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CONSULTANT IN  
PAEDIATRIC INTENSIVE  
CARE

ROYAL HOSPITAL FOR  
SICK CHILDREN

INFORMATION PACK

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INFORMATION PACK

**CONSULTANT IN PUBLIC HEALTH**

**NHS FIFE**

**INFORMATION PACK**

**Job Number 195687**

CLOSING DATE: to be confirmed

**SUMMARY INFORMATION**

**Post:** Consultant in Public Health (Child Health 8 PAs)

**Base: Bankhead Central Office, Glenrothes**

**Consultant in Public Health**

NHS Scottish Consultant Contract or NHS Agenda for Change Band 8D

**1 Permanent post**

8.0 Programmed Activities (Child, Maternal and Sexual health)

The Public Health Department in Fife is looking for a new Consultant in Public Health to lead on Child and Maternal health. The main remit of this post will be Child Health Public Health with a focus on reducing the impact of inequalities affecting children and families across Fife.

You will join our Specialist Public Health Team which comprises of the Director of Public Health, Consultants in Public Health, Nurses, Scientists, Programme Managers and administrative staff. We have a strong team of Public Health staff covering all four domains of Public Health Practice (Health Care Public Health, Health Protection/Emergency Planning, Health Improvement and Health Intelligence). We work with public and third sector partners to improve the life circumstances, health and wellbeing of the population of Fife.

In addition to core job plan activities, the post holder will also be expected to take part in the Health Protection Out of Hours On-call Rota (currently 1 in 7) on a whole-time basis. The post may carry some line management responsibilities.

We welcome applications from people who have Specialist Registration in Public Health, either through full GMC registration and inclusion in the GMC Specialist Register (Public Health) or are eligible for such inclusion within six months of the interview date; or are equivalently registered or expect to be included within six months of the interview date as a Generalist Public Health Specialist on the UK Public Health Register (UKPHR).

Interviews will be held on Friday 1 November 2024

For further information on NHS Fife, please visit our website on https://www.nhsfife.org/

Prospective applicants wishing to visit the Department or who would like further information should contact:

Joy Tomlinson, Director of Public Health 01592 226473

[Joy.Tomlinson3@nhs.net](#)

For further information please visit [www.jobs.scot.nhs.uk](#)

# JOB DESCRIPTION

**Consultant in Public Health (8 PAs with pro-rata on-call commitment)**

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| **JOB DETAILS**  Employing Authority: Fife NHS Board  b title:  Appointment: Permanent  Accountable to: Director of Public Health (Managerial accountability)  Fife NHS Board (Professional accountability)  Grade: Consultant  Programmed Activities: 8 total (5.5 PA and 2.5 SPA indicative)  Salary: Medical £96,963 - £128,841 per annum pro rata  AfC Band 8 D starting £94,345 per annum pro rata  Department Public Health (Corporate Services)  Location: Bankhead Central Office, Glenrothes  Other: The post holder would be expected to reside within Fife or  within 2 hours travelling time of NHS Fife base whilst on‑call**.** |
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| **JOB PURPOSE/SUMMARY**  The post-holder will have a lead role advocating for Children and Young people in Fife. This will include fulfilling the Child Health Commissioner role and influencing decision-making across the NHS, H&SCP and Fife Partnership to improve health outcomes for Children and Young people and maternal health. The post-holder will lead on pregnancy and newborn screening for Fife, working with the public health screening team. The post-holder will have a varied job plan which will be flexible according to the needs of the service. The particular focus will be agreed and kept under review through the Job Planning process.  As a part of a team, the post-holder will provide specialist public health advice to NHS Fife, Acute Services; Community Health Services in the local Health and Social Care Partnership, local authorities and other agencies. The role involves working across organisations using agreed public health approaches to influence and support the local development and delivery of health care and other services for children and young people. This will include health needs assessment, analysis of evidence, advising on service design and advising/carrying out evaluation of service models.  This post involves attending in-person meetings and engaging with stakeholders in Fife in combination with agile working.  The post includes:   * Collaborating with local and national agencies to tackle child poverty in line with the Child Poverty (Scotland) Act 2017 * Providing leadership for implementation of the UN Convention on the Rights of the Child, incorporated into law in Scotland in July 2024 * Acting as Child Health Commissioner for NHS Fife * Providing expert advice on the public health aspects of reproductive and maternal health/ women’s health and contributing to the Women’s’ Health Plan * Strategic support towards implementation of priorities within the Sexual Health BBV action plan for Scotland * Providing assurance for NHS Fife Board on pregnancy and newborn screening   The post holder will act as Board screening coordinator for the pregnancy and newborn screening programmes and will work closely with the Screening Programme Public Health Scientist; chairing and attending the pregnancy and newborn screening committee meetings and reporting to the Public Health Assurance Committee on a regular basis to provide assurance on quality, safety and effectiveness.  At present, the Postholder will also contribute to the Out of Hours Rota for Health Protection across Fife which is currently 1 in 7 for a full-time consultant.  **Responsibilities**  Within the specialist areas of responsibility and the general remit, the post involves:   * Health care needs assessment in relation to child and maternal/women’s health and sexual health; with focus on identification of health inequalities issues, including joint health, housing and social care services where required. * Providing independent reports or statements about child health care services and inequalities for the whole population of Fife. * Advising the Director of Public Health on child and maternal/ women’s public health issues and sexual health priorities. * Acting in an expert advisory capacity on public health knowledge, standards and practice, for pregnancy and newborn screening both locally and nationally as appropriate. * Coordinating the delivery and monitoring of any recommended developments to the local screening programme along with all relevant stakeholders. * Supporting Fife Council, the Health and Social Care Partnership and the Community Planning Partnership in the preparation of their child poverty action plan and related strategies as they relate to reducing inequalities in Fife. * Contributing a public health perspective to strategies as well as design, development and evaluation of service responses which meet the needs of the population of Fife. * Providing leadership within Fife and where appropriate through regional or national groups where that also relates to a local service priority. * Contribute to the health protection function in Fife, as a competent person under the Public Health etc. (Scotland) Act 2008 through participation in the Out of Hours on-call duty rota for the full range of health protection and specialist public health emergencies. * Development of appropriate links with other Directorates, other health and care professionals and professionals within other partner organisations in Fife and beyond. * Other areas of work arising out of discussions with the Director of Public Health and agreed through the Job Planning process. |
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| **THE EMPLOYING ORGANISATION**  The Public Health Department of Fife NHS Board has recently relocated to Bankhead Central Office, Glenrothes. Fife is bounded on the north by the Firth of Tay, on the east by the North Sea and on the south by the Firth of Forth. Fife covers 130,700 hectares and has a resident population of about 370,000 in a mix of urban and rural communities. Kirkcaldy is the largest town as Dunfermline was awarded city status in 2022 and St. Andrews is the seat of Scotland’s oldest university. Fife Council is a unitary local authority and is coterminous with NHS Fife.  NHS Fife is made up of an Acute Division, Corporate Services (where public health is located) and one Integrated Joint Board for health and social care. Fife residents also obtain health services in other parts of Scotland; in particular Lothian and Tayside. |
| 1. **THE DIRECTORATE OF PUBLIC HEALTH**  |  | | --- | |  |   Public Health Staff: Director of Public Health  7 Consultants in Public Health (5.85 WTE)  Consultant in Dental Public Health  Specialty Registrar in Dental Public Health  2 Specialty Registrars in Public Health  Nurse Consultant  4 Health Protection Nurses    2 Public Health Scientists  Public Health Intelligence Manager  2 Public Health Intelligence Officers  2 Call/Recall Officers  Screening Project Support Officer  Head of Resilience  2 Emergency Planning Officers  Service Manager  Office Manager  Personal Assistant/Secretarial Support  Public Health Librarian and Public Health Pharmacist Support |
|  |
| 1. **ASSIGNMENT AND REVIEW OF WORK/PROFESSIONAL OBLIGATIONS**   The post-holder will be professionally accountable to Fife NHS Board and managerially responsible to the Director of Public Health.  This job description will be subject to review in consultation with the post-holder and in the light of the needs of NHS Fife, the development of the specialty of public health, child and maternal health, sexual health and wider developments in the field of public health. The Job Plan will be agreed between the Consultant and the Director of Public Health. An indicative job plan is provided at the end of this pack. |
| POSTGRADUATE EDUCATION AND PROFESSIONAL DEVELOPMENT The post has the standard proportion of SPA time allocated (2.5 SPA) which is expected to be focussed on supporting the remit of this post.  It is expected the post holder will: -   * participate in local postgraduate/medical and public health education activities, particularly the training of specialist registrars. * through the process of continuing professional development, maintain relevant competencies in specialist public health practice. * The Post may also attract Honorary Senior Lecturer position depending on participation in Undergraduate teaching or other activities at the University of St Andrews. |

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| COMMUNICATIONS AND WORKING RELATIONSHIPS The list below is not exhaustive and is intended to act only as a guide: - **Internal**  * Director of Public Health, Consultants and Specialist Registrars in Public Health * Public Health Directorate staff * Executive Directors * Chief Executive * Other NHS Fife staff * Non-executive Board members * Professional advisory committees * Medical Directors and other senior officers of NHS Fife * Other clinical consultants and their professional teams * General medical and dental practitioners and other independent contractors  **External**  * Local Authorities and their elected members * Health and Social Care Partnership staff in Fife * Health Protection Scotland (re on-call and day time health protection work) * Academic and specialist institutions * Voluntary organisations * The Scottish Government * Central Legal Office * Private sector organisations * Members of Parliament and Members of the Scottish Parliament |
| MOST CHALLENGING PART OF THE JOB Providing a cogent, succinct public health case for action during a period of significant public sector change and reducing resources. Acting as an advocate for prevention activity and addressing inequalities within the areas of child and maternal health and screening. |
| **QUALIFICATIONS AND/OR EXPERIENCE SPECIFIED FOR THE POST BY THE EMPLOYING AUTHORITY**  Membership of the GMC or UKPHR specialist register for Public Health. Demonstrable competencies in key result areas including statutory public health functions. In particular, all applicants will be expected to demonstrate that they meet the criteria for designation as a competent person set out in The Public Health etc. (Scotland) Act Designation of Competent Persons Regulations (2008). |
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| **JOB PLAN** The post holder will work under the terms of the 2004 Consultant Contract (medical) or Agenda for Change contract (for Non-Medical Applicant).  8 programmed activities will be available. A Job Plan will be agreed with the successful candidate on appointment. An indicative job plan is available at the end of this pack. |

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| **JOB DESCRIPTION AGREEMENT**  **Postholder’s signature:** .......................................................  **Date:** ...................................................................................... |

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| **Senior Officer/Head of Department Signature: ...........................................................**  **Title:** ...............................................................................................................................  **Date**: ................................................................................................................................ |

**PERSON SPECIFICATION**

**CONSULTANT IN PUBLIC HEALTH**

**NHS FIFE**

**IMPORTANT: This person specification contains changes introduced in amendments made to the NHS (Appointment of Consultants) Regulations for England, Scotland, Northern Ireland and Wales which came into force during 2005.**

***Experience in areas other than the primary fields is desirable. Some further training may be available following appointment.***

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| **Education/Qualifications** | ***Essential*** | ***Desirable*** |
| Inclusion in the GMC Full and Specialist Register with a license to practice/GDC Specialist List (or be eligible for registration within six months of interview) or  Inclusion in the UK Public Health Register (UKPHR) for Public Health Specialists (or be eligible for registration within six months of interview) | X |  |
| *If included in the GMC Specialist Register/GDC Specialist List in a specialty other than public health medicine/dental public health, candidates must have equivalent training and/or appropriate experience of public health practice* | X |  |
| Public health specialty registrar applicants who are not yet on the GMC Specialist Register/GDC Specialist List in dental public health/UKPHR must provide verifiable signed documentary evidence that they are within 6 months of gaining entry at the date of interview; all other applicants must provide verifiable signed documentary evidence that they have applied for inclusion in the GMC/GDC/UKPHR specialist registers *[see shortlisting notes below for additional guidance]* | X |  |
| If an applicant is UK trained in Public Health, they must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview  If an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT *[see shortlisting notes below for additional guidance]* | X |  |
| Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body | X |  |
| MFPH by examination, by exemption or by assessment | X |  |
| Masters in Public Health or equivalent |  | X |
| **Personal qualities** |  |  |
| Able to influence senior members including directors and CEOs | X |  |
| Able to both lead teams and to able to contribute effectively in teams led by junior colleagues | X |  |
| Commitment to work within a political system irrespective of personal political affiliations | X |  |
| **Experience** |  |  |
| Delivery of successful change management programmes across organisational boundaries | X |  |
| Media experience demonstrating delivery of effective health behaviour or health promotion messages |  | X |
| Experience of using complex information to explain public health issues to a range of audiences | X |  |
| **Skills** |  |  |
| Strategic thinker with proven leadership skills and operational nous | X |  |
| Able to demonstrate and motivate organisations to contribute to improving the public’s health and wellbeing through mainstream activities and within resources | X |  |
| Ability to lead and manage the response successfully in unplanned and unforeseen circumstances | X |  |
| Analytical skills able to utilize both qualitative (including health economics) and quantitative information | X |  |
| Ability to design, develop, interpret and implement strategies and policies | X |  |
| **Knowledge** |  |  |
| In depth understanding of the health and care system and the relationships with both local and national government | X |  |
| In depth knowledge of methods of developing clinical quality assurance, quality improvement , evaluations and evidence based public health practice | X |  |
| Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health) | X |  |
| Understanding of the public sector duty and the inequality duty and their application to public health practice | X |  |

# TERMS AND CONDITIONS OF SERVICE

The post is covered by the Hospital Medical and Dental Staff and Doctors in Public Health and The Community Health Service (Scotland), Consultant Grade, Terms and Conditions of Service or Agenda for Change if you are from a background other than medicine

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| **TYPE OF CONTRACT** | Permanent |
| **GRADE AND SALARY** | Medical Consultant: £96,963 - £128,841per annum (pro rata for part time staff).  For UKPHR registered appointees the Salary band will be Agenda for Change (AfC) band 8D £94,345 - £98,384  New Entrants to the NHS will normally commence on the minimum point of the salary scale, (dependent on qualifications and experience). Salary is paid monthly by Bank Credit Transfer. |
| **HOURS OF DUTY** | Medical Consultant: 0.8 WTE 32 hours per week or pro rata  UKPHR registered apointees: 0.81 WTE 30.48 hours per week or pro rata    On-call commitment 1 in 7 rota on a whole time basis.  Oncall supplement for medical applicants of 5% for 1 in 7 rota and for non medical applicants the oncall supplement will be in line with Agenda for Change guidance. |
| **SUPERANNUATION** | New entrants to NHS Fife who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme.  Should you choose to "opt out" arrangements can be made to do this via: [www.sppa.gov.uk](#) |
| **REMOVAL EXPENSES** | Assistance with removal and associated expenses may be given and would be discussed and agreed prior to appointment. |
| **EXPENSES OF CANDIDATES FOR APPOINTMENT** | Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement shall not normally be made to employees who withdraw their application or refuse an offer of appointment. |
| **SMOKING POLICY** | NHS Fife operates a No Smoking Policy in all premises and grounds. |
| **DISCLOSURE SCOTLAND** | This post is considered to be in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership. |
| **CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK** | NHS Fife has a legal obligation to ensure that it’s employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS GGC they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until the right to work in the UK has been verified. ALL applicants regardless of nationality must complete and return the Confirmation of Eligibility to Work in the UK Statement with their completed application form. You will be required provide appropriate documentation prior to any appointment being made. |
| **REHABILITATION OF OFFENDERS ACT 1974** | 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 Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Fife. Any information given will be completely confidential. |
| **DISABLED APPLICANTS** | A disability or health problems does not preclude full consideration for the job and applications from people with disabilities are welcome. All information will be treated as confidential. NHS Fife guarantees to interview all applicants with disabilities who meet the minimum criteria for the post. You will note on our application form that we ask for relevant information with regard to your disability. This is simply to ensure that we can assist you, if you are called for interview, to have every opportunity to present your application in full. We may call you to discuss your needs in more detail if you are selected for interview. |
| **EQUAL OPPORTUNITIES** | The post holder will undertake their duties in strict accordance with NHS Fife’s Equality Diversity and Human Rights Policy. |
| **NOTICE** | The employment is subject to three months’ notice on either side, subject to appeal against dismissal. |
| **MEDICAL NEGLIGENCE** | 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 or equivalent Organisation. Health Board indemnity will cover only the post holder’s 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 Health Board indemnity scheme. |

**Additional Information for Candidates**

# FIFE REGION

The Region of Fife is bounded in the north by the Firth of Tay, in the east by the North Sea and in the south by the Firth of Forth. The Region spans an area of 130,700 hectares and has a population of 370,000. The population served by NHS Fife is currently around 280,000. There is a highly developed agricultural area in east and north-east Fife, and in the west there is an extensive cross-section of highly skilled and scientifically orientated industry. The largest towns are Dunfermline, Kirkcaldy and Glenrothes. The cathedral city of St Andrews is the seat of Scotland’s oldest and the UK’s second oldest university.

Fife is an area of considerable scenic and historical interest. The usual range of sporting facilities are available locally including golf, swimming, fishing, curling, soccer, rugby, cricket, sailing, motor sport and gliding. The Cairngorm Mountains are within easy reach providing access to skiing, mountaineering, orienteering, stalking and salmon fishing. Wide ranges of cultural activities are available in Fife, and in the cultural centres of Edinburgh and Glasgow. The main urban and leisure centres of central Scotland are within easy reach and there are excellent air, rail and motorway links to the rest of the UK. Edinburgh & Glasgow Airports are within easy reach by road.

# HOW TO APPLY

Please visit https://apply.jobs.scot.nhs.uk for further details on how to apply

Search for the job reference number 195687quoted above.

Please note all applications should be made via our e-Recruitment system (Job Train)

Prospective applicants wishing to visit the Department or who would like further information should contact: Joy Tomlinson, Director of Public Health, NHS Fife, 01592 226473 or by email to: [joy.tomlinson3@nhs.net](#)

***Indicative* Job Plan**

**Post:** Consultant

**Specialty:** Public Health

**Principal Place of Work:** Cameron House

**Contract:** Permanent)

**Availability Supplement:**

**Out-of-hours:** 1 in 7 with prospective cover for full time consultants

**Managerially responsible to:** Director of Public Health

**Timetables of activities that have a specific location and time:**

**Indicative Job Plan (to be agreed across two posts)**

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| **DAY / LOCATION** | **TIME (hrs)** | **TYPE OF WORK** | **DCC [PAs]** | **SPA [PAs]** | **OOH [PAs]** | | | **HOURS** |
| Monday | 08.30-12.30  13:00-15:00 | Child Public Health  Sexual Health | 1.5  0.5 |  |  | | | 8 |
| Tuesday | 08.30-  12.30  13:00-17:00 | Screening  Women’s health  Child health | 0.5  0.5  1.0 |  |  | | | 8 |
| Wednesday | 08.30-  12.30  13:00-17:00 | Core SPA: Including departmental meetings/ CPD/ appraisal/Teaching & training/R&D  Sexual Health | 0.5 | 1.5 |  | | | 8 |
| Thursday | 08.30-12.30  13:00-17:00 | Child Public Health  SPA | 1.0 | 1.0 |  | | | 8 |
| Friday | 08.30-12.30  13:00-17:00 | Non-working day |  |  |  | | |  |
|  | | On-call compensatory time including attending  Handover and related meetings |  |  | 0.25 | | |  |
| Out-of-Hours (OOH) described below: 17:00 – 08:30 hrs or 09:00 – 09:00 respectively at weekends | | | | | | | | |
| **TOTALS** |  |  | **5.5** | **2.5** | |  | **32** | |

The Job Plan is negotiable and will be agreed between the successful applicant, and the Director. NHS Fife initially allocates all full-time consultants 10 PAs made up of Direct Clinical Care (DCC) and SPA for CPD, audit, clinical governance, appraisal, revalidation job planning, internal routine communication and management meetings. This role will have 8 PAs in total. Precise allocation of SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning.