

# Consultant Paediatrician with special interest in Epilepsy & Neurology



Make a difference  
in Fife



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## Section 1: PERSONAL SPECIFICATION

<b>CONSULTANT – (SPECIALTY)</b>		
<b>REQUIREMENTS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualifications</b>	<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>APLS (or equivalent)</p>	<p>Higher qualification in an area of Epilepsy/Neurology</p> <p>SPIN module in Epilepsy/Neurology</p>
<b>Clinical Skills and Experience</b>	<p>A wide experience in acute paediatrics (both in-patient and out-patient).</p> <p>The ability to deal with a wide range of paediatric emergencies independently with back up remotely from tertiary specialists</p>	<p>A special interest, or willingness to develop an interest, in Epilepsy/Neurology</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>Instructor status for APLS or EPLS.</p> <p>Clinical tutor status, Clinical Educator approval (or similar)</p>
<b>Audit</b>	<p>Proven experience of clinical audit</p>	<p>Evidence of leadership in clinical governance roles.</p> <p>Postgraduate qualification.</p> <p>Proven use of audit as a tool to manage change in clinical practice.</p>
<b>Research and Publication</b>	<p>Able to undertake critical appraisal of clinical research.</p>	<p>Postgraduate research qualification / experience.</p> <p>Evidence of research and publication in peer reviewed journals.</p>

<b>Management</b>	An understanding of basic management issues	Desire to develop services for patients.
<b>General Attributes</b>	<p>Able to work in a team with colleagues in own and other disciplines.</p> <p>An ability to organize time efficiently and effectively.</p> <p>Good communication skills.</p> <p>Adaptable and open to new ideas.</p>	

## Section 2: INTRODUCTION TO APPOINTMENT

Job Title: Consultant Paediatrician with special interest in Epilepsy & Neurology

Department: Paediatrics

Base: Victoria Hospital, Kirkcaldy

Post Summary:

Applications are invited for this fixed term (01.09.25 until 30.08.26) post of Consultant Paediatrician with special interest in Epilepsy & Neurology to join an existing epilepsy/neurology service consisting of a consultant and specialty nurse.

The post-holder will join an established team of senior clinicians providing input to the paediatric services across NHS Fife. This appointment represents an opportunity for the appropriate candidate to become a member of a close-knit, hard working and proactive integrated clinical team.

### **Duties and Responsibilities for this post**

The main duties and responsibilities for the post include the following:

#### **Provision of Service:**

Provide general paediatric services and have a special interest that is complementary to the existing post-holders. This includes:

- To diagnose and treat patients referred to and born within NHS Fife.
- To carry continuing clinical responsibility for the patients.
- To supervise and professionally manage junior staff.
- To contribute to the planning of service developments.
- To manage resources efficiently within NHS Fife policies and to work towards targets and waiting times guarantees.
- To develop close contacts with local General Practitioners and multi-disciplinary teams in NHS Fife and Fife Council.

You will contribute to the existing team of Paediatricians in both community and acute settings. At the present time the paediatric service attaches particular importance to enhancing training opportunities and teaching for our junior medical team and maintaining a high quality of teaching for attached medical students.

## Section 3: DEPARTMENTAL & DIRECTORATE INFORMATION

### Healthcare in Fife

Healthcare in Fife is provided by an Acute Services Division and three Health and Social Care Partnerships (one covering the east of Fife, one covering the west and a third is Fife-wide):

Acute Services Division – Acute services for Fife

Health and Social Care Partnerships – Community, Learning Disability and Mental Health Services for Fife. This includes Community Children's Services

Corporate Services are based at the Board's Headquarters, Queen Margaret Hospital, Dunfermline

### Medical Paediatrics in Fife

NHS Fife has a single medical management structure for Paediatricians of all grades, hosted within the Women, Children & Clinical Services Directorate.

These posts, as with others across Fife, support the seamless provision of service across a number of localities in Fife.

### Paediatric Medical Staffing

#### Consultants:

Dr A Ahmed	[Special interest – Neonatology]
Dr M Ali	[Special interest – Neonatology]
Dr K Aniruddhan	[Special interest – Respiratory / Cystic Fibrosis / Asthma]
Dr H Brotherton	[Special interest – Neonatology]
Dr L Brennan	[Special interest – Community Child Health (starting March 2024)]
Dr A Cockburn	[Special interest – Allergy/ infectious diseases]
Dr J Cruden	[Special interest – Neurology / Epilepsy]
Dr R Forrest	[Special interest – Community Child Health]
Dr K Healy	[Special interest – Rheumatology]
Dr S Hiremath	[Special Interest – Child Protection]
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 Women & Children Directorate]
Dr A Pawliszewska	[Special interest – Neonatology]
Dr S Shearer	[Special interest – Neurodisability]
Dr H Sheridan	[Special interest – Respiratory / Cystic Fibrosis / Asthma]
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 Paediatrics CCH]  
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]  
Dr K Wade [Special Interest – Acute Paediatrics / Renal]  
Dr C Thomas [Special Interest – Acute Paediatrics / Renal]

**Middle Grades Trainees:** Currently there are 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 one of the 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).

## **General Paediatrics & Neonatology (Directorate Women, Children & Clinical Services)**

### **Management Team**

Associate Medical Director	Dr John Morrice
Directorate General Manager	Ms Jane Anderson
Associate Director Midwifery	Ms Aileen Lawrie
Clinical Lead for Neonatology	Dr Laura Stewart
Clinical Lead for Paediatrics	Dr K Healy / Dr H Sheridan
Clinical Lead for CCH	Dr Juliet Tucker
Head of Midwifery/Nursing	Ms Pamela Galloway
Service Manager (Paediatrics)	Ms Lynette Mackenzie
Paediatric & Neonatal Nurse Manager	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 and inpatients. ENT has dedicated paediatric theatre lists operating from the children's ward. Mr P Cullis (Consultant Paediatric Surgeon) from Edinburgh Royal Hospital Children & young People (RHCYP) runs a day case theatre list on a 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 nasal 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 Level II (Local NNU) neonatal unit with 11 Special Care cots, 4 intensive care cots and 2 high dependency care cots. The design of the new unit is highly flexible allowing additional HD infants to be cared for according to need. In keeping with this and the increase in high dependency workload the balance of cots is being reviewed with the

expectation that the numbers of high dependency cots will increase. 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.

### **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 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:

- Dr Sonya Hiremath, Consultant Lead Paediatrician for Child Protection, 2 of the CCH consultants and a Specialty Doctor (formerly Associate Specialist) provide much of the complex care and support.
- Consultant Paediatricians (acute) provide child protection cover (for non CSA) out of hours and some in hours sessions.

#### 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 led service contributes to multi-agency investigations of child abuse in a co-ordinated way that aims to minimise any distress to children and families. 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 medical led service 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.

### **Developmental Follow-Up**

A Community Paediatrician reviews children in their nearest community clinic. Developmental assessments, including Griffiths assessments, are carried out and referrals made to appropriate therapists, education officers and counsellors. Referrals are from nursery school

teachers, school teacher, health visitors, AHP's, CAMH including Psychology services, hospital paediatricians and General Practitioners.

### **Multi agency working with Education**

A new approach to the diagnosis and management of ADHD and ASD has been implemented in Fife that operates on the basis of a multi-agency/multi professional team assessing, diagnosing and supporting these children. A link with child psychiatry is established in the autistic spectrum and ADHD teams and referrals from community paediatricians are taken by community nurse therapists and clinical psychologists.

The multi-agency Children's Services Plan is jointly developed with Fife Council has Fife has a well-developed approach to implementation of GIRFEC.

## Section 4: MAIN DUTIES & RESPONSIBILITIES

The main duties and responsibilities for the post/s include the following:

### Clinical Duties

Provide general paediatric services and have a special interest that is complementary to the existing post-holders. This includes:

- To diagnose and treat patients referred to and born within NHS Fife.
- To carry continuing clinical responsibility for the patients.
- To supervise and professionally manage junior staff.
- To contribute to the planning of service developments.
- To manage resources efficiently within NHS Fife policies and to work towards targets and waiting times guarantees.
- To develop close contacts with local General Practitioners and multi-disciplinary teams in NHS Fife and Fife Council.

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### Cover for Consultant Colleagues

Annual/Study Leave – consultants are expected to work as a team to ensure continuity of care during planned leave, and to provide emergency cover for consultant colleagues during unexpected absence.

### Teaching

Consultants take part in formal teaching programmes within the department 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. Substantive consultants currently in post also hold honorary Clinical Tutorship in the Department of Child Life and Health at Edinburgh University, honorary Senior Lectureships at St Andrews University (to acknowledge our clinical teaching activities), and honorary Senior Lectureships in Maternal & Child Health Sciences at University of Dundee; it is anticipated that this arrangement will continue.

There are undergraduate and postgraduate teaching and clinical guideline setting and audit responsibilities. The 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 and on TEAMS. 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.
	PM	
Wed	AM	ST (middle grade) teaching – general paediatric topics. Led by the acute-COW.
	PM	Radiology MDT meeting- held via TEAMS. Led by the visiting paediatric radiologist from RHSC-Ed. Journal club – general paediatric or neonatal topics Monthly regional child protection peer review-TEAMS
Thu	AM	GPST / FY2 teaching – general paediatrics (led by the middle grade doctors with consultant supervision) Perinatal Mortality & Morbidity meeting
	PM	Department Teaching – open to everyone. Education centre and on TEAMS. Mix of local and invited speakers, journal club, M&M, audit and other presentations, regular local child protection peer review
Fri	AM	GPST / FY2 teaching – neonatal paediatrics (led by the middle grade doctors with consultant supervision)

There are monthly education meetings for Community Paediatricians – the exact day and time changes on a month-to-month rolling basis.

All consultants are expected to take an active role in the weekly education meetings along with other members of the team. There is an ongoing audit programme to which all consultants contribute. The most recent GMC survey of trainees showed that the department provides its paediatric trainees and undergraduate students with an excellent opportunity for learning in a supportive environment.

### Continuing Medical Education

The Board supports consultants to participate in continuing medical education (CME). They 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. There is a departmental clinical governance meeting on the first Thursday of the month.

## **Managerial/Administrative Responsibilities**

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

## Section 5: INDICATIVE JOB PLAN

**Contract:** Full-time or Part-Time (Fixed term)

**Programmed Activities:** 10 PA (including 2 SPA) EPAs: 0

**Availability Supplement:** Level 5%

**Out-of-hours:** 1:9 cover for General Paediatrics only

**Managerially Responsible to:** Dr Kirsten Healy / Dr Helen Sheridan

Extra programmed activities may be negotiated between the successful candidate and NHS Fife.

The job plan will be negotiated between with the Clinical Lead for Paediatrics annually.

### EXAMPLE JOB PLAN

Day	Hospital/Other Location	Type of Work	PAs
Monday am	Paediatric Grand Round (08:30 -10:00) Admin	Direct Clinical Care	1
Monday pm	General Paediatric Clinic (weeks 1-3) First seizure clinic (week 4)	Direct Clinical Care	1
Tuesday am	Epilepsy Clinic	Direct clinical care	1
Tuesday pm	Epilepsy meeting and Admin	Direct clinical care	1
Wednesday am	Admin/MDT meetings (epilepsy / neurology)	Direct clinical care	1
Wednesday PM	CPD/Supervision/ Appraisal	SPA	1
Thursday am	Neurology Clinic Weeks 2&4 General Paediatrics Weeks 1 & 3	Direct Clinical Care	1

Thursday pm	Consultant Meetings and Post graduate education meetings	SPA	1
Friday am	OFF		

## Section 6: CONTACT INFORMATION

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

- **Dr Kirsten Healy and Dr Helen Sheridan, joint Clinical Lead(s) for Paediatrics, via paediatric secretary (01592 643355)**
- **Dr Keith Morris, Clinical Director for Women & Children Services, (allen.morris@nhs.scot, 01592 643355 x27917)**

### **NHS Fife**

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