



Consultant Paediatrician – Children & Young People’s Neurodevelopmental Services

CYP Neurodevelopmental Services (ADHD & Autism Assessments)

Directorate: Neurodevelopmental & Mental Health

Base: Remote but with flexibility for occasional in-person meetings (Worcestershire)

Hours: Sessions negotiable

Contract/Grade: £109,725 – £145,478

Pre-employment checks: Enhanced DBS Check, Medical Indemnity Required

About Vertis Health

Vertis Health is a GP-owned organisation in Primary Care Worcestershire. We deliver safe, evidence-based community services through clinician-led teams, robust governance, and practical, data-driven improvement.

Role purpose

To deliver and/or sign off high quality, NICE aligned ADHD and Autism diagnostic assessments for children & young people aged 6–18; support MDT clinicians operating within a GP led model; uphold safe safeguarding practice; ensure compliance with contract KPIs; and produce clinically robust, neurodiversity affirming reports and care plans.

This aligns with:

- NICE NG87 ADHD diagnosis criteria
- NICE CG128 Autism diagnostic assessment requirements
- NICE CG170 Autism post diagnostic support expectations
- GMC safeguarding responsibilities
- Both CYP SOPs, including triage, assessment, MDT structure, reporting, waiting time standards, onward referrals, and signposting.

Why this role exists

This post has been established to provide senior paediatric expertise and clinical assurance for safe, high-quality ADHD and Autism assessment pathways for children and young people. It ensures robust diagnostic leadership, safeguarding oversight, and consistent adherence to NICE-aligned standards across a rapidly growing neurodevelopmental service.





About the Services

The services currently include:

- **Children and Young People (CYP) ADHD** – an assessment and diagnosis pathway (with onward treatment and medication pathways subject to commissioning and wider system arrangements).
- **Children and Young People (CYP) ASD** – a diagnostic assessment pathway delivered through a multidisciplinary model, aligned to national guidance and local commissioning arrangements.

This consultant role provides senior clinical leadership across the **CYP ADHD Assessment Service** and the **CYP Autism Assessment Service**, both delivered as part of Right to Choose and local commissioned pathways.

The service model blends **remote-first appointments**, structured **in-person assessments**, **weekly MDT reviews**, robust triage, Children's safeguarding processes, and **multi-agency liaison**, exactly as described in both SOPs.

The consultant provides oversight for **clinical quality, diagnosis, risk management, safeguarding, documentation, and clinical governance** across both pathways

Main duties and responsibilities

ADHD Responsibilities (Aligned to CYP.SOP.002)

The Consultant will:

A. Diagnostic assessment

- Conduct or supervise full ADHD assessments using DSM5/ICD11 criteria, validated tools (e.g., Conners/Vanderbilt), multiagency evidence, and functional impairment review. (NG87 requires multi informant evidence + functional impairment assessment) [\[nice.org.uk\]](https://www.nice.org.uk)
- Review school/second setting information as required in the SOP.
- Provide senior opinion for borderline, complex, or contradictory presentations.

B. Preassessment & triage (SOP aligned)

- Oversee triage decisions following review of questionnaires, EMIS data, school forms, and thresholds.
- Approve or advise on cases requiring additional evidence before progressing to assessment.

C. Further investigations

- Determine when QB Test or cognitive assessment is clinically appropriate (SOP supported).
- Interpret test results as part of the diagnostic formulation.

D. Postdiagnosis

- Ensure that written diagnostic outcome letters include:



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- Neurodiverse affirming language
 - Functional impact
 - Reasonable adjustments
 - Next steps (aligned to CG170 for psychosocial support). [\[nice.org.uk\]](https://www.nice.org.uk)

E. Risk/Safeguarding

- Identify comorbidities flagged in NICE ADHD guidance — e.g., trauma, anxiety, ODD/CD, substance misuse, LD. [\[nice.org.uk\]](https://www.nice.org.uk)
- Escalate safeguarding concerns per GMC duties. [\[gmc-uk.org\]](https://www.gmc-uk.org)
- Participate in MDT safeguarding review per SOP.

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Autism Responsibilities (Aligned to CYP.SOP.001)

The Consultant will:

A. Diagnostic assessment

- Lead MDT Autism assessments requiring:
 - Developmental history
 - Observation of communication/social interaction
 - Sensory profile
 - Use of a structured autism tool (e.g., ADOS) where indicated (NICE CG128 – autism assessment framework) [\[nice.org.uk\]](https://www.nice.org.uk)
- Review school/alternative setting information required in the SOP.

B. MDT requirements

- Ensure assessments comply with the SOP requirement for **two suitably qualified clinicians**, including a senior clinician.
- Provide senior clinical signoff for complex, ambiguous, or atypical presentations.

C. Additional investigations

- Advise when structured diagnostic interviews, SaLT assessments, or cognitive assessments are appropriate.
- Conduct senior review of formulations integrating multiple tools (CG128 prohibits relying on any single autism tool alone). [\[apps.asha.org\]](https://www.apps.asha.org)

D. Postdiagnosis

- Provide outcome letters & personalised care plans, including:



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- Needs
 - Recommended adjustments
 - Strategies
 - Signposting (CG170) [\[nice.org.uk\]](https://www.nice.org.uk)
- Ensure interface with schools/SENCO follows SOP routing.

MDT Leadership (from both SOPs)

- Lead weekly MDT meetings reviewing:
 - ADHD pre-assessment decisions
 - Autism triage
 - Risk/safeguarding
 - Complex cases
 - Clinical governance
- Supervise & develop GPs, Band 7 clinicians, psychologists, SaLT (where applicable).
- Ensure MDT follows NICE standards for multidisciplinary diagnostic services for ADHD and Autism.
(NG87 requires MDT involvement for diagnosis)
(CG128 defines MDT autism team membership)

Governance, Audit, Reporting

- Ensure diagnostic quality meets:
 - NG87 standards for ADHD assessment
 - CG128 & CG170 for Autism pathways
 - Contractual KPIs (12week start; 26week completion in SOP)
- Contribute to monthly, quarterly, and six monthly reports (as required in SOPs).
- Participate in medicines management, PSIRF aligned governance, and clinical audit cycles.

Safeguarding

- Maintain **Level 3 Safeguarding competencies**
- Apply GMC “Protecting Children and Young People” guidance in all cases.
- Attend safeguarding meetings where required and support MDT decision making.





Communication, Liaison & Education

- Provide high quality written diagnostic reports aligned with SOP templates.
- Liaise with:
 - GPs
 - CAMHS
 - Community Paediatrics
 - Schools/SENCoS
 - Local SEND services
- Provide training, CPD, and supervision to assessors and GPs (Progress+ requires leadership/education domains).

Professional standards and safeguarding

The postholder is required to practise within professional scope, maintain registration, and follow all Vertis Health policies, NHS-aligned governance standards, and safeguarding procedures. The postholder will maintain mandatory training, attend supervision, and evidence ongoing CPD appropriate to the role.

Contract and Job Planning

- Consultant Contract (2003, England) applies. [\[nhsemployers.org\]](http://nhsemployers.org)
- Job plan developed using RCPCH Consultant Job Planning Toolkit. [\[rcpch.ac.uk\]](http://rcpch.ac.uk)
- Community paediatric norms (longer assessments, high admin demand) followed as per BACCH guidance. [\[hubble-liv...zonaws.com\]](http://hubble-liv...zonaws.com)

Suggested 10PA plan (can adjust):

- **6.5 DCC** – ND clinics, assessments, MDTs, report writing, school liaison.
- **0.5 DCC** – Complex case/safeguarding review.
- **3.0 SPA** – QI, audit, supervision, safeguarding updates, teaching.





Person specification

Essential Qualifications

- Full GMC registration with licence to practise.
- MRCPCH or equivalent.
- CCT in Paediatrics (General / Community / Neuro disability) or within 6 months.

Essential Skills & Experience

- Extensive experience assessing ADHD & Autism in CYP.
- Experience using Autism diagnostic tools (ADOS or equivalent).
- Familiarity with validated ADHD tools (Conners, Vanderbilt).
- Ability to synthesise multi-setting evidence (NICE NG87 & CG128).
[\[nice.org.uk\]](https://www.nice.org.uk), [\[nice.org.uk\]](https://www.nice.org.uk)
- Experience supervising MDT staff.
- Level 3 Safeguarding training (per Intercollegiate Document). [\[fflm.ac.uk\]](https://www.fflm.ac.uk)
- Strong understanding of NICE requirement not to use any autism tool in isolation (CG128). [\[apps.asha.org\]](https://www.apps.asha.org)
- Experience writing high quality clinical reports.

Desirable

- ADOS/ADIR trained.
- Experience in community paediatrics / neuro disability (BACCH model roles).
[\[bacch.org.uk\]](https://www.bacch.org.uk)
- Familiarity with QB Test interpretation.
- Prior experience in Right to Choose or independent assessment services.

Additional information

This job description reflects the current commissioned scope of the CYP ADHD and ASD assessment and diagnosis pathway. The service model, tools used, and MDT arrangements may evolve in line with commissioning and governance requirements. Any changes will be implemented with clear communication, training, and supervision support.

