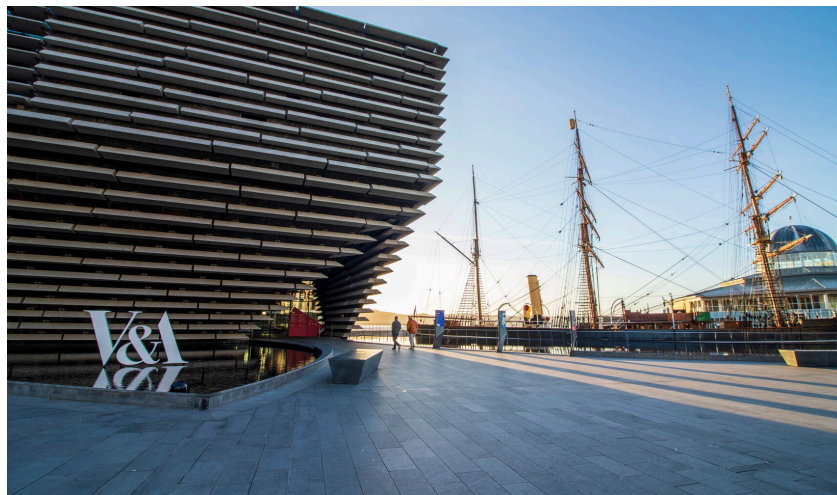


# Consultant in Community Child Health

## APPLICANT INFORMATION



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# **NHS TAYSIDE**

Women & Child Health Directorate  
Paediatrics & Child Health Team

Consultant in Community Child Health

1 WTE

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, vibrant cities.

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

An interest in Neuro-developmental assessment and Care Experienced Children and Young People's Service (CECYPS) or Child Protection would be required. NHS Tayside is supportive of continuous professional development, and all of our posts include 2 PAs for supporting professional activities (pro-rata).

The successful applicant is likely to be based in Dundee with the expectation that some sessions may be based throughout Tayside. 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. 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. Paediatrics serves 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 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.

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 RCPCH, 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). Whilst in locum employment, you can apply to obtain a CESR and enter onto the Specialist Register.

Informal enquiries can be made to Dr Jenny Fraser, 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 Helen Dunne, Clinical Care Group Director, Consultant Paediatrician, Drumhar Health Centre [01738 564257]

Closing date:

Interview date:

# Living in Tayside

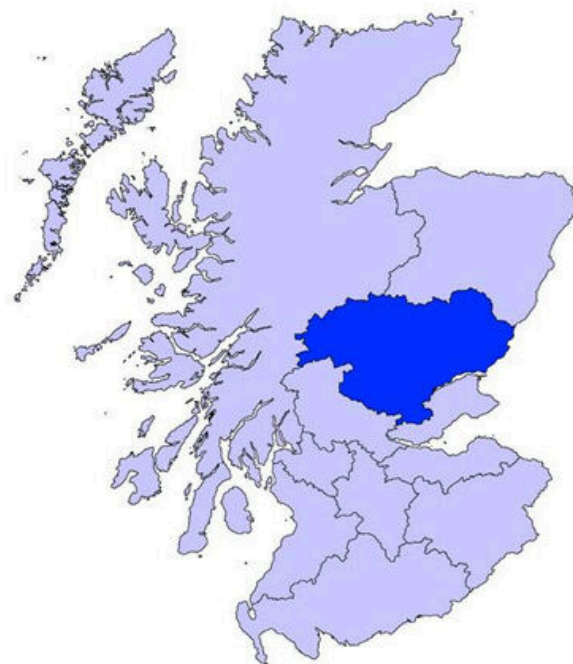
When choosing somewhere to work and live, quality of life is key. Tayside is one of the few locations in the UK which combines the best of both worlds – city facilities in Dundee and Perth on a friendly community scale and easy access to some of the most stunning countryside in Scotland. Set on the spectacular 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 185 and the total number of students at the University is c.11,000. Ranked 9th in the UK for Medicine in the Complete University Guide 2024, 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 – NHS Tayside has been moving to a clinically-led model of management with involvement of senior clinicians (medical, nursing, AHP) in decision making. The new Children's Theatre and Day case area has been completed and our fully refurbished Neonatal Unit has 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. 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. Some Community Child Health Services are locality based whilst others are Tayside wide.

Community Child Health provides secondary level services within specialty teams including Neurodevelopment, Adoption and Fostering, Complex Disability, Child Protection, Audiology and Visual Impairment. There are currently 8 consultants, 2 Associate Specialists and 4 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.

There is a dedicated child protection rota Monday-Friday, 1pm-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.

## 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 28 beds plus 5 HDU beds and a 7 bed paediatric assessment unit. There is a 12 bed day case surgery area and a new Paediatric Surgery ward and theatre.

## 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 7 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)

Dr Dunne (Clinical Care Group Director), Dr Fraser (Clinical Lead), Dr Colvin, Dr Chisholm, Dr Fagerson, Dr Campbell, Dr Aird, Dr Cameron, Dr Dyker, Dr Eshiet, Dr Snee

Community Child Health

Dr Robertson, Dr Lawlor, Dr McInally

Complex Disability

Dr Lawlor, Dr Goldman, Dr Colvin, Dr Fraser, Dr McInally, Dr Chisholm, Dr Snee

Child Protection

Dr Fagerson, Dr Aird, Dr Dyker, Dr Eshiet,

Adoption and Fostering

Dr Cameron, Dr Snee

Audiology

Dr Campbell, Dr McInally

Visual Impairment

Dr Jollands, Dr Brink, Dr Clerihew, Dr Hewawitharana

Neurology

Dr McCormick, Dr Connolly, Dr Poulton

Respiratory and CF

Dr Conway, Dr Webster, Dr Bayman

Endocrine/ Diabetes

Dr Cockburn, Dr Husselbee, Dr Gunaratne

Haematology / Oncology

Dr Oswald

Nephrology

Dr Goldman, Dr Scotland

Cardiology

Dr Gannon, Dr Hansen

Gastroenterology

Dr Clerihew, Dr Oswald

Paediatric HDU

Dr Scotland, Dr Drimmie, Dr Wefers, Dr Bhushan, Dr Brown, Dr McKerracher, Dr Shaw

Neonatal Medicine

# Job Description

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

**Post:** 1.0 WTE substantive post

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

Post 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 the successful candidate will be based in Dundee for the majority of their duties but may have some time based across Tayside. Location needs will be taken into account whilst considering the requirements of the service. It is expected that the successful applicant will contribute to the delivery of neuro-developmental work and to the fostering and adoption team (CECYPS) or Child Protection Team.

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.

The successful candidate will join a team of 8 consultants, 2 Associate Specialists and 4 Specialty Doctors and a number of specialist nurses who all contribute to the delivery of Community Child Health Services. We work closely with our paediatric AHP colleagues, education and social services in the three local authorities. The Community Child Health department operates within the Combined Child Health Service and offers services under supervision and co-ordination of consultant paediatricians.

## **Child Development Centre**

Armitstead is a purpose-built Child Development Centre on the NHS Tayside Kings Cross site. This is co-located with Seymour House, the Child Protection service, and Glenlaw House, an NHS-run children's respite unit. Armitstead offers specialist multi-disciplinary assessment and treatment outpatient services to children 0-18 with a range of neuro-developmental and neuro-disabling conditions. The centre provides a service to children across Tayside and NE Fife.

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 nurses, 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. Medical cover is shared between CCH neuro-development team and complex neuro-disability.

## **Neuro-developmental Paediatrics**

The post includes a remit for the assessment and management of pre-school and school age children with developmental difficulties . This component of the job includes ASD assessment in joint clinics with speech and language therapy colleagues, investigation of pre-school children with developmental impairment/disorder and assessment and management of children with learning disorders and other disabilities. Each area within Tayside has well-established relationships with other agencies, such as Education and Social Work, along with links with third sector agencies. You will also work closely with colleagues in primary care, AHP services, and CAMHS.

The post holder 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.

## **Care Experienced Children and Young People's Service**

NHS Tayside has an area-wide care experienced children and young person's (CECYPS) medical team, comprising a dedicated medical advisor in each of the three local authority areas. It is expected that if the successful candidate chooses to work with adoption and fostering, they would be a designated doctor for the delivery of CECYPS services. The post holder would play a key role in providing medical advice to multi-agency services and carrying out statutory child health assessments. They will meet with prospective carers to share medical information about children requiring permanent alternative care. They will contribute to the local authority's fostering, permanence and adoption panels where they will be required to provide medical advice regarding care experienced children and in relation to adult fostering/kinship carers and prospective adopters. The Consultant will be supported by other paediatricians to deliver medical assessment clinics and work collaboratively with other health professionals including school nurses and CECYPS nurses to deliver health care to care experienced children and young people. Relevant experience in the clinical management of children with neuro-developmental, emotional, behavioural and attachment difficulties, as well as child protection and adult health issues pertinent to parenting is essential. There would be an opportunity to have a leadership role in the Dundee local authority area, as well as a role in adult medical reports.

## **Child Protection**

NHS Tayside provides a robust child protection service. 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. 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) in a child friendly environment.

It is expected that if the successful candidate chooses to work with the child protection service, they will take part in the child protection rota and have a regular on call commitment to the Tayside wide daytime rota. The appointee will be expected to contribute to initial referral discussions, providing advice and input as appropriate. They should be able to undertake comprehensive medical assessments, analysis and management of child protection cases. They will provide advice on child protection matters to other health and multiagency professionals. They should have sound knowledge and skills within the child protection field.

The appointee will work as part of the wider multiagency team. They will also work closely with the other local lead clinicians and be supported/supervised by the Lead Doctor for child protection for Tayside. There may be an opportunity to have a leadership role in child protection and become a member of the area Child Protection Committee, contributing to training, complex cases, improvement and action plans.

## **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	Fostering and Permanence Panel or Child Protection on Call	Admin
Wednesday	SPA	Admin
Thursday	Clinic	Admin
Friday	TATC/MDT/joint working	SPA

Example given for a 10 PA post. All posts include 2 SPAs (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 equal 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	<p>Full GMC registration with a licence to practise</p> <p>UK trained candidates must be on the specialist register or within 6 months of an approved CCT at the date of interview</p> <p>Non UK candidates must have confirmation from the GMC that CESR has been awarded at the date of application</p> <p>MRCPCH (or equivalent)</p> <p>Enhance clearance by Disclosure Scotland; Membership of the Protecting Vulnerable Groups Scheme</p>	<p>Higher medical degree - MD or PhD</p> <p>CCT in Community Child Health or relevant SPIN module</p>
2	Knowledge and Skills	<p>Evidence of comprehensive training and experience in paediatric community child health and related relevant subspecialties</p> <p>Training to level 3 in child protection / safeguarding</p> <p>Excellent written and verbal communication skills, including the ability to explain things in layperson terms.</p> <p>Experience of the health needs of CECYPS children</p> <p>Ability to assess and diagnose for autism with support from the multidisciplinary team</p>	<p>Griffiths training</p> <p>ADOS training</p> <p>Formal Training in Child protection/CSA examination</p> <p>Any other certified training relevant to interest</p> <p>Knowledge of the medico-legal framework relating to CECYPS work, including report writing, and panel attendance</p>
3	Teaching experience	<p>Evidence of commitment to formal and informal teaching and training of junior doctors, medical students and other clinical staff</p>	<p>Training to a standard that would meet GMC requirements for RoT (Recognition of Trainer)</p>
4	Research and Publications	<p>Proven experience of clinical audit</p>	<p>Evidence of completed research</p>

Criteria		Essential	Desirable
5	Management	Knowledge of management structures and ability to initiate, participate, 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 focused care	
7	Other requirements	Experience of working in multidisciplinary teams Complement existing team and be able to work well with colleagues Good communication skills and to be adaptable and open to new ideas. An ability to organize time efficiently and effectively Full UK Driving licence Evidence of Hepatitis B immune status Pre-employment health and criminal record disclosure screening	

# 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 Jenny Fraser, Clinical Lead CCH, Whitehills Health and Community Care Centre;  
01307 475260 Jenny.Fraser2@nhs.scot

Dr Joanna Chisholm, Consultant Paediatrician, Armitstead Child Development Centre;  
01382 835100 Joanna.chisholm@nhs.scot

Dr Helen Dunne, Clinical Care Group Director, Consultant Paediatrician, Drumhar Health Centre;  
01738 564273 Helen.Dunne@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:

Interview Date:

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.