

# Consultants in Old Age Psychiatry

## Applicant Information



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## Consultants in Old Age Psychiatry

**4 Full Time Posts (10 PA, including up to 2 PA of SPA)  
Part-time positions negotiable**



**Salary Scale - £82,669 - £109,849 per annum (pro rata)**

*NHS Forth Valley: Where exceptional Psychiatrists can flourish and really feel at home*

In NHS Forth Valley we know the radical and transformational difference Psychiatrists make to the lives of their patients. This is why we have developed, and will always strive to maintain a system that allows them to do this work. In NHS Forth Valley we passionately believe in joined-up, holistic care across the whole patient journey. We have a dynamic Consultant workforce and due to the relatively small size and adaptability of our health board our Psychiatrists are able to become effective leaders that can drive through positive changes.

We are in an exciting place with regards to Old Age Psychiatry in Forth Valley. Within the next 3 years we will be able to evidence we have the best mental health services in Scotland. To support this goal our Board has invested in new Consultant posts, so that we will be the best resourced board for Old Age Psychiatry Consultants in the country. As well as future proofing our service against the expected increased rates of dementia over the next decade; it will mean that our Consultants will have sufficient SPA time in their job plans to help all of our service to become accredited (for providing excellent care) according to the Royal College of Psychiatrists Centre for Quality Improvement Accreditation Standards.

With the creation of new Consultant posts we have the opportunity to be flexible with our medical workforce (for example allowing Consultants to spend relatively more time working in an inpatient setting or the community, or exclusively in either environment). However based on a traditional post that provides continuity of care and covers both community and inpatient settings each new Consultant post will cover a community population of 7,500 (with Speciality Grade doctor and multi-disciplinary support, see below for more details).

From day one we help all new Consultant Psychiatrists in Forth Valley embark on a journey to develop into the best doctor they can be. We would hope and expect that those we employ are keen to gain extra SPA time (in addition to accreditation work) for teaching, training, patient safety and service improvement work.

Forth Valley offers an unrivalled quality of life being an area of outstanding natural beauty which includes Loch Lomond and the Trossachs National Park. Historic Stirling 'the gateway to the Highlands' has local state schools that consistently feature in the top 20 national league tables. Scotland's major cities, Glasgow & Edinburgh are within one hours travel. Substantial relocation packages are available.

Applicants are encouraged to visit the department and meet key staff. Informal enquiries should be directed by telephone to Dr. Jim Crabb, Associate Medical Director on 01786 434031.

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. Applicants will be in possession of the MRCPsych or equivalent, registered with the General Medical Council and on the Specialist Register or be within 6 months of the anticipated award of a CCT at the time of interview or have a certificate of Eligibility for Specialist Registration (CESR). Applicants are required to have evidence of recent continued academic and professional development. Excellent, communication, listening and organisational skills are essential.

Closing date: Thursday 8<sup>th</sup> October 2020

Interview date: Tuesday 3<sup>rd</sup> November 2020

Please quote reference number 029571 on all correspondence.

## Introduction to NHS Forth Valley

NHS Forth Valley is one of 14 regional health boards in Scotland and serves a population of nearly 310,000 in a diverse geographical area which covers the heart of Scotland and covers three council areas, [Clackmannanshire](#), [Stirling](#) and [Falkirk](#).

NHS Forth Valley has an annual budget of approximately £570 million and is the largest employer in the area, with approximately 8000 staff from a wide range of professional and support occupations. Acute Services are based in our modern, purpose built 860 bedded, Forth Valley Royal Hospital, which opened in 2011 and provides inpatient and outpatient services. It is supported by a network of four [community hospitals](#), 56 health centres, day centres providing care and support for patients with mental illness and learning disabilities and a wide range of community based services.

We are home to the [Scottish Centre for Clinical Simulation and Human Factors](#), one of the most advanced training facilities of its kind where medical staff are able to hone their skills using computerised mannequins. In addition, NHS Forth Valley has been named in a survey of trainee doctors as one of the top places to be in the UK for medical education and training.

There are two Health and Social Care Partnerships (HSCP) which cover the Forth Valley area – one for [Clackmannanshire and Stirling](#) and one for [Falkirk](#).

Further information is available at [www.nhsforthvalley.com](http://www.nhsforthvalley.com)



## The Forth Valley Area

Forth Valley, in the heart of Scotland, is an exciting place to live and work. Transport links are second to none with excellent motorway and rail links and two international airports nearby, Edinburgh and Glasgow. House hunters in the Forth Valley area are spoiled for choice. On offer are a large array of established and new properties in a variety of attractive settings.



Education in the area is first class, with excellent provision of pre-school, primary and secondary education. State schools in the area have strong reputations and there is also easy access to the area's private schools in Dollar and Crieff. On the further education front, Stirling boasts an excellent University and access to the University cities of Glasgow and Edinburgh is easy. There are also further education Colleges in Falkirk, Stirling and Alloa.

### Stirling Area

A wee city with a big history, Stirling punches well above its weight for historic attractions and spectacular scenery, not to mention shopping, places to eat and exciting events. Visit Stirling and take in the magnificent views from [Stirling Castle's](#) hill-top esplanade towards the [National Wallace Monument](#) on the edge of the rolling Ochil Hills before looking north east for the mountain peaks of [Loch Lomond & The Trossachs National Park](#). Find out more about the area on [Your Stirling](#).

### Falkirk Area

The Falkirk area is steeped in history with a wealth of attractions, including two of the world's most unique, including, [The Falkirk Wheel](#) and [The Kelpies](#) in [The Helix Park](#). Plus the Falkirk area has a significant section of the [John Muir Way](#). [Falkirk](#) is a historic town centre with a traditional high street and lots of things to be doing with two large shopping centres. Find out more about the area on [Visit Falkirk](#).

### Clackmannanshire Area

Clackmannanshire lies between the majestic Ochil Hills and the River Forth and provides the perfect year-round base to explore the stunning countryside, rich history, medieval castles and tower houses. For leisure, there are six golf courses, a luxury spa and a major shopping outlet. Find out more about the area on [Discover Clackmannanshire](#).

## Job Description

<b>Job Title:</b>	Consultants in Old Age Psychiatry
<b>Posts:</b>	4 substantive posts
<b>Hours of Work</b>	Full time/Part time – up to 40 hours per week

### Background

We are in an exciting place with regards to Old Age Psychiatry in Forth Valley. Within the next 3 years we will be able to evidence we have the best mental health services in Scotland. To support this goal our board has invested in new Consultant posts, so that we will be the best resourced board for Old Age Psychiatry Consultants in the country. As well as future proofing our service against the expected increased rates of dementia over the next decade; it will mean that our Consultants will have sufficient SPA time in their job plans to help all of our service to become accredited (for providing excellent care) according to the Royal College of Psychiatrists Centre for Quality Improvement Accreditation Standards.

With the creation of new Consultant posts we have the opportunity to be flexible with our medical workforce (for example allowing Consultants to spend relatively more time working in an inpatient setting or the community, or exclusively in either environment). However based on a traditional job that provides continuity of care and covers both community and inpatient settings each Consultant will cover a community population of 7,500 (with Speciality Grade doctor and multi-disciplinary support, see below for more details).

### NHS FORTH VALLEY PSYCHIATRY SERVICES

Specialty	Inpatient	Out-Patient	Day Patient
General Adult Psychiatry	*	*	*
Old Age Psychiatry	*	*	*
Learning Disability Psychiatry	*	*	
CAMHS		*	
Forensic Psychiatry	*	*	
Liaison Psychiatry	*	*	
Rehabilitation Psychiatry	*	*	
Intensive Home Treatment Team (Psychiatry)		*	
Psychotherapy		*	
Eating Disorder		*	
Community Alcohol & Drug Service		*	

## **JOB DESCRIPTION**

Consultants working in Old Age Psychiatry are clinical leaders within their teams. NHS Forth Valley subscribes to the New Ways of Working model proposed by the Royal College of Psychiatrists. In this Consultant Psychiatrists perform their direct clinical work with small caseloads of the most severe and high risk cases. Consultant Psychiatrists have particular expertise in resolving diagnostic uncertainty and performing comprehensive risk assessments. As senior clinical leaders our Consultant Psychiatrists develop their teams (through providing teaching, training, mentoring and supervision) so that the vast majority of patients are able to safely proceed on their journey or assessment and treatment whilst mainly being seen by other, less specialised members of the multidisciplinary team.

Specialist Old Age Psychiatry services consist of acute admission and rehabilitation beds, day hospital and memory clinics, domiciliary and outreach care, and outpatient /community clinics. Our services are designed around well developed sectorised community mental health teams. A small number of Hospital Based Complex Care beds are provided for people with severe and persistent behavioural problems that necessitate specialist medical and nursing care, located in Stirling, Sauchie and Bo'ness.

## **COMMUNITY MENTAL HEALTH TEAMS FOR OLD AGE PSYCHIATRY**

Our community mental health teams (CMHTs) for Old Age Psychiatry provide integrated assessment, care planning, psychiatric treatment, care co-ordination and post hospital follow up to older people with mental health problems in the community. Referrals are accepted from Primary Health Care teams at practice meetings, directly from GPs, locality social workers, from acute hospital staff and from secondary care psychiatrists.

CMHTs in Forth Valley work with patients, their families and carers in their own homes and in other community settings, including residential and nursing care, and acts as a gateway to other services.

Our CMHTs operate a same day service for emergencies Monday to Friday 9am - 5pm.

All our CMHTs have multidisciplinary input. This includes nursing staff, health care assistants, physiotherapists, occupational therapists & psychologists. Each team is supervised by a Team Leader with support from a Clinical Nurse Manager. Medical support to the Consultant Psychiatrist in the team is provided through Speciality Grade Doctors.

A wide range of psychological and pharmacological interventions are available to patients working with our CMHTs including anxiety management, cognitive behavioural therapy (CBT) and cognitive enhancing therapy.

Treatment interventions will be undertaken by any member of the sector team deemed to have the necessary skills in accordance with the Royal College of Psychiatrists New Ways of Working. Regular case supervision is carried out and joint working with other healthcare providers and Social Work is encouraged.

### **DEMENTIA OUTREACH TEAM**

The Dementia Outreach Team (DOT) provides a rapid access service to all patients across Forth Valley who have a confirmed dementia diagnosis and who are displaying acute behavioural disturbance, or whose carers are experiencing stress and distress. The team has proved very effective in reducing acute inpatient admissions and has also lessened the number of urgent referrals to the CMHTs.

The DOT currently has a part time band 7 charge nurse, 2 whole time equivalent (WTE) band 6 Registered Mental Health Nurses (RMNs), 2 WTE band 5 RMNs and 2 WTE healthcare assistants.

Currently the DOT receives 4 sessions of support and supervision from Speciality Grade Psychiatrists. However with the creation of our new Consultant posts we would be keen for Consultant Psychiatrists to lead and develop this exciting new part of our service, and time would be allocated in their job plan for this.

### **CARE HOME LIAISON SERVICE**

The Care Home Liaison Service (CHLS) delivers education and training to care home staff across the sector, regular clinics, individual patient assessment and reviews. Additionally, specialist clinics in two homes (Torwood and Burnbrae) support staff in the care of patients with severe and enduring mental health problems who otherwise would have required long term hospital care.

The CHLS at present has a part time Band 7 Charge Nurse and 3.3 WTE band 6 and band 5 RMNs. Currently the CHLS receives 1 sessions of support and supervision from a Consultant Psychiatrist. However with the creation of our new Consultant posts we would be keen for interested Consultants to spend additional time leading and develop this important part of our service, and time would be allocated in their job plan for this.

## **PSYCHIATRIC DAY HOSPITAL**

Our day hospital service:

- Provides intensive multidisciplinary assessment and treatment for older people with complex mental health needs.
- Aims to reduce hospital admission
- Focuses on rehabilitation
- Provides sessional and home based treatment
- Can provide comprehensive extended multidisciplinary mental health assessment and risk assessment when required
- Offers individual and group psychological interventions (including counselling, CBT, coping strategies, coping with loss)
- Routinely gives psycho-educational sessions and advice to carers
- Provides safe monitoring of psychotropic medications through a health maintenance clinic
- Supports care staff in mainstream services in order to maintain people at home

## **OUTPATIENT CLINICS**

Currently clinics are offered at Falkirk Community Hospital, Stirling Community Hospital and Clackammananshire Community Health Centre. Depending on need and to maximise efficiency, at times Consultant led community based clinics can be conducted in selected care homes.

Clinics include:

- General Old Age Psychiatry Outpatient clinic
- Cognitive enhancer clinic
- Memory clinic
- Neuropsychology clinic

A domiciliary service is available for those unable to attend clinics.

## **MEMORY ASSESSMENT SERVICE**

Our memory assessment services aim to provide timely diagnosis, treatment/management (psychological and social as well as pharmacological) and aftercare for people with dementia and their families.

## **INPATIENT BEDS**

20 Organic and 20 Functional acute assessment beds are located in Wards 4 & 5 at Forth Valley Royal Hospital. These beds are shared across Forth Valley. We are passionate about providing continuity of care across the patient journey, and set up our systems and processes to accommodate this as far as possible. For this reason we generally aim to ensure that a single Consultant oversees a patient's journey across the interface between the community and wards. However with the addition of new posts we are open to exploring the possibility of developing new ways of working, which may include some Consultants having relatively more time on the wards or in the community (or working exclusively in these areas) provided robust means of maintaining continuity of care are established.

The purpose built unit at Forth Valley Royal Hospital offers single room accommodation for each patient. Each ward is led by a band 7 Charge Nurse. The unit offers excellent facilities including a modern and well equipped occupational therapy kitchen and physiotherapy gym.

Both wards have regular input from psychologists. The dementia ward uses the stress and distress model to manage distressing behaviours.

Our wards also have dedicated Activity Coordinators, specialist clinicians who are always considered as a separate resource from the rest of the nursing staff on duty during the day. This ensures that meaningful therapeutic activity is always provided, regardless of the other demands placed on nursing staff by clinical activity on the wards. Our development of the Activity Coordinator role has recently won an award for outstanding care at Board level.

## **COMMUNITY BEDS**

Hospital Based Complex Care beds are offered in three community hospitals at Falkirk Community Hospital, Bo'ness Hospital and Clackmannanshire Community Health Centre. Day to day medical cover is provided by a portfolio GP team and regular Consultant ward rounds.

### Current Establishment

<b>North Sector (Stirling &amp; Clackmannanshire)</b>	
Dr S Affleck	Consultant Psychiatrist
Dr V Pattan	Consultant Psychiatrist
<b>New Post</b>	Consultant Psychiatrist

Dr A Sawhney	Locum Consultant (substantive Specialty Grade doctor working towards CESR)
Dr C Duncan	Specialty Doctor
Dr J Allatt	Specialty Doctor
<b>South Sector (Falkirk)</b>	
Dr Carol Quinn	Consultant Psychiatrist
Dr P Apurva	Consultant Psychiatrist
<b>Vacancy</b>	Consultant Psychiatrist
<b>New Post</b>	Consultant Psychiatrist
<b>New Post</b>	Consultant Psychiatrist
Dr A Rennie	Specialty Doctor
Dr M Ward	Locum Specialty Doctor
<b>Forth Valley wide services- Old Age Liaison Psychiatry</b>	
Dr C McGechaen	Consultant Psychiatrist

## **ADMINISTRATIVE / IT SUPPORT**

All Consultants have dedicated secretarial support and their own office accommodation. All Consultants are given their own laptop computer with the appropriate hardware (headset, VPN token which allows remote access to clinical systems etc) to allow them to work flexibly and from home. Since the onset of the covid-19 pandemic mental health services in Forth Valley have led the way in adopting new technologies to allow remote, and innovative ways of working. We are outperforming our peers in other Health Boards across Scotland in the use of the Near Me consulting platform. Going forward we are keen to maintain and expand such ways of working in order to maximise access for our patients, minimise travel for staff and patients and minimise the carbon footprint of our service.

## **TRAINING AND EDUCATION**

NHS Forth Valley places a high priority on training and development across all staff groups and strongly supports the continuing medical education programme for Consultants. Our Learning, Education and Training Centre is located within Forth Valley Royal Hospital.

Forth Valley Royal Hospital provides a free library service to all staff working within the Forth Valley area. Membership is free and registration is available via the NHSFV library website <http://www.nhsforthvalley.com/health-services/library-services/>

The library contains a selection of textbooks, teaching/visual aids and provides computer access to enable access to the Knowledge Networks collection of free text up to date journals and other educational resources.

Glasgow and Edinburgh with their Royal Colleges, University medical schools and postgraduate facilities are in easy reach.

## **TEACHING, AUDIT AND RESEARCH**

NHS Forth Valley Mental Health Services have an excellent reputation for teaching and training. We received outstanding feedback at our last Deanery assessment, which described us as offering one of the best training placements in Scotland, across all medical specialities. We are passionate about developing the next generation of Psychiatrists, and encourage all our Consultant Psychiatrists to register as training, and / or participate in teaching medical undergraduates and trainee doctors.

Forth Valley Royal Hospital hosts the national Scottish Centre for Simulation and Clinical Human Factors. The most technologically advanced simulation centre in Scotland with permanent technical and administrative support. The centre runs national courses for a variety of specialties including Surgery, Paediatrics, Anaesthetics, Medicine and more. The centre also runs the national faculty development programme for simulation-based education. Through this resource we have developed the Psych SIM MAN training package, which allows our mental health clinicians to train for emergency situations in an simulated, interactive environment. This package has been nationally recognised. We are keen that Consultant Psychiatrists continue to lead the development of new scenarios and oversee the training delivered.

Consultant Psychiatrists are expected to undertake audit as part of their appraisal process. All audits performed across our services map onto the Forth Valley wide clinical governance objectives set by the Mental Health Clinical Governance Working Group.

## Responsibilities

- As agreed with the General Manager and Associate Medical Director to provide with Consultant colleagues an area wide service with responsibility for the prevention, diagnosis and management of mental illness and mental disorders, and for the proper functioning of the service
- Out-of-hours responsibilities for Forth Valley Royal Hospital shared with the other Consultants as part of a Consultant team (currently a 1 in 20 rota)
- To provide cover for Consultant colleagues during annual and study leave or at such other times as agreed with the General Manager and Associate Medical Director
- To act as the Approved Medical Practitioner for Mental Health Act work
- To liaise with adult psychiatry colleagues and other partnership agencies.
- To offer professional supervision, training and appraisal of junior medical, nursing and technical staff as appropriate to enhance role extension and job skills within the service in order to improve the service provided to patients
- To motivate staff within the service, through leading by example, and fostering good working relationships at all levels
- To contribute to developments and initiatives within the organisation as appropriate and as requested
- To undertake teaching, accreditation and examination duties, and contribute to postgraduate and continuing medical education activity
- To agree and implement an annual medical audit and clinical governance programme with the Associate Medical Director in line with the Board's Clinical Effectiveness Strategy
- To participate fully in Consultant appraisal and personal development planning activities

The requirements of this post will change through time in line with clinical advances and developments in services provided by the NHS in Forth Valley.

## Job Plan

Efforts will be made to complete job planning prior to the date of commencement in post, or, if this is not possible, as soon as possible following this date.

NHS Forth Valley consultant posts are initially for 10 PAs. We are keen that SPA-related activity over and above the 1 PA of SPA for individual requirements (CPD, audit, clinical governance, appraisal, revalidation, job planning, internal routine communication and management meetings) is offered to new consultants. Other roles in this department that have an SPA allocation are:

- Peer appraisal
- Educational supervision of trainees
- Charing Adverse Event Reviews
- Departmental links to other departments
- Committee representation
- Research
- Service development

Exact allocation of SPA time will be agreed with the successful applicant and reviewed at annual job planning.

Subject to completion of job planning, the proposed weekly timetable is as follows:

<b>DAY</b>	<b>AM</b>	<b>PM</b>
<b>Monday From/To</b> 09.00 – 17.00	Functional Ward round	Outpatient clinic
<b>Tuesday From/To</b> 09.00 – 17.00	Organic Ward Round	Community visits
<b>Wednesday From/To</b> 09.00 – 17.00	CMHT MDT	SPA
<b>Thursday From/To</b> 09.00 – 17.00	SPA	Outpatient clinic
<b>Friday From/To</b> 09.00 – 17.00	Ward Review / family meetings	Patient related admin / urgent visits

## Contractual Details

Contracted activities for this appointment will be defined and agreed with the post holder and the Deputy Medical Director and managerially responsible to the General Manager.

The post holder will be professionally responsible to the Deputy Medical Director and managerially responsible to the General Manager.

The Consultants in the department will agree arrangements for the cover of clinical duties.

Consultant Psychiatrists will be expected to take part in the Senior Psychiatry on call rota which is currently 1 in 20.

These Consultant posts are available on a full-time basis however the Board welcomes applications from individuals who are unable to undertake a full time commitment and who may wish to work on either a part-time or job share basis.

The terms and conditions of service applicable to this appointment are the Consultant grade terms and conditions of service as amended from time to time.

NHS Forth Valley requires each Consultant to agree with the Associate Medical Director, a job plan of fixed and other commitments, which will be reviewed on an annual basis and revised as necessary to meet the requirements of the local and national service issues.

Consultants will be required to participate in an annual appraisal.

The post holder will normally be expected to reside within 30 minutes travelling distance of Forth Valley Royal hospital, however this can be negotiated with the Associate Medical Director and General Manager. If NHS Forth Valley Health Board considers that there is a requirement for the post holder to relocate his or her home in order to take up the responsibilities of the post, relocation expenses will be available in accordance with the Board's Relocation Policy. Support to the level of 15% of starting salary up to a maximum of £10,000 may be available, subject to the provisions of the policy.

Formal appointment to this post will be conditional upon satisfactory completion of all pre-employment checks, including satisfactory medical screening.

NHS Forth Valley does not negotiate salary placements. On commencement of employment, salary will be determined in accordance with Section 5 of the terms and conditions of service.

These appointments will be superannuable under the NHS Superannuation Scheme, which is contracted out of the State Earnings Related Pension Scheme (SERPS). New employees will automatically be enrolled in the scheme unless they opt out. For further information, please contact the Scottish Public Pensions Agency (SPPA) on 01896 893100 or visit [www.sppa.gov.uk](http://www.sppa.gov.uk)

The employment is subject to three calendar months notice on either side.

The successful candidate will be expected to be registered for continuous professional development (CPD) with the Royal College of Psychiatrists and to fulfil requirements for annual certification and for appropriate revalidation.

Annual leave entitlement is six weeks per year (pro rata for part time post holders), with additional statutory holiday entitlement as agreed by the Local Negotiating Committee and published annually.

## General Employment Information

### Equality in Employment

NHS Forth Valley fully supports the principle of equality in employment and opposes all forms of unlawful and / or unfair discrimination which cannot be shown to be justified. NHS Forth Valley is committed to ensuring equality of treatment for both present and potential employees.

### Human Resources Policies and Services

NHS Forth Valley is the largest employer in Forth Valley, and is committed to ensuring its employment and Human Resources policies and procedures reflect best practice. As a progressive employer, NHS Forth Valley is committed to supporting and developing all employees.

### The Medical Workforce Team

In recognising the needs of services, operational requirements and medical staff, the operational Medical Workforce team provides a range of services for all grades of medical and dental staff. For assistance or information, please contact:

Jacqui Crilley	Medical Workforce Manager	01324 618334 <a href="mailto:jacqui.crilley@nhs.net">jacqui.crilley@nhs.net</a>
Lynsey Doherty	Deputy Medical Workforce Manager	01324 618330 <a href="mailto:lynsey.doherty@nhs.net">lynsey.doherty@nhs.net</a>
Laura Bayley	Medical Workforce Adviser (Contracts)	01324 618332 <a href="mailto:laura.bayley@nhs.net">laura.bayley@nhs.net</a>
Elsbeth Gillespie	Medical Workforce Adviser (Contracts)	01324 618329 <a href="mailto:elsbeth.gillespie@nhs.net">elsbeth.gillespie@nhs.net</a>
Hunter Rice	Medical Workforce Adviser	01324 618328 <a href="mailto:huntrice@nhs.net">huntrice@nhs.net</a>

### Pre-Employment Screening

#### Criminal Convictions - Protecting Vulnerable Groups (PVG) Scheme

The Protecting Vulnerable Groups (PVG) scheme has replaced the previous disclosure arrangements for people who work with vulnerable groups. The duties of this post require the post holder to undertake regulated work with children and young people (individuals aged under 18 years) and / or protected adults (individuals aged 16 or over who is provided with (and thus receives) a type of care, support or welfare service).

The post holder will be required to be a member of the PVG Scheme and to consent to NHS Forth Valley obtaining a Scheme Record or Scheme Record Update, as appropriate. Any failure to disclose convictions could result in the withdrawal of an offer of employment.

Any applicant wishing to discuss any existing criminal convictions and how these may impact upon an application for employment should contact the Medical Workforce Manager in the first instance.

### **Occupational Health Screening**

This post involves the performance of exposure prone procedures and therefore the successful applicant will be required to produce evidence of their Hepatitis B and C Immunity Status prior to appointment and to undergo satisfactory health screening. Any offer of employment will be subject to satisfactory Occupational Health assessment.

### **Confidentiality**

During the course of their employment with NHS Forth Valley, employees may have access to information about staff or patients or other aspects of NHS Forth Valley's activities, about which they have a duty to maintain confidentiality at all times. In common with all other staff, the post holder will have, in addition, a responsibility to ensure that information relating to his or her work and the operation of the Forth Valley Acute Services in general is kept and maintained securely in accordance with the requirements of the Data Protection Act (1998), the Board's policies and good practice. In particular, the disclosure of commercial or other confidential information which may affect the Board's business interests or endanger the survival of any of its services will be regarded as a fundamental breach of the mutual confidence which must exist between the employer and the employee.

### **Infection Control and Hand Washing Policy**

NHS Forth Valley is committed to providing as clean and safe environment as possible for staff, patients and visitors. The post holder will be required to comply with the Infection Control and Hand Washing Policies.

### **Health & Safety at Work**

All employees have a responsibility for their own health & safety and the health & safety of others who may be affected by what they do. Employees also have a duty to co-operate with their employer by following NHS Forth Valley policies and procedures and safe systems of work; by using equipment safely and by bringing any shortcomings in health and safety arrangements to the attention of their employer. Where something is provided in the interests of health & safety employees must not interfere or misuse it. All employees have a legal

responsibility to report any shortcomings in terms of this in their area. Managers and supervisors have a responsibility for monitoring health & safety arrangements and ensuring staff are following policies and procedures and safe systems of work.

### **Partnership Agreement**

NHS Forth Valley is committed to partnership working. All employees are required to contribute to the development of partnership working by:

- supporting NHS Forth Valley in delivering its goals and objectives;
- supporting continuous improvement in individual performance and the performance of the relevant team / department, directorate and NHS Forth Valley;
- attending training, development and other activities aimed at improving individual skills for the benefit of the organisation and patient care.

## Selection Criteria

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<p>Membership of the Royal College of Psychiatrists</p> <p>Full GMC registration, with licence to practise</p> <p>Certificate of Completion of Specialist Training (CCT) / Certificate of Eligibility for Specialist Registration (CESR).</p> <p>Applicants who are within 6 months of achieving CCT at the date, of interview are eligible to apply.</p>	<p>Higher degree e.g. MSc, MD or PhD higher degree</p> <p>MBA or other relevant diplomas</p>
<b>Knowledge and Skills</b>	<p>Demonstrated ability to work unsupervised and make decisions</p> <p>Excellent written and oral communication &amp; listening skills.</p> <p>Demonstrated ability to manage time effectively</p> <p>Demonstrated ability to work effectively a multi-disciplinary team</p> <p>Empathy to the needs of patients anxious and or in pain.</p> <p>High level of competence in the clinical aspects of Old Age Psychiatry and evidence of an ability to develop new skills and train colleagues as appropriate.</p> <p>Good information technology and administrative skills.</p>	<p>Demonstrated ability to lead a multi-disciplinary team</p> <p>Appropriate sub specialty interest and knowledge.</p> <p>Understanding Forth Valley pathways and process for managing emergency patients</p>

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
<b>Academic</b>	<p>Participation in research or clinical audit to improve clinical care.</p> <p>Participation in departmental teaching</p>	<p>Formal research training; demonstrated ability to design a research or audit project</p> <p>Formal training in teaching methods; demonstrated ability in teaching / training.</p>
<b>Management</b>	<p>Understanding of management issues including medical discipline; clinical governance, service planning and willingness to contribute to the activity of the NHS in Forth Valley.</p> <p>Understanding of the challenges faced by NHS Scotland and how these are being addressed in NHS Forth Valley</p> <p>Understanding of Patient Safety and Quality Improvement</p>	<p>Demonstrated ability to manage e.g. project work; mentoring junior staff</p> <p>Delivery of a patient safety or quality improvement project</p> <p>Demonstrates knowledge of Realistic Medicine.</p>
<b>Other</b>	<p>Ability to work flexibly according to the needs of the service, and contribute to team and skills development.</p> <p>Willing to travel as required by the duties of the post.</p>	

## **Application Process**

To apply for this post, please visit the job posting on the NHS Scotland Job Train website.

Please note that applicants not currently entered onto the Specialist Register must be within 6 months of award at the date of interview for the post.

Applicants who are not yet in receipt of a Certificate of Completion of Training (CCT) or Certificate of Eligibility for Specialist Registration (CESR) are required to provide documentary evidence of eligibility to apply when submitting their application.

Please quote **reference number 029571** on all correspondence.

Please note the following dates:

**Closing Date: Thursday 8<sup>th</sup> October 2020**

**Interview Date: Tuesday 3<sup>rd</sup> November 2020**

Please note that we *do not* accept applications in the form of Curricula Vitae

### **Web Sites of Interest for Candidates**

**Scottish Health on the web :** <http://www.scot.nhs.uk/>

**Scottish Government:** [www.scotland.gov.uk](http://www.scotland.gov.uk)

### **Living & Working in Scotland**

<https://medicaljobs.scot.nhs.uk/working-in-scotland/>