

# Consultant Paediatrician Community Child Health



Make a difference  
in Fife



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## Section 1: PERSONAL SPECIFICATION

<b>CONSULTANT – COMMUNITY CHILD HEALTH</b>		
<b>REQUIREMENTS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualifications</b>	<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>CCT in Community Child Health</p> <p>Relevant SPIN module (eg neurodisability, child protection)</p> <p>Higher qualification in an area of specialist interest</p>
<b>Clinical Skills and Experience</b>	<p>Wide clinical experience in General Paediatrics in both in-patient and out-patient settings</p> <p>Wide clinical experience in Community Paediatrics or relevant Subspecialty</p>	<p>Formal training in Child Protection / CSA examination</p> <p>APLS</p>
<b>Teaching</b>	<p>Evidence of formal or informal teaching, training and supervision of junior medical staff, medical students and other clinical staff.</p>	<p>Clinical Educator approval (or similar)</p> <p>Instructor status for APLS or EPLS.</p>
<b>Audit</b>	<p>Proven experience of clinical audit.</p>	<p>Proven use of audit to manage change in practice.</p>
<b>Research and Publication</b>	<p>Able to undertake critical appraisal of clinical research.</p>	<p>Postgraduate research qualification / experience would be advantageous</p> <p>Evidence of research and publication in peer reviewed journals is desirable</p>

<b>Management</b>	An understanding of basic management issues	Desire to develop services for patients. Postgraduate qualification in healthcare management.
<b>General Attributes</b>	<p>To complement existing team and be able to work well with colleagues.</p> <p>Good communication skills and to be adaptable and open to new ideas.</p> <p>An ability to organize time efficiently and effectively.</p>	

## Section 2: INTRODUCTION TO APPOINTMENT

**Job Title:** NHS Locum Consultant Paediatrician

8 PAs

**Department:** Community Child Health

**Base:** Whytemans Brae Hospital

### Post Summary

Applications are welcome for this Locum Consultant post.

The post holder will provide a clinical service in conjunction with Consultant colleagues, Specialty Doctors and a team of supporting nursing staff.

Specific areas that the post holder would be expected to contribute would include General Community Paediatric clinics, Neurodevelopmental assessments, and assessment / medical management of ADHD. There may be some input to Looked After Children reviews in your locality and the post-holder will participate in a child protection rota. CSA experience is desirable.

Community Paediatrics in Fife has seen an expansion of the Consultant workforce. We consider ourselves a progressive and developing service recognising the importance of skill mix and breadth of experience across professional groups.

### On-call and Out of Hours Responsibilities:

Ability to participate in the MCN out of hours CSA rota is desirable.

## Section 3: DEPARTMENTAL & DIRECTORATE INFORMATION

Healthcare in Fife is provided by an Acute Services Division and the Health and Social Care Partnerships.

Corporate Services are based at the Board's Headquarters, Hayfield House, adjacent to Victoria Hospital, Kirkcaldy.

### MEDICAL PAEDIATRICS IN FIFE

Following a review of services in Fife an integrated medical management structure has been implemented and a Child Health Strategy has been developed. The extensive reorganisation of hospital services has created the following opportunities for paediatric services:

- a) Rationalisation of all paediatric in-patient services to the main DGH site at Victoria Hospital, Kirkcaldy.
- b) Development of a combined (community and acute) children and young person's outpatient facility at the Queen Margaret Hospital site in Dunfermline.

The following achievements have been put in place in working towards the single Paediatric and Community Child Health Service:

- Joint pathways for common conditions where care was shared across teams, for example, ADHD, autistic spectrum disorders, asthma, epilepsy, allergy and constipation
- ADHD and ASD services are now delivered in a community setting
- Joint education and training opportunities for doctors in training
- Lead Paediatricians for acute and community paediatrics
- Appointments for consultant posts with clinical responsibilities in both acute and community settings
- Agreement on an integrated nursing model for the service
- Shared responsibility for participation in Child Protection Rota within working hours.

NHS Fife has a single medical management structure for Paediatricians of all grades, hosted within the Women and Children's Directorate.

### PAEDIATRIC MEDICAL STAFFING

#### Consultants:

Dr K Aniruddhan	[Special interest – Respiratory / Cystic Fibrosis / Asthma]
Dr L Brennan	[Special Interest – Community Child Health]
Dr H Brotherton	[Special interest – Neonatology]
Dr S Chalmers	[Special interest – Neonatology]
Dr J Cruden	[Special interest – Neurology / Epilepsy]
Dr R Dawson	[Special interest – Neonatology]
Dr R Forrest	[Special Interest – Community Child Health]

Dr K Healy	[Special interest – Rheumatology / infectious diseases]
Dr S Hiremath	[Special Interest – Child Protection & Child protection Lead]
Dr K Hogg	[Special interest – Neurology / Epilepsy]
Dr J Klein	[Special interest – Community Child Health]
Dr A Mitra	[Special interest – Gastroenterology]
Dr J Morrice	[Special interest – Gastroenterology, Associate Medical Director WCCS]
Dr A Pawliszewska	[Special interest – Neonatology]
Dr B Poszwinska	[Special interest – Neonatology]
Dr S Shearer	[Special interest – Neurodisability]
Dr H Sheridan	[Special interest – Respiratory / Cystic Fibrosis / Asthma]
Dr A Sherjill	[Special interest – Neonatology]
Dr L Stewart	[Special interest – Neonatology, Clinical Lead Neonates]
Dr A Tasker	[Special interest – Endocrinology / Diabetes, Clinical Lead Paediatrics]
Dr J Tucker	[Special interest – Community Child Health & Clinical Lead Community]
Dr J Watt	[Special interest – Endocrinology / Diabetes]
Dr A Yasmeen	[Special interest – Neonatology]

### **Specialty Doctors (formerly Associate Specialists and Staff Grades):**

Dr H Graham	[Special Interest – Looked After Children]
Dr B Quinn	[Special Interest – Community Child Health]
Dr A Stewart	[Special Interest – Adoption & Fostering]
Vacancy	[Special Interest – Community Child Health]
Dr Wade	[Special Interest –Renal]

### **Advanced Paediatric Nurse Practitioner (CCH)**

PANP Phyllis Davidson

### **Middle Grades Trainees**

Currently there are 7-8 middle grade doctors, a mix of ST3 grade and higher, rotating from the South East Scotland paediatric training programme. There has been GMC approval provided for training two STs in level 2 (ST4-5) CCH. The rota is a full-shift system with 24 hour cover in both neonatal and general paediatrics. Compliance with EWTD is maintained with a number of Advanced Neonatal Nurse Practitioners (ANNPs) and Paediatric Nurse Practitioners (PNPs) who participate in the rota.

### **Junior Rota**

This is a full-shift system staffed by FY2 and GPST doctors in operation with separate rotas in general and neonatal paediatrics. They are also supported by Advanced Neonatal Nurse Practitioners (ANNPs) and Paediatric Nurse Practitioners (PNPs).

## **WOMEN, CHILDREN & CLINICAL SERVICES DIRECTORATE**

### **GENERAL PAEDIATRICS & NEONATOLOGY**

#### **Management Team:**

Associate Medical Director	Dr John Morrice
Directorate Manager	Ms Donna Galloway
Clinical Director	Dr Keith Morris
Clinical Lead for Neonatology	Dr Laura Stewart
Clinical Lead for Paediatrics	Dr Anthony Tasker
Clinical Lead for Community Service Manager	Dr Juliet Tucker
Associate Director Midwifery	Ms Lynette Mackenzie
Head of Midwifery/Nursing	Ms Aileen Lawrie
Paediatric & Neonatal Nurse Manager	Ms Pamela Galloway
	Ms Lynn Brown

#### Children's Ambulatory Care Unit, Victoria Hospital.

A busy Children's Ambulatory Care Unit at Victoria Hospital, supported initially by funding from the Innovation Fund for Children's Services, holds a Charter Mark for the quality of its services. Around 6000 children a year attend the unit for planned investigations, ward follow up, consultant reviews, GP assessments, etc. The ward also admits paediatric surgical and paediatric ENT day cases patients. ENT also has dedicated paediatric theatre lists operating from the children's ward. Mr P Cullis and Ms Eleni Papageorgiou (Consultant Paediatric Surgeons) from Edinburgh Royal Hospital Children & young People (RHCYP) run day case theatre lists on a twice monthly basis.

#### Children's ward, Victoria Hospital

A 26 bed in-patient ward is integral to the children's services in the new building. The ward has a dedicated High Dependency Bay, a separate Short Stay Paediatric Assessment area and a ground floor resuscitation room. There are around 4300 medical paediatric 'admissions' per annum (1800 of these are acute referrals, however approximately 75% are discharged after assessment). A 'consultant of the week' (acute-COW) system is in operation. Surgical (older children between 12-16 years), orthopaedic and ophthalmology cases are also cared for the children's ward.

Paediatric intensive care is provided at the RHCYP and there is a national retrieval service (ScotStar). Adult intensive care facilities (which may include children between 13-16 years) are based at the Victoria Hospital next to the maternity wing, but high dependency care (including the use of high flow nasal cannula therapy and CPAP) is provided in the High Dependency Bay in the children's ward.

#### Paediatric Outpatient Services.

Within the Acute Operational division, 5300 new and 11000 review paediatric outpatients are seen annually in both an out-patient and ambulatory care setting. There is a 'paediatrics only' outpatient department at the Victoria Hospital and a Children and Young Person's outpatient department at the Queen Margaret Hospital.

### Neonatal Unit, Victoria Hospital

The neonatal unit is a Local Neonatal Unit with 11 Special Care cots, 4 intensive care cots and 2 high dependency (HD) care cots. The design of the unit is highly flexible allowing additional HD infants to be cared for according to need. There is a COW 'attending' rota. We are part of the South East Scotland Managed Clinical Network for neonatal care and work closely with other units in the region. There are 3,600 deliveries per year, including high-risk pregnancies, in a consultant-led obstetric unit and an "alongside" midwifery-led unit.

Those < 2 years with identified significant developmental concerns are assessed in hospital-based neurodevelopmental clinics which are led by the Neonatologists. Thereafter children may be referred to the Community Paediatric Service.

## **COMMUNITY CHILD HEALTH**

Children's Services Fife has seen an expansion of the Community Consultant workforce to complement a well established Community Paediatric team. There is considerable breadth of experience, a range of special interests and a shared approach to leadership and governance.

The Children's Services Plan jointly developed with Fife Council has recently been updated for 2021-2023. This recognises ongoing concerns regarding the equity gap and vulnerabilities within the community. Fife has a well-developed approach to assessment of Well-being and to the implementation of GIRFEC. With this in mind we continue to work on improving accessibility and effectiveness of Community Paediatric service provision to all families and to working collaboratively with other services. We work closely with colleagues in General Paediatrics with a shared programme of CPD learning opportunities.

### **Child Development Centres**

Following recent re-design there are now 2 Child Development Centres (CDCs) in Fife - Leven CDC and 'Gordon Cottage' in Kelty. The CDCs provide co-ordination of services and support for families for pre-nursery age children with additional support needs. AHPs input into CDC sessions. Clinical Psychology and Sensory impairment services also input as required.

The CDCs work closely with local nurseries and the Pre School Educational Home Visiting Service in planning the children's transitions to nursery. They also work closely with the family support and nurture services as appropriate. The CDCs each have a link person from the Children and Families (Disability) team. CDCs work closely with the relevant General and Community Paediatricians.

Schedule of Growing Skills is our preferred Developmental Assessment Tool. This is a user-friendly, play-based assessment which can easily be conducted in a clinic setting.

A Community Paediatrician will review children as required in a number of local health centres and Community Hospitals across Fife following request for assistance. Self-referral is encouraged to appropriate AHPs, with advice given to Education, Health Visitors and Primary Care.

Schedule of Growing Skills is our preferred Developmental Assessment Tool. This is a user-friendly, play-based assessment which can easily be conducted in a clinic setting.

## **Multi agency working with Education**

Children who attend Special Educational settings and departments of special education have access to Community Paediatricians for medical review to monitor and update their medical needs. Staff work closely with nursing colleagues and allied health professionals. Medical / Health information will be incorporated in the Child's Plan / CSP.

In Fife there are 15 nursery schools; 146 primary schools; 19 secondary schools and 5 special schools. There is a well established school nursing service, school based nurse-led sleep clinics and our trainee Paediatric ANP is also undergoing sleep training. Community Paediatricians have good relationships with Educational Psychology and NHS Fife has increasingly developed 'partnership' models of care with colleagues in Fife Council.

## **Neurodevelopmental Pathway**

Fife has developed a new approach to multi-agency assessment and intervention for children with neurodevelopmental differences. This includes a staged process with emphasis on developing a team around the child with focus on intervention on intervention before diagnosis. This is in line with recommendations of the Scottish Government to optimise assessment of children with a variety of neurodevelopmental conditions. This may include what may have been described as Autistic Spectrum Disorder (ASD), Attention Deficit Hyperactivity Disorder (ADHD) Developmental Coordination Disorder (DCD), Developmental Language Disorder, Learning Disability (ID) and Foetal Alcohol Spectrum Disorder (FASD). It is recognised there is frequent overlap and most individuals present with interrelated needs and requirements for support.

Work towards delivering this new pathway aims to improve the patient journey, with greater emphasis on right service at right time, minimising referrals to individual pathways including the Community Paediatric Team. Intervention will take place in parallel with diagnostic process as necessary. There has been considerable collaborative working across professional groups in Fife within Health, Education and other agencies to progress this.

The role of the Community Paediatrician is to consider any underlying medical conditions and impact of medical co-morbidities including medical management of ADHD within the Tier 2 ADHD Team.

## **ADHD**

Paediatricians work together to provide supervision to an experienced team of ADHD Nurses who offer ongoing support and liaison with Education for those who are stable. The ADHD nursing team includes nurse prescribers.

Families self-refer to 'Parents In Control (PINC) and (YP-PINC) behavioural support workshops, and Paediatricians and Nursing staff can refer to the drop in Psychology service.

Community Paediatricians are supported by the Tier 3 ADHD Team including access to Child and Adolescent Psychiatrists and Clinical Psychologists. Eligibility for Tier 3 ADHD team includes complexities including multiple co-morbidities and/or additional social / familial mental health risk factors.

## **Specialist Services**

Community Paediatrics work closely with colleagues in General Paediatrics and have established tertiary links in both NHS Tayside and NHS Lothian. Multi-disciplinary Specialist Musculoskeletal clinics have been established with input from Neurology, our CCH Consultant with neurodisability interest and Specialist Physiotherapist. We also have established links with Clinical Genetics NHS Lothian.

## **NHS Fife Child Protection Team**

The NHS Fife Child Protection service covers clinical services within the Victoria Hospital in Kirkcaldy and a number of other locations across the NHS Fife health board area. The Child Protection Team is comprised of both medical and nursing teams and is based in Cedar House, Flat 5, Willow Drive, Whyteman's Brae Kirkcaldy. The service is designed to serve all children in Fife up to the age of 16 years, or 18 years where a young person is looked after by the Local Authority.

The Child Protection Team is currently comprised of the following staff members.

### **Medical team:**

- Lead Paediatrician for Child Protection and a team of 3 Community Consultant Paediatricians and Specialty Doctor provide much of the complex care and support
- Child Protection Roster is shared between Acute and Community Consultant Paediatricians
- Specialist CSA medicals are carried out by trained Community Consultant Paediatricians and Specialty Dr as above. Training can be provided to support the post-holder participating in CSA medicals. A close network of support is available through the East Region Child Protection Managed Clinical Network.

### **Nursing Team:**

- Lead Nurse Child Protection, 3 Senior Child Protection Nurse Advisors and 2 Child Protection Nurse Advisors who are supported by the secretary to the nursing team and an admin support worker.

The medical team contributes to multi-agency investigations of child abuse in a co-ordinated way that aims to minimise any distress to children and families. This includes participation in Initial Referral Discussions as required. The service also aims to provide the best possible evidence and advice required by other agencies to protect children and contribute to criminal proceedings.

The team aims to ensure that children who are presented to this service, who have suffered abuse, receive the necessary medical, diagnostic and therapeutic services and have their health needs met in a holistic manner.

Outside office hours the children presenting with possible physical abuse will be seen by the on-call acute paediatrician (based at the Victoria Hospital). Children who present with possible sexual abuse will be assessed as part of the regional MCN rota (this may entail the child travelling to Edinburgh if the examination cannot be conducted locally).

In addition to the above, the medical team support the overarching NHS Fife Child Protection Team key functions which are: staff support, training and quality assurance in relation to child protection.

## **NHS FIFE CHILD PROTECTION TEAM**

The NHS Fife Child Protection service covers clinical services within the Victoria Hospital in Kirkcaldy and a number of other locations across the NHS Fife health board area. The Child Protection Team is comprised of both medical and nursing teams and is based in Cedar House, Flat 5, Willow Drive, Whyteman's Brae Kirkcaldy. The service is designed to serve all children in Fife up to the age of 16 years, or 18 years where a young person is looked after by the Local Authority.

The Child Protection Team is currently comprised of the following staff members.

### **Medical team:**

- Lead Paediatrician for Child Protection and a team of 3 Community Consultant Paediatricians.
- Child Protection Roster is shared between Acute and Community Consultant Paediatricians
- Specialist CSA medicals are carried out by trained Community Consultant Paediatricians as above.

### **Nursing Team:**

- Lead Nurse Child Protection, 3 Senior Child Protection Nurse Advisors and 2 Child Protection Nurse Advisors who are supported by the secretary to the nursing team and an admin support worker.

The medical team contributes to multi-agency investigations of child abuse. This includes participation in Initial Referral Discussions as required. The service also aims to provide the best possible evidence and advice required by other agencies to protect children and contribute to criminal proceedings. This may include JPFME examinations.

Outside office hours the children presenting with possible physical abuse will be seen by the on-call acute paediatrician (based at the Victoria Hospital). Children who present with possible sexual abuse out of hours will be assessed as part of the regional MCN rota (this may entail the child travelling to Edinburgh if the examination cannot be conducted locally).

In addition to the above, the medical team support the overarching NHS Fife Child Protection Team key functions which are: staff support, training and quality assurance in relation to child protection.

## Section 4: MAIN DUTIES & RESPONSIBILITIES

### Clinical Duties

The post holder will be expected to provide general Community Paediatric services and may have a special interest that is complementary to the existing post-holders. This includes:

- Provision of general medical and developmental assessment of patients referred to the Community Paediatric service within NHS Fife.
- Contribute to assessment and management of neuro-developmental disorders including ADHD.
- The post-holder will contribute to the Child Protection Rota within working hours. Contribution to out of hours CSA rota is desirable.
- Undertake work in both Face-Face and 'Near Me' virtual formats
- Undertake documentation via electronic record keeping via 'Morse'.
- To work autonomously and carry continuing clinical responsibility for the patients in your charge.
- To demonstrate leadership in clinical practice and review client group responsibly, maintaining accessibility for new patients.
- Provide effective supervision to supporting nursing and junior medical staff
- To contribute to the evaluation and planning of effective service provision and new service developments.
- To manage resources efficiently within NHS Fife policies and to work towards targets and waiting times guarantees.
- To develop close working relationships within multi-disciplinary teams in NHS Fife and develop relationships with local General Practitioners and other agencies as appropriate.

The successful candidate will work collaboratively with the existing team of Paediatricians in both community and acute settings including the wider children's service's workforce. The paediatric service attaches particular importance to establishing effective working relationships across professional groups and services to enhance efficiency of service provision and improving patient experience particularly in the context of the evolving Neuro-developmental pathway. We consider ourselves a progressive service with effectiveness, quality and standards a high priority.

### Cover for Colleagues

The post holder can be expected to deputise for absent colleagues so far as it is practicable. If such deputising is not practicable, the Acute Services Division undertakes to authorise immediate locum cover.

## Teaching

You will be expected to take part in formal teaching programmes within the Division where an active teaching programme exists for junior medical staff. Undergraduates from Dundee, St Andrews and Edinburgh universities are regularly attached to services.

There are opportunities to develop reciprocal clinical working arrangements with the Paediatric Services in Tayside and Lothian regions.

Community Paediatricians meet regularly for peer support and shared learning. CPD activities are included in a formal programme and all staff share in contributing. We also have access to relevant CAMHS training and meet monthly with ADHD team colleagues for peer support and learning opportunities.

You will be encouraged to participate in clinical guideline setting and audit responsibilities. The acute paediatric department attaches particular importance to the training of its staff members with a weekly timetable of teaching sessions (see below):

Mon	AM	General Paediatric Grand Round – held on the children’s ward. This provides the opportunity to discuss complex and interesting general paediatric cases
	PM	
Tues	AM	Neonatal Grand Round – held on the Neonatal Unit. This provides the opportunity to discuss neonatal cases and is a useful recap for the general paediatricians. Access to CAMHS teaching /training timetable
	PM	Radiology MDT meeting- held in the education centre. Led by the visiting paediatric radiologist from RHSC-Ed. Perinatal meeting (3 <sup>rd</sup> Tuesday of the month)
Wed	AM	ST (middle grade) teaching – general paediatric topics. Led by the acute-COW.
	PM	Journal club – general paediatric or neonatal topics
Thu	AM	GPST / FY2 teaching – general paediatrics (led by the middle grade doctors with consultant supervision)
	PM	Paediatric Department Teaching – open to everyone. Mix of local and invited speakers – appropriate for General Paediatric and Community staff, Journal club, M&M, audit and other presentations
Fri	AM	GPST / FY2 teaching – neonatal paediatrics (led by the middle grade doctors with consultant supervision)

There are also regular Child Protection peer review meetings arranged across the SE Scotland region for child protection which is accessed by VC.

All medical staff are expected to take an active role in education meetings along with other members of the team. There will be audit activities to which all staff contribute.

Recent GMC surveys of trainees showed that NHS Fife provides its paediatric trainees and undergraduate students with an excellent opportunity for learning in a supportive environment.

### **Continuing Medical Education**

The Board supports and will require you to participate in continuing medical education (CME). You are entitled to 30 days paid study leave within any 3-year period, with expenses where approved for the purposes of CME.

### **Research**

Interest in research is welcomed and would be supported by Consultant colleagues.

### **Clinical Governance**

NHS Fife's Acute Services Division is committed to maintaining a high quality of services to patients, with particular regard to patient safety, by continual development of practice in the light of research evidence and by audit based against relevant standards.

All staff are expected to adhere to existing local and recognised national clinical standards in patient care. They must be responsible for maintenance of skills and will be supported to do so as above. Staff will be expected to highlight governance concerns to the Clinical Lead for Community Paediatrics and/or Service Manager. These may be considered at Departmental Divisional meetings.

### **Managerial/Administrative Responsibilities**

You are encouraged to attend relevant meetings within the Acute Service Division.

You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues in the medical contribution to management. Subject to the provisions of the Terms and Conditions of Service you are expected to observe NHS Fife's agreed policies and procedures drawn up in consultation with the profession on clinical matters and follow the standing orders and financial institutions of NHS Fife.

You are required to comply with NHS Fife Health & Safety Policies.

It is understood that you may be required to attend committees at the behest of NHS Fife or Royal Colleges or National Committees. NHS Fife accepts that your commitment to undertake such duties may involve cancellation or alteration of your fixed commitments.

## Section 5: INDICATIVE JOB PLAN

<b>Contract:</b>	<b>Full-Time</b>
<b>Programmed Activities:</b>	<b>8 EPAs: 0</b>
<b>Availability Supplement:</b>	<b>0</b>
<b>Out-of-hours:</b>	<b>0</b>
<b>Managerially Responsible to:</b>	<b>Clinical Lead; Service Manager</b>

The post holder is required to agree a detailed job plan with the Clinical Lead for Community Child Health supported by the Service Manager and this will be reviewed annually. Efforts will be made to complete job planning prior to the date of commencement or, where this is not possible, as soon as possible following this date.

The detail of fixed sessions, including any special interest, will be finalised following appointment of the successful applicant. For a 10 PA job plan it is expected that 9 programmed activities per week will be devoted to direct clinical care, with 1 programmed activity allocated for supporting professional activities (including audit, professional development, teaching and administration).

Moving into the future, this work pattern will change and Consultants will be required to undertake scheduled work during out of hours periods. This will be part of the regular job plan and will be remunerated in line with nationally agreed terms and conditions of service, or your PA's will be reduced from 4 to 3 hours, in line with the 2004 Consultant contract.

British Association of Community Child Health Guidance is used in determining clinic templates and Job Planning.

### JOB PLANNING

#### Direct Clinical Care

1. Specific areas that the post holder would be expected to contribute would include General Community Paediatric clinics, Neurodevelopmental assessments, ADHD assessment and management, and with some input to Looked After Children within your locality.
2. Attendance at multi-disciplinary or well-being meetings, etc., are included within the 9 programmed activities of direct clinical care. Supervision of Staff eg. relating to ADHD Caseload and will be additionally timetabled.
3. All Paediatric Consultants are expected to have a minimum of Level 3 Child Protection Training and participate in child protection examinations. The post holder would be expected to have a minimum of 1PA in their job plan committed to child protection duties. Participation in the child Protection rota on a 'hot week' basis at approximately 1:6 frequency is anticipated with participation in the out of hours MCN rota desirable.

## Supporting Professional Activities

1. The post holder will be expected to develop and implement appropriate evidence based policies, pathways, protocols and guidelines to support Community Paediatric and/or area of special interest.
2. The undertaking of research within an area of speciality interest would be encouraged within SPA time if relevant to clinical activity and consistent with service priorities.
3. Following commencement in post, depending on the needs of the service and the particular attributes of the post holder, it may be possible to negotiate additional time for Supporting Professional Activities considered acceptable to the Board.
4. The appointee may take an active part in undergraduate and postgraduate teaching. The service has a regular commitment to the Department of Child Life and Health of the Universities of Edinburgh, St Andrews and Dundee, to take undergraduate students for 4-week attachments throughout the year. The Hospital and Community have active postgraduate programmes. We have a superbly equipped Education Centre and Library.

## PROVISIONAL JOB PLAN

The following is a sample job plan for a 8 PA contract.

Day	Hospital/Other Location	Type of Work	PAs
Monday am	Whytemans Brae Hospital; Kirkcaldy	General Child Development Clinic	1
Monday pm	Whytemans Brae Hospital; Kirkcaldy	Clinical Admin	1
Tuesday am	Non-working day	Non-working day	1
Tuesday pm	Non-working day	Non-working day	1
Wednesday am	Glenwood Health Centre, Glenrothes	General Child Development Clinic	1
Wednesday pm	Office-based	Clinical Admin	1
Thursday am	Office-based	General Community Clinic  Clinical admin	½  ½
Thursday pm	Various	SPA (CCH team / Divisional meetings, teaching)	1
Friday am	Various	Virtual / Telephone review clinic  Child Protection	½  ½
Friday pm		Clinical Admin  Child Protection	½  ½



## Section 6: CONTACT INFORMATION

Informal enquiries and visits are welcome and should initially be made to:-

Dr Juliet Tucker Clinical Lead for Community Child Health  
Contact - Secretary Susan Fletcher 01334 651336  
Juliet.tucker@nhs.scot


Dr John Morrice, Associate Medical Director, Women, Children and Clinical Services  
Directorate - via paediatric secretary 01592 728828  
John.morrice@nhs.scot

### **NHS Fife**


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