

# MEDICAL and DENTAL CANDIDATE INFORMATION PACK

Care & Compassion	Dignity & Respect	Openness, Honesty & Responsibility	Quality & Teamwork
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Thank you for your interest in applying to [NHS Greater Glasgow and Clyde](#)!

Please read this guidance carefully before you begin your application

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<b>Job Title:</b>	<b>Intensive Psychiatric Care Unit (IPCU) Consultant Psychiatrist</b>
<b>Department:</b>	<b>IPCU, Langhill Clinic</b>
<b>Location:</b>	<b>Inverclyde Royal Hospital</b>
<b>Type of contract:</b>	<b>Permanent</b>
<b>Salary Grade:</b>	<b>Consultant</b>
<b>Working Hours:</b>	<b>Part Time – 24 hours per week</b>
<b>Interview Date:</b>	<b>To be confirmed or available on the Advert text</b>

For the **Terms and Conditions of Service**: please refer to the **Supporting information (Medical and Dental)** document

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish to visit the department/hospital(s) concerned. Details of Arrangements for Applicants to Visit the Department/Hospital(s) or to discuss the post(s). In the first instance, please contact:

Name	Job title	Email	Telephone
Craig Gordon	Clinical Director	Craig.Gordon4@nhs.scot	01475 504554

**For further information regarding NHS Greater Glasgow and Clyde and its hospitals, please visit our website <https://www.nhsggc.scot/>**

## **ABOUT THE POST**

Applications are invited for this part-time permanent post in the Intensive Psychiatric Care Unit (IPCU) in Inverclyde Royal Hospital, joining an established, enthusiastic team delivering clinical care within the scenic region of Inverclyde. The department has benefited in recent years from a refurbishment of both inpatient and outpatient bases and continues to develop innovative models of mental health care.

This post is based at the Langhill Clinic, Inverclyde Royal Hospital, and consists of 6 PA's with on-call responsibilities currently involving participation in the non-resident South Glasgow & Clyde Rota with a current of 1:25.

Working within the dedicated IPCU team, the successful applicant will be a crucial component in the delivery of mental health care to the most critically unwell patients within the service. The IPCU serves both the Renfrewshire and Inverclyde regions as the admission site for those patients presenting with needs consistent with that level of care. As well as looking after patients during their stay in IPCU, the post-holder will work collaboratively with general adult psychiatry consultant colleagues, providing robust handover as patients progress on their care journey. The department has 3.0 WTE consultant psychiatrists and 1 WTE SAS doctor. GP, Foundation and Core Residents are attached on rotation. The post holder will have the opportunity to be allocated a trainee doctor after demonstration of meeting the relevant recognition of trainer requirements. There is well established local division meetings and good working links with colleagues across sub-specialities.

Job planning for this post can be adapted to provide increased SPA time, flexible hours, compressed hours, and some remote working. There may be scope to accommodate clinicians with a special interest and to contribute to service development as part of the NHS GG&C Strategy for Mental Health.

Applicants must have full registration with the General Medical Council (GMC), a licence to practice and be eligible for inclusion in the GMC Specialist Register. Those trained in the UK should have evidence of higher Specialist Training leading to a CCT in Psychiatry or Eligibility for Specialist Registration (CESR) or be within six months of confirmed entry at the date of interview. Non UK applicants must demonstrate equivalent training.

Although the post is offered as part time on a 6 PA basis. Up to 2 EPA's may be available to undertake clinical work supporting the inpatient department or involving management activity.

Additional Non DCC (up to 2 PA's in total – inclusive of 1 core SPA plus 1 additional non DCC can be negotiated and agreed between the successful candidate and Management depending on the requirement to support professional activities and the needs of the service.

All newly qualified Consultants are initially offered a minimum of 1 Core Supporting Professional Activity (SPA) which includes CPD, audit, clinical governance, appraisal, revalidation, job planning and management meetings. This will be reviewed within 6 months (or earlier if required) of appointment and revised upwards if additional responsibilities are agreed.

NHS Scotland is committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination. The aim is for our workforce to be truly representative and for each employee to feel respected and able to give their best. To this end, NHS Scotland welcomes applications from all sections of society.

NHS Greater & Clyde encourages applications from all sections of the community. We promote a culture of inclusion across the organisation and are proud of the diverse workforce we have. Applications from UK, EU and non EU candidates will be welcomed.

## **THE HOSPITALS AND THE DEPARTMENT/SPECIALTY – FACILITIES, RESOURCES AND ACTIVITY & STAFFING STRUCTURE**

The Mental Health Partnership for Greater Glasgow & Clyde (GGC) supports and coordinates the delivery of adult mental health services delivered by HSCP's in four divisions across the NHS Board area: South Clyde, South Glasgow, West Glasgow and North East Glasgow.

Mental health services in Inverclyde are part of the Inverclyde HSCP and cover a population of over 88,000.

Inverclyde is situated on the south side of the River Clyde, neighbouring Renfrewshire and North Ayrshire, with scenic Argyll and Bute visible across the water. The main towns within Inverclyde are Greenock, Port Glasgow, Gourock, Kilmacolm, Inverkip and Wemyss Bay. The population is mainly urban with a small rural component.

Dr Una Graham	Deputy Medical Director for Mental Health, NHSGG&C
Kate Rocks	HSCP Chief Officer, Inverclyde
Katrina Philips	Interim Head of Mental Health and Alcohol & Drug Recovery Service, Inverclyde
Dr Craig Gordon	Clinical Director, Inverclyde

Alan Crawford  
Caroline Fitzharris

Service Manager CMHT, Inverclyde  
Inpatient Service Manager, Mental Health Service, Inverclyde

## **Inverclyde Royal Hospital**

Inverclyde Royal Hospital is a 370 bed District General Hospital situated in Greenock. This hospital has all major acute specialities.

## **Inpatient psychiatric services in Inverclyde**

### **Langhill Clinic**

#### **IPCU – 8 beds**

Intensive psychiatric care unit providing specialist level of care for patients whose conditions necessitate intensive intervention.

#### **AAU – 20 beds**

The Acute Admission Unit is the acute ward for Adult Mental Health Services in Inverclyde. This is located within the Langhill Clinic on IRH grounds.

### **Orchard View**

Opening in 2017, this purpose built unit hosts two wards for hospital based complex-care – Oak Ward and Willow Ward.

#### **Oak Ward - 12 beds**

Provide general adult inpatient intensive rehabilitation and continuing care services.

#### **Willow Ward – 30 beds**

Old age services to care for patients with dementia who present with significant stress and distress behaviours but also admits complex functional patients.

### **Larkfield Unit**

#### **Ward 4 – 20 beds**

This is the main acute ward for Old Age Psychiatry. This unit is divided into two separate 10 bedded wards: 4A for patients with organic disorders and 4B for those patients with functional disorders.

**Argyll Unit:** The Argyll Unit was previously the day hospital for the service. Over recent years the day hospital has been replaced with a memory clinic, and a fast-track service for urgent referrals. The Argyll unit also hosts outpatient clinics, including medical, nursing and psychological, the old age liaison service, as well as OT and physiotherapy staff. Cognitive Stimulation Therapy groups are held within the Argyll unit also.

**ECT:** Electroconvulsive therapy is administered at Leverndale Hospital in Glasgow. There is the possibility of involvement with the ECT service for the successful applicant if this is something they wish to pursue.

The hospital also hosts on-call facilities, library and an educational centre. The Old Age Psychiatry Services are in the same unit as the Day Hospital and wards for Medicine for the Elderly, including the stroke unit.

### **Crown House - CMHT**

Community Adult Mental Health Services are provided by an integrated Community Mental Health Team (CMHT) based in Crown House in central Greenock. The Community Response Service (CRS) provides intensive community assessments and treatment.

There is an established Primary Care Mental Health Team which provides time limited psychological interventions to patients with mild to moderate mental health difficulties delivered within a primary care setting.

The Community Mental Health teams are fully integrated with Social work and have Social workers and Mental Health Officers as part of the CMHT.

Patients in Inverclyde have access to specialist psychology, psychotherapy, early intervention in psychosis (ESTEEM) and addictions services. Forensic service provision includes access to the Forensic CMHT for patients requiring this service from the Board wide team. Inverclyde has access to an Eating Disorder Service which is the Greater Glasgow and Clyde Eating Disorders Service.

Child and Adolescent Services are based at the Child and Family Unit, Greenock Health Centre. The Perinatal Service is based at Leverndale Hospital with a GGC wide remit.

There is a full range of laboratory and radiology services based in Inverclyde Royal Hospital.

## **General Adult Psychiatry Departmental Structure, Inverclyde**

Clinical Director for General Adult Psychiatry Services in Inverclyde is Dr Craig Gordon. Contact number 0141 314 7284

### **General Adult Inpatients (AAU, IPCU)**

Langhill Clinic, Inverclyde Royal Hospital, Larkfield Road, Inverclyde, PA16 0XN

Dr Brian Hart, Locum Consultant Psychiatrist  
Dr Euan Easton, Consultant Psychiatrist  
Dr Stewart Roberts, Consultant Psychiatrist

### **Community Mental Health Team (CMHT)**

Crown House, 30 King Street, Greenock PA15 1NL

Dr Brian Hart, Locum Consultant Psychiatrist  
Dr Euan Easton, Consultant Psychiatrist  
Dr Stewart Roberts, Consultant Psychiatrist  
Dr Elaine Ogg, Locum Consultant Psychiatrist

### **Alcohol & Drug Recovery Service (ADRS)**

Wellpark Centre, 30 Regent Street, Greenock PA15 4PB

Dr Beate Beck-Schwahn, Consultant Psychiatrist  
Dr Paula McCahon, Consultant Psychiatrist  
Dr Raihan Ashraf, Speciality Doctor Addictions Psychiatry  
Dr Roger Sykes, Consultant Psychiatrist  
Dr Audrey Hillman, Consultant Psychiatrist

### **Child & Adolescent Mental Health Service (CAMHS)**

Greenock Health & Care Centre, Wellington Street, Greenock PA15 4NH

Dr Colm Hennessey, Consultant Psychiatrist

### **Older Adults (OA)**

Larkfield Unit, Inverclyde Royal Hospital, Larkfield Road, Inverclyde, PA16 0XN

Dr Iain Fergie, Consultant Psychiatrist  
Dr Jane Wyllie, Locum Consultant Psychiatrist  
Dr Sean Dornan, Consultant Psychiatrist

### **Learning Disabilities (LD)**

Port Glasgow Health Centre, 2-4 Bay St, Port Glasgow PA14 5EW

Dr Alistair Farquharson, Consultant Psychiatrist

## **JOB DESCRIPTION, JOB PLAN & PERSON SPECIFICATION**

### **Job Description**

Mental Health Services in Inverclyde seek to appoint a Consultant Psychiatrist for our Intensive Psychiatric Care Unit. The post holder will have responsibility for providing high level care for inpatients within the 8 bedded ward. Admissions to the service come from both the Inverclyde and Renfrewshire localities, with patients being admitted via our general adult wards but also being transferred from prison and court settings. In IPCU all inpatients are subject to detention under the Mental Health Act, therefore there will be a requirement to attend tribunals, with contribution to other processes such as Care Programme Approach (CPA) and health MAPPAs meetings. The post holder will be expected to provide high level clinical leadership at the regular MDT meetings as well as undertake urgent reviews of patients when required. They will be expected to provide cover for colleagues during absences in line with the arrangements set out in the National Terms and Conditions.

NHS Greater Glasgow & Clyde initially allocates all full time consultants 10 PAs made up of 9 PAs in Direct Clinical Care (DCC) and one core Supporting Professional Activities (SPA) PA for CPD, audit, clinical governance, appraisal, revalidation, job planning, in-house teaching, internal routine communication and management meetings. The precise allocation of SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning. Once the candidate has been appointed, more SPA time

may be agreed for additional activities which take place outside direct clinical care. These activities must be specifically and clearly identified and be agreed with the candidate and desired by the department.

As with established Consultants in Greater Glasgow and Clyde, job plan negotiation will take place once appointed, under the Terms and Conditions of the new Consultant Contract. This job plan is negotiable and will be agreed between the successful applicant and the Clinical Director.

The post holders must complete section 22 training of the Mental Health (Care & Treatment) (Scotland) Act to allow approval by the NHS GG&C Board as an Approved Medical Practitioner (AMP). This training should have occurred prior to taking up post or as soon as possible thereafter. Being an active AMP is a core requirement of the job and mental health legislation work is incorporated in the job plan.

The successful candidate will cover for colleagues during absence in line with arrangements set out in the National Terms and conditions. The post will have support from a medical secretary and with appropriate recognition of trainer status, the possibility of resident doctor.

### **Management/Administration**

The post holder will undertake the administrative duties associated with the care of patients and the proper function of the clinical team including appraisal, clinical and non-clinical supervision of medical staff and clinical supervision of non-medical staff. The post holder will also be expected to participate in the broader aspect of administration and management within the Inverclyde Division of Psychiatry and Inverclyde HSCP.

### **Teaching/Training/Research/CPD**

It is expected that the successful candidate will take part in Job Planning, Appraisal, Peer Review and Continuing Professional Development. Participation in audit or research is encouraged. The post holder will have the opportunity to be involved in the teaching of undergraduate medical students. In addition there will be the opportunity to participate in the postgraduate teaching of medical staff and staff of other disciplines.

In recognition of the teaching commitment the University of Glasgow may grant to the post holder the status of Honorary Clinical Senior Lecturer.

In addition to the clinical supervision of any attached trainee, the post holders will be expected to contribute to the Post-Graduate Teaching programme of journal clubs, case presentations etc. at the departmental teaching sessions.

### **Continuing Professional Development**

#### **Study Leave**

There is a generous study leave budget and medical staff are encouraged to ensure that they keep their practice up to date.

## CPD

There is a West of Scotland CPD Programme, with speakers invited to talk on clinical or research topics. Consultants' appraisal systems are in place and an established peer review system has been running for a number of years.

## Sample timetable (including condensed hours)

Monday	Tuesday	Wednesday	Thursday	Friday
MDT	Non-working day	Non-working day	Teaching	Mental health act work/admin
Patient reviews	Non-working day	Non-Working Day	Patient reviews	Patient reviews

## Person Specification

Consultant	Essential	Desirable
<b>Education and Qualifications:</b>	<p>MRCPsych or equivalent.</p> <p>Full GMC registration with current Licence to Practise.</p> <p>Those trained in the UK should have evidence of higher specialist training leading to a CCT in General Adult Psychiatry or eligibility for specialist registration (CESR) or be within 6 months of confirmed entry from the date of interview. Non-UK applicants must demonstrate equivalent training.</p> <p>Section 22 approval or willingness to gain approval following appointment.</p>	<p>Additional postgraduate qualification eg MD/PhD/MSc</p>

<p><b>Experience:</b></p> <ul style="list-style-type: none"> <li>o <b>Expertise in generalist field</b></li> <li>o <b>Expertise in sub-specialty field</b></li> </ul>	<p>Demonstrate experience within General Psychiatry.</p> <p>Experience of working within and developing partnership structures within a mental health environment.</p> <p>Experience of working with stakeholders, carers and service users to develop and improve the patient journey.</p> <p>Demonstrable record of professional achievements within a mental health environment, evidenced by specific examples throughout their career.</p>	<p>Evidence of leading team meetings, CPA meetings, family meetings etc</p> <p>Experience of undertaking Mental Health act assessments</p> <p>Experience of giving evidence at Mental Health tribunals</p>
<p><b>Team Working</b></p>	<p>Committed to working effectively within the multi-disciplinary team evidenced with examples throughout career.</p>	<p>Demonstration of clinical leadership</p>
<p><b>Teaching &amp; Training</b></p>	<p>Ability to train and supervise junior medical staff, medical students and other members of the multi-disciplinary team; demonstrating a flexible approach to reflect varied learning styles.</p>	<p>Experience of teaching and training postgraduate and undergraduate medical staff and other professional groups and/or carer/service user groups.</p>
<p><b>Research &amp; Publications</b></p>	<p>Supportive of research activity</p>	<p>Demonstrate an interest to participate in research and encourage evidence based practice.</p>
<p><b>Clinical Audit</b></p>	<p>Demonstrate breadth of knowledge and understanding of Clinical Governance agenda within Mental Health.</p> <p>Experience of service development utilising Clinical Audit/Governance to achieve patient centred improvement.</p>	<p>Evidence of audit cycle completion.</p> <p>Evidence of involvement in other areas of Clinical Governance (CIRs, ICP, MCNs, critical review of evidence etc)</p>
<p><b>Service Management</b></p>	<p>Experience of contributing to and</p>	<p>Embrace innovative</p>

	supporting service modernisation and redesign programmes.	solutions to deliver modern patient centred services.
<b>Personal and Interpersonal Skills</b>	Demonstrate effective clinical leadership within multi-disciplinary teams or across partnership organisations.	Clear evidence of providing clinical leadership and ability to give examples.

## MAKING YOUR APPLICATION

### Please note

- Take note of the **Closing date** and the **Job reference number** of the vacancy. Please quote the reference number on any correspondence.
- Applications for Medical and Dental posts within NHS Greater Glasgow and Clyde (NHSGGC) will only be accepted via the completion of an **online application form** via our eRecruitment system (JobTrain)

If this is the first time you are applying via JobTrain, you will be asked to create an account. You can do this via an email address or social media account. NHS Scotland does not accept CV's in addition to/instead of a completed application form.

If you already have an existing account, you will have the option to copy a previous application. Please ensure that you go through the application to ensure that the details are up-to-date and complete.

- Please make sure that the **email address** submitted is correct as this will be our primary method of contact during each stage of the recruitment process.
- You will **time-out** after 30 minutes of inactivity. Please regularly save your application.
- You need to provide **at least two (2) referees, one of which must be your current employer/line manager**. It is Board policy that no person can act as a member of an Advisory Appointments Committee and be a referee for a candidate for that post. You should therefore check with your proposed referees whether there is likely to be any difficulty in this respect for we may otherwise have to invite you to submit another name or names
- At the Shortlisting stage, all application forms are **anonymised** and only the Education, Employment and Assessment/Supporting Statement Information sections are accessible to those involved in the recruitment process
- **Interviews** are conducted either in-person or via MS Teams video call. If the

interview date is not noted on the advert, you will be contacted with the details as soon as they are available to allow you to book. You will receive an email with the link to join if your interview will be a video call.

### **Job Interview Guarantee Scheme**

NHSGGC recognises the contribution all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities, all applicants who are disabled and who meet all the minimum criteria expressed in the job description will be guaranteed an interview. All information will be treated as confidential. We only asks for relevant information with regards to your disability to ensure that we can assist you if you are called for interview.

- **If you delete your application, you will not be able to re-apply.**
- **Professional Regulatory Bodies Membership (GMC/GDC)** details must be provided on the application form
- Before submitting your application please make sure you read **the Declaration section**. This section will highlight any parts of the form which haven't been completed and it also covers the following important information:
  - Criminal Convictions Declaration - NHS Scotland is exempt from the 1974 Rehabilitation of Offenders Act (Exclusions & Exceptions) (Scotland) Order 2003.
  - Accuracy of Information - False or misleading information can cause disqualification of the application and dismissal from employment if appointed to the post.
  - General Data Protection Regulation (GDPR) and Data Protection Act 2018 - Your data will be stored by Jobtrain and will be used only by NHSGGC authorised staff for the purpose of processing your job application, making recruitment decisions and for statistical and audit purposes. It will be retained, archived, and deleted in line with the NHS Scotland retention policy and will not be passed to any third party organisations without your permission
- **Please remember to review your application prior to submission as once you submit, you will not be able to edit any details or make changes.**

## **GENERAL HELP AND SUPPORT**

### **JOBTRAIN**

General Help and Support with Login, Password reset or Technical issues  
<http://jobseekersupport.jobtrain.co.uk/support/home> or  
contact (+44)0161-850-2004 (Monday-Friday 09:00-17:30 UK local time)

## **NHS GGC RECRUITMENT**

+44 (0)141 278 2700 and select Option 1 for Recruitment and then  
Option 5 for Medical Recruitment  
[nhsggcrecruitment@nhs.scot](mailto:nhsggcrecruitment@nhs.scot)

## **LIVING AND WORKING IN THE GREATER GLASGOW AND CLYDE**

We understand that choosing the right place to live is just as important as choosing the right job. Many people who have relocated to Scotland have been attracted by the opportunity to enhance their quality of life.

Scotland's people are well known for being warm, welcome and friendly. Scotland is a home to over five million people, and it is estimated that for every person living in Scotland, another five people living across the world have Scottish ancestry. With such wide connections spreading to every corner of the globe, it is no wonder that overseas visitors are made to feel like they are returning home!

As a place to live, the Greater Glasgow and Clyde area has many attractions. The West of Scotland combines cosmopolitan charm, lush countryside and soothing seaside. Culturally diverse, architecturally stunning and historically rich, this vibrant region is home to innovation, celebration and the largest city in Scotland – Glasgow. As Scotland's most populous region, the West of Scotland is home to approximately two million people. In addition to the city of Glasgow, East and West Dunbartonshire, Inverclyde, Ayrshire, North and South Lanarkshire, Renfrewshire and East Renfrewshire make up this captivating and eclectic part of the country.

This is a region of striking contrast. Larger areas like Glasgow are within easy reach of picturesque towns, villages and some of Scotland's most scenic beaches, captivating wildlife and tranquil countryside.

### **Glasgow**

Multicultural, magnificent and brimming with personality, Scotland's largest city is home to nearly 600,000 people. Discover rich history, stunning architecture and the best shopping in the UK outside London. Glasgow is one of the highest ranking cities in the UK for quality of life. (source: Mercer survey, 2012).

This aptly-named 'Dear Green Place' blends the best of urban-living with the splendour of lush gardens and parks. Impressively, the city boasts more green space per square mile than any other UK city. With some of the biggest and brightest businesses Scotland has to offer, in addition to enjoying the scenery, you can explore the many great career opportunities the city offers.

Offering the best of both worlds, Glasgow is close to breath taking countryside offering up nearby hill walking, sailing, and cycling. Some of the world's greatest golf courses are all within an hour's drive of the city. And this bustling city's arts and culture, nightlife and food are hard to surpass.

Home to over 133,000 students from around the world, this vibrant city has five world-renowned universities and seven colleges.

### **Lots to see and do**

No matter what your age or interest, the West has something for you. Be dazzled by Charles Rennie Mackintosh's iconic architecture in Glasgow or satisfy your appetite with mouth-watering produce at the farmers' markets in Renfrewshire and Inverclyde. You also have your choice of impressive year-round events and festivals, attractions or some of the best leisure facilities in the country. And as a UNESCO City of Music, Glasgow offers an impressive range of musical delights.

### **Housing**

Whether you are renting or buying, Glasgow offers a superb selection of housing. Here you'll have your choice of apartments on the River Clyde, spacious Victorian flats in the West End and family homes in leafy suburbs conveniently located near to schools.

### **Getting around**

The region's excellent transport links mean you're connected to the rest of the UK - and the world. The M8 motorway connects the West with the rest of Scotland, taking just under an hour to drive between the country's major cities Glasgow and Edinburgh, a well-used commuter's route. The bus is an effortless way to get around because it's inexpensive and widely available across the region – even in remote locations.

Glasgow has the UK's largest suburban rail network outside London. An abundance of stations and travel times makes exploring the region by train an easy option. The rail network links both rural areas and cities with the rest of Scotland and the wider UK. From Ardrossan, Gourock and Wemyss Bay you can also travel by ferry to many of Scotland's islands, or further afield from one of the cruise ships that dock at Greenock harbour.

Glasgow's two international airports connect the region with the rest of the UK and beyond. There are approximately 200 flights per day (pre pandemic levels) from Glasgow international airport alone, ready to fly to over 90 destinations like London, Dubai and New York. The best of the city-living, magnificent countryside and an opportunity to work in some of Scotland's most exciting industries means this region is a hugely popular place to live and work.

### **Useful websites:**

- [www.scotland.org/live-in-scotland/moving-to-scotland](http://www.scotland.org/live-in-scotland/moving-to-scotland)
- [www.transport-executive.co.uk/best-places-to-live-in-glasgow](http://www.transport-executive.co.uk/best-places-to-live-in-glasgow)
- [www.visitscotland.com](http://www.visitscotland.com)
- [www.mygov.scot/search-house-prices](http://www.mygov.scot/search-house-prices)

Thank you for your interest in NHS Greater Glasgow and Clyde, we look forward to receiving your application.