross are based out of Drumhar Health Centre. Clinics are delivered across each of these areas.

## Glenlaw House

Glenlaw House is a 5-bedded facility providing short breaks and respite care for children with complex disabilities and requiring nursing interventions as part of daily life. It is staffed 24hours by registered nursing staff and medical cover is provided by the complex neuro-disability paediatricians with out of hours cover from Ninewells. The unit is currently running 3-4 beds shared among approximately 35 families.

## Special Schools

Tayside hosts 2 schools specifically for children with complex additional support needs; King’s Park School in Dundee and Fairview School in Perth. There are on site NHS facilities to support outreach clinics in both schools, AHP and nursing teams and clinical and office bases. Medical cover for both schools is shared between CCH neuro-development team and complex neuro-disability.

## **Neuro-developmental Paediatrics**

The neuro-developmental component of this post includes a remit for both pre- and school age children attending second tier community assessment clinics hosted at Armitstead Child Development Centre, and either Perth Royal Infirmary or across Angus. This component of the job includes ASD assessment and investigation of pre-school children with developmental delay/disorder, and for the paediatric assessment and management of school age children with learning disorders and other disabilities. There are well-established links and joint assessment clinics with speech and language therapy colleagues. There are established links with our colleagues in psychology which we are keen to continue to build on. Each area within Tayside has well-established relationships with other agencies such as Education and Social Work, along with links with third sector agencies.

The post holder, depending on their area of interest, will be expected to contribute to the Tayside-wide Community Child Health team and work closely with senior colleagues in the community service along with colleagues in primary care, AHP services and CAMHS.

They will be expected to take part in improvement work across NHS Tayside Neuro-developmental services, working with colleagues in Paediatrics and CAMHS. The post-holder would be expected to attend multi-agency "Team around the Child" meetings when indicated and submit reports as appropriate for children attending the CCH service. The post-holder will also input to inter-agency planning/assessment, working closely with local colleagues in Dundee, Perth & Kinross and Angus education and social care children's services. There may be scope to accommodate specialist interests of applicants and/or to support training for the successful candidate in developing services in response to local need and as part of succession planning.

### **Children with Complex Disability**

Dundee enjoys well integrated neurology and community based neuro-disability services of a high standard, along with a strong emphasis on wider MDT working and joint clinics. The week usually begins with a joint meeting attended by neurologists, neuro-disability paediatricians, specialist nurses and neuropsychologist.

This post includes regular neuro-disability clinics at Armitstead Child Development Centre. These cover a range of neurological disorders including cerebral palsy, neurodegenerative, neuro-muscular and complex care. There is a biannual multi-disciplinary spina bifida clinic held in Ninewells jointly with paediatric urology and a paediatric neurosurgeon. The neuro-disability clinics at Armitstead also include a three monthly dedicated children's muscle clinic supported by specialist nurse and physiotherapist. Older children with neuromuscular conditions are usually transferred to the biannual neuro-respiratory clinic run jointly with Consultant respiratory paediatrician and the two neuro-disability paediatricians. This clinic has access to ambulatory sleep studies and pulmonary function testing. Children with complex neuro-disability have increasingly recognised GI dysfunction and we now run a multi-disciplinary complex nutrition clinic biannually in Ninewells. This is supported by the neuro-disability paediatricians, dietician, local and regional paediatric gastroenterologists and specialist nursing.

It would be expected that the post holder with an interest in complex disability would contribute to delivery of the current clinics across Tayside. The job plan will also include liaison time for paediatric in-patients with complex neuro-disability to support acute physicians and help provide continuity of care for children and their families. The post-holder would be expected to contribute to the running of the Glenlaw respite facility.

The complex disability service is supported by well-developed community based nursing teams in Armitstead, Glenlaw and special schools. There are also 1.5WTE complex/palliative care specialist nurses and 2 WTE epilepsy nurses. The full range of paediatric AHP services is available at Ninewells Hospital, the Child Development Centre, CCH bases in Angus, Sunflower Centre in Perth Royal Infirmary and in special schools. We have an excellent paediatric neuropsychologist who attends the weekly neurology/neuro-disability team meetings.

## **Adoption and Fostering**

NHS Tayside has an area-wide looked after children's medical team, comprising one lead paediatrician in each of the three local authority areas, in Angus, Dundee and Perth and Kinross. The lead paediatrician is designated medical advisor for each of the local authority's resource panels and provides medical advice to the Fostering and Adoption service, child health co-ordination for "Looked After Children", statutory advice to the Children's Panel and strategic planning and training for NHS Tayside. The lead paediatricians are supported by paediatricians doing medical assessment clinics.

## **Child Protection**

All paediatricians provide early assessment and examination of children supported by nurse advisors. For any child requiring a forensic medical examination, there is a dedicated child protection rota Monday-Friday, 9am-5pm which is staffed by a combination of Community Paediatricians and Acute Paediatricians. Out of hours and at weekends, Child Protection is within the remit of the Acute Paediatrician. The Lead Doctor for Child Protection in Tayside is Dr Katherine Lawlor. Examinations either take place within the children's ward (if the child is an inpatient) or more commonly in a dedicated facility (Seymour house) which is located on the Kings Cross site in Dundee. Seymour house allows for close multi-agency working and for children to be interviewed and examined (including video colposcopy in CSA cases) and have samples taken.

## **Responsibility for Records Management**

All records created in the course of the business of NHS Tayside are corporate records and are public records under the terms of the Public Records (Scotland) Act 2011. This includes email messages and other electronic records. It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with the NHS Tayside Records Management Policy and with any guidance produced by NHS Tayside specific to your employment.

# Example Job Plan

	AM	PM
Monday	Clinic	Admin
Tuesday	Clinic	Admin
Wednesday	TATC/MDT/clinic planning	SPA
Thursday	Clinic	Admin
Friday	TATC/MDT/joint working	SPA

Example given for a 10 PA post. All posts include 2SPAs (pro rata). Successful candidates have the option to work less than 10PA.

Clinics and other DCC time will vary depending on clinical interests of successful candidate.

There will be 1 SPA for personal CPD and 1 SPA to include Educational and Clinical Supervision and other roles to support the department which will be determined at job planning.

Final job plan will be agreed with the successful candidate(s) on appointment.

## Person Specification

### Shortlisting Criteria for Appointment of Consultant in Community Child Health / Consultant Paediatrician with an interest in Community Child Health

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 short-listing 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 short-listing 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 in Community Child Health / Consultant Paediatrician with an interest in Community Child Health**

Criteria		Essential	Desirable
1	Qualifications  Accredited by relevant Committee	Medical degree  GMC Registered Medical Practitioner  Paediatric CCT or equivalent or be within 6 months of anticipated award at time of interview	Higher medical degree - MD or PhD  GRID Training paediatric neurodisability or Community Child Health Relevant SPIN module.
2	Knowledge and Skills	Evidence of comprehensive training and experience in paediatric community child health and related relevant subspecialties  Training to level 3 in child protection / safeguarding	Griffiths training ADOS training  Any other certified training relevant to interest
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)
4	Research and Publications		Evidence of completed research
5	Management	Knowledge of management structures and ability to initiate, participate in, evaluate and review processes of change	Evidence of formal management training/experience
6	Audit/Quality and Safety activity	Evidence of involvement in Clinical Audit Evidence of commitment to patient-focussed care. Good team player, good communication skills, experience of working in multidisciplinary teams	
7	Other requirements	Ability to travel across Tayside	

# Further Information

Interested candidates are encouraged to contact us for an informal discussion.

For further information about the post or to arrange a visit please contact

Dr Carolyn Cormie, Clinical Lead CCH, Whitehills Health and Community Care Centre;  
01307475260 Carolyn.cormie@nhs.scot

Dr Joanna Chisholm, Consultant Paediatrician, Armitstead Child Development Centre;  
01382835100, Joanna.chisholm@nhs.scot

Dr Ben Colvin, Consultant Paediatrician, Drumhar Health Centre, Perth 01738 564273  
Bernard.Colvin@nhs.scot

## Application Process

To apply for this post please visit the job posting on the NHS Scotland job train website <https://apply.jobs.scot.nhs.uk/>. Please note that applicants not currently entered onto the specialist register must be within 6 months of award of CCT or CESR (CP) at the date of interview for the post.

Applicants who are not yet in receipt of a CCT or CESR are required to provide documentary evidence of eligibility to apply when submitting their application. If you have appropriate specialist training and experience but are not listed on the GMC Specialist Register you can be considered for a Locum Consultant post (up to 12 months) if no substantive Consultant appointment is made. Whilst in locum employment, you can apply to obtain a CESR and enter onto the Specialist Register.

Please note the following dates:

Closing date: 14th October 2022

Interview Date: 25th October 2022

Please note that we do not accept applications in the form of curricula vitae.

NHS Tayside is committed to equality and diversity and welcomes applicants from all sections of the community.

Short-listed applicants will be contacted by email. Please check your emails regularly, including your junk/spam folder.

# NHS

The NHS logo graphic consists of two stylized, curved blue lines that sweep upwards from the bottom and meet at a point in the center, resembling a stylized 'N' or a protective shield.

## Tayside

