



## Consultant\* in Old Age Psychiatry (Mental Health Team for Older Adults)

Information and Job Description



**Scott's View, Melrose**

**\*Applications by eligible candidates aiming to progress through CESR will be considered for a locum consultant post.**

# Contents

## Section A - Job Description

	<b>Page</b>
<b>1. The Post</b>	<b>4-6</b>
<b>2. Population &amp; Services</b>	
2.1 Scottish Borders Population and Services	7
2.2 NHS Borders	8
2.3 Mental Health & Learning Disability Services	8-13
➤ Mental Health for Older Adults Service	9-11
➤ Adult Mental Health Services	11-12
➤ Borders Addiction Service	12
➤ Borders Crisis Team	12
➤ Child and Adolescent Mental Health Service	12
➤ Learning Disability Service	12-13
➤ Liaison Psychiatry Team	13
➤ Rehabilitation Service	13
2.4 Scottish Borders Council	13
2.5 Social Services	13
<b>3. Research, Audit, Development &amp; Teaching</b>	<b>14</b>
<b>4. Support Staff &amp; Facilities</b>	<b>15</b>
<b>5. Service, Clinical &amp; Professional Structures</b>	<b>16</b>

## Section B – Job Plan & Conditions of Service

	<b>Page</b>
<b>1. Job Plan</b>	<b>18</b>
<b>2. Conditions of Service</b>	<b>19-20</b>
<b>3. Person Specification</b>	<b>21-22</b>
<b>4. Points of Contact/How to apply</b>	<b>23</b>

# **Section A**

## **Job Description**

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## 1. The Post

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A full time post for a Consultant in Old Age Psychiatry has arisen within the Mental Health Service in the Scottish Borders.

<b>Job Title</b>	Consultant Psychiatrist
<b>Type of Post</b>	Old Age Psychiatry
<b>Full/Part Time Post</b>	Full Time; 10 Programmed Activities (8:2 DCC:SPA, see p16) Part time or Job share applications are also welcomed
<b>Salary Range</b>	Will be employed under the 2004 Consultant Contract. Full Time Salary Range: £111,430 to £148,064 per annum.
<b>Number of P.A.s</b>	The full time contract will be for 10 Programmed Activities. Negotiable
<b>Catchment Area</b>	Central/West CMHT and Lindean ward
<b>Base Hospital</b>	Inpatient beds are located at Borders General Hospital. Lindean ward (Functional illness) 6 Beds Borders Specialist Dementia Unit (Dementia Assessment and treatment) 12 Beds Team bases in Poynder & the Borders General Hospital site
<b>On-Call</b>	Current rota 1:8 (with prospective cover) for full time applicants. An availability supplement is paid, in accordance with the Terms and Conditions of Service.
<b>Continuing Professional Development</b>	To actively engage in local and national Continuing Professional Development
<b>Post Approved</b>	Approved by the NHS Borders Mental Health Medical Staff Committee and Royal College of Psychiatrists Regional Adviser.

## **Principal Duties**

### **Clinical**

- In conjunction with fellow consultants provide Old Age Psychiatry services, and to have medical responsibility for patients community outpatients and inpatients above the age of 70 in the agreed geographical sector or inpatient ward
- To undertake psychiatric and risk assessments, and treatment planning in conjunction with the multi-disciplinary team within both community and inpatient services.
- To promote a multi-disciplinary/multi-agency approach and provide consultancy support to Primary Care staff, Mental Health Nurses and the Resource Centres within the catchment area.
- To be an Approved Medical Practitioner in terms of the Mental Health (Care and Treatment) (Scotland) Act 2003 and undertake the required duties in relation to this.

### **Other Duties**

- To provide psychiatric court reports as requested by the local legal authorities.
- To take a special interest lead, the nature of which is to be agreed between the post holder and Associate Medical Director.
- To participate in the general psychiatric on-call rota.
- To participate in cross cover arrangements for other colleagues during periods of annual leave, study leave and short term sick leave.
- To participate in the training and development of junior medical staff and medical students, including supervision.
- To contribute to the post-graduate teaching programme and to participate in CPD for revalidation.

### **Liaison With Other Agencies**

- To provide expert advice and forge working links with other stakeholder agencies and groups, including out of area services for Borders clients and primary care.

### **Education, Training & Research**

- To provide supervision to the Core Trainees in Psychiatry or Foundation Doctors. In addition, there may be a Specialist Trainee in Psychiatry attached to the Team for whom appropriate supervision may also be required, depending on the incumbent obtaining Recognition of Trainer status.
- To initiate or participate in relevant research, as appropriate and if interested. There are excellent library facilities available at the Education Centre based in the grounds of the nearby Borders General Hospital, access to the NHS eLibrary from your PC, and a comprehensive patient information system.
- To participate in Continuing Professional Development and annual appraisal, including 360-degree appraisal.
- To participate in appraisal of colleagues if desired and appropriate, subject to relevant training.
- To participate in the training and development of staff, including medical students on attachments, nursing staff and AHPs

- To participate in the training and development of junior medical staff and medical students, including supervision.
- To contribute to the post-graduate teaching programme and to participate in CPD for revalidation. There is also an opportunity to become involved in the MRCPsych Teaching Course and the General Practice Psychiatry Course for GP Specialty Trainees in Edinburgh with which the Borders has close links.

### **Management**

- To contribute to the continuing strategic development and evolution of mental health services overall and Older People's Mental Health services in particular, in line with national and local guidance, including transformational change.
- To actively participate in the NHS Borders Clinical Governance programme, including active involvement in clinical audit, Significant Adverse Event Reviews and complaints management.

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## 2. Population and Local Information

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### 2.1 Scottish Borders

- (a) Size of Area – 1,826 sq miles (6% of the area of Scotland)
- (b) Population – 115,000 (2% of the Scottish population)
- (c) The Central and West team serves the towns of Galashiels, Melrose, Earlston, Peebles, Innerleithen, Lauder, Stow, Selkirk, and West Linton,
- (d) The East Team serves the towns of Eyemouth, Duns, Kelso & Coldstream. In 2014 there were 4858 adults aged over 65 in this area (please note that the numbers specifically for the over 70s in this area are not available as the data cannot be separated out)
- (e) The South Team serves the towns of Hawick, Jedburgh, Kelso & Newcastleton

The Borders covers a large and scenically beautiful area of the Southern Uplands of Scotland. Predominantly rural, it is historically a unique part of the country, the home of the Border Reivers, and where annually each town in the Borders maintains its links with the past during the season of Common Ridings. Seven-a-side rugby originated in Melrose, and the Melrose event in particular draws large crowds in April each year. There is also ready access to cycling, fishing, golf, swimming, shooting, horse riding, cricket, football, hiking and many other activities in addition to extensive cultural groups with music and art societies, drama, and small theatres in, Peebles and Selkirk as well as amateur opera. There are cinemas in Hawick and Galashiels and an arts centre in Peebles, which includes a cinema and live theatre.

The local state schools are first rate; many of the Consultants' children attend Earlston High School which is always near the top of the state school league tables. There are also private schools available in Edinburgh, and a local private school (St Mary's) in Melrose for children up to age 13 years. There is a purpose-built nursery in the grounds of the BGH for employees' children.

The Borders Railway has train services to central Edinburgh running every thirty minutes (journey time 50 minutes approx). Tweedbank Station is a few minutes walk from the Borders General Hospital. There are rail links to the rest of the country at Berwick Upon Tweed, and Carlisle and there is easy access to Edinburgh Airport (approximately 1 hour 15 minutes) and Newcastle Airport (approximately 1 hour 30 minutes).

Please see websites:

Visit Scotland: <https://www.visitscotland.com/places-to-go/scottish-borders>

Scottish Borders Information: [Where to live in Scotland: Scottish Borders](#)

Tripadvisor: [Tripadvisor: Scottish Borders 2024](#)

NHS Borders: [NHS Borders Website](#)

Borders Properties: [www.rightmove.co.uk](http://www.rightmove.co.uk)

## 2.2 NHS Borders

Our Values are at the heart of all that we do:

- Care and Compassion
- Quality and Teamwork
- Dignity and Respect
- Openness, honesty and responsibility

Patients are at the centre of everything we do in our daily working lives at NHS Borders ensuring they are safe and cared for efficiently and effectively by suitably experienced and qualified staff driving quality at the heart of patient care. We are a dynamic and forward thinking team with a wealth of clinical and leadership experience. We aim for an open and honest culture and believe in nurturing future stars in NHS.

Within NHS Borders, decision-making is firmly embedded with an integrated Clinical Executive, part of a natural evolution towards more integrated care, which has seen health and social services within the Borders develop nationally-recognised joint initiatives. The NHS Borders Board covers an area co-terminous with the local authority (Scottish Borders Council) and has developed close and effective links with Scottish Borders Council (SBC), including the creation of an Integrated Joint Board (IJB) moving forward the integration of health and social care.

The decision-making framework within NHS Borders is currently being revamped, taking into account what went well at the onset of the covid pandemic. Rapid redesign and mobilisation of services was made possible through clinically-led and managerially enabled decision-making. The aim is for the best of that to be retained and embedded within our structures while ensuring robust governance and a 'whole system' approach to include the NHS Clinical Boards, Primary Care and the IJB. There are many initiatives on the horizon affecting the future landscape for Scottish psychiatrists; the close-knit and collaborative nature of the Scottish Borders' statutory services combined with our highly networked medical psychiatric workforce, puts us in a unique position to ensure those developments result in the best services for those patients most in need.

Clinical Governance is well established, forming part of the Risk Management of the whole organisation. Clinical Governance is seen as a positive support to all clinicians with active participation by all professions. There is a wide range of opportunities for the post-holder to be involved in this area of work.

## 2.3 Mental Health and Learning Disability Services

With approximately 300 staff and an annual operational budget of around £16 million, the NHS Borders Mental Health Service provides treatment in a variety of settings, via consultant-led Community Mental Health Teams, a range of community, day and residential facilities and the inpatient services.

The shared philosophy is that of a personal service based on respect for the individual. It builds on the historic foundations of the therapeutic community principles of Dingleton Hospital and the solidly established community psychiatry approach commenced in the early 1970s. We expect people to achieve their maximum potential when given the appropriate involvement in and responsibility for their own care and recovery. Through our community approach, we are able to intervene early to provide assertive outreach and deliver a range of treatment modalities within a psychobiosocial model which uses the most effective combination of medical interventions (in the broadest sense), cognitive behavioural, psychodynamic, occupational, social and family support.

There is a clear value base within the service that front line clinicians must be involved in the key decisions that affect their everyday working practice and there is a range of opportunities for medical staff to get involved through active clinical governance systems, Medical Staff Committee, service operational

meetings and a range of project steering groups. The Mental Health Board oversees the delivery of services and includes a wide range of clinical staff alongside managers and a number of Consultant Psychiatrists.

## **Mental Health Service for Older Adults**

### **Mental Health Service for Older Adults**

This post is a 10PA job with responsibility for Lindean or BSDU inpatient wards, and community work in the Central/West. There is scope for working in different areas of the Borders if that would better suit interested candidates. The service is keen to use existing and new consultant PAs to improve the quality of the service MHOAS provides. Given this there are opportunities to develop a job plan to reflect your interests.

The Mental Health for Older Adults Service (MHOAS) is a Borders-wide multidisciplinary service, which operates around two team bases: The West / Central Team in Melburn Lodge and the East / South Team based at Poynder View in Kelso. The community teams operate during the hours of 9am to 5pm, Monday to Friday.

The service has also recently developed the Care Home & Community Hospital Assessment Team (CHAT). This team specialises in meeting the needs of older adults with mental illness and dementia, working within care homes and community hospitals across the Scottish Borders. It provides proactive and responsive support to care homes and community hospitals to help them better meet the needs of their residents and inpatients with mental illness and dementia. Interventions include carrying out mental health and memory assessments for residents, advising on the best type of treatment for the individual and advising staff on managing the symptoms and behaviours of people with mental illness and memory problems, like dementia, may experience.

#### **Referral**

MHOAS provides a Borders-wide specialist Mental Health Service for all people aged over 70, and for those of any age with progressive dementia. MHOAS provides community assessment, often in the patient's own home, with treatment and ongoing support for those with complex needs. Approximately four fifths of referrals are for dementia assessment, and one fifth for 'functional' psychiatric illness. The teams work closely with Primary Care Services, Social Work and the voluntary sector. In 2023 the CMHT received around 680 referrals.

#### **Inpatient facilities**

A twelve bedded specialist dementia assessment and treatment ward Borders Specialist Dementia Unit (BSDU), and six beds for 'functionally' ill older people (Lindean).

#### **Total current MHOAS Staffing across the Borders**

Medical Staff:	Community Team South & East, Lindean inpatients; 10 PA Consultant (locum)
	Community Team South & East; 10 PA Speciality Doctor
	Community Team Central & West, BSDU inpatients and Clinical Lead; 10 PA Consultant
	Community Team Central & West; 8 PA Specialty Doctor
	Inpatient Wards; 10 PA FY2
	Inpatient Wards and Community; 10 PA Psychiatric Trainee

Inpatient Wards: 10 PA Physician Associate

Liaison Psychiatrist within the Borders General Hospital manages the acute liaison work for older adults

Clinical Psychology: 0.8 WTE Consultant Clinical Psychologist  
0.9 WTE Band 8b  
0.9 WTE Band 8a  
0.8 WTE Band 4

Operational Manger: 1.0 WTE Band 8a

Community Mental Health Teams:

Band 7 2.0 WTE (ANP and Team Manager)  
Band 6 7.06 WTE  
Band 5 0.85 WTE  
Band 3 5.39 WTE

Band 6 OT 1.0 WTE  
Band 3 OTTI 0.48 WTE

Administrative Staff: 1.0 WTE Team leader  
3.0 WTE Team Secretary

Care Home and Community Hospital Assessment & Treatment Team (CHAT):

0.5 WTE Team Manager  
1.0 WTE Band 6  
2.7 WTE Band 5  
4.0 WTE Band 4  
0.8 WTE Band 6 OT  
1.0 WTE 8a Psychology  
0.2 WTE Medical (covered by sector community consultants)

An office with personal PC/laptop, e-mail and internet access is available in the Team Base with a desk and computer in Poynder and at the outlying Resource Centres. Patients are seen in the community and in health centres and care homes. There is dedicated secretarial time for clinical work and additional administrative time available within Medical Administration to assist with rotas, education programmes, etc.

### **Other Mental Health Teams:**

#### **a) Adult Mental Health Services**

Adult Mental Health Services undertook a period of development in the decade following the closure of Dingleton Hospital. The Adult Mental Health Services consist of 3 fully integrated Community Mental Health Teams (South, East and West) with geographical catchment areas centred on the larger Borders towns (Hawick, Galashiels and Kelso). There is also access to voluntary organisations and supports.

The acute admission unit and East/West administrative bases are situated at Huntlyburn House, Melrose. The community teams operate during the hours of 9am until 5pm, Monday to Friday.

The teams accept referrals of adults aged 18 to 69 years who present with a range of acute general psychiatric disorders including major mental illness, severe adjustment disorders and emotional and behavioural disturbances requiring psychiatric or psychological assessment, and with more specialist patient groups such as dual diagnosis, comorbid neurodevelopmental and eating disorders. Borders CMHTs provide an assessment and treatment service at a venue within the community or in people's own homes. The new 'Single Point of Access' referral allocation meetings, occurring three times per week, cover the whole of the Borders catchment. There is the capacity for some referrals to be assertively triaged, ensuring patients get the help they need as soon as possible.

Emergency referrals are currently handled by the Borders Crisis Team based at Huntlyburn House. Urgent referrals (seen within 5 working days) are dealt by CMHT team members.

Nineteen acute admission beds are available at Huntlyburn House, Melrose, in a unit opened in 2001 and fully renovated in 2013. Each adult team has a nominal six beds for individuals requiring 24-hour specialist psychiatric nursing care. The unit runs at an average of 85% occupancy. All bedrooms are single with en-suite facilities; there are 2 sitting rooms with dining areas, additional sitting areas and one external smoking area on the unit.

### **Additional Community-based Services for Adults Delivered Through Statutory Sector**

**Renew** is an exciting new development as part of the Primary Care Improvement Plan, providing access to Primary-care level Mental Health Assessment and short-term focussed interventions aimed at early intervention and resolution of a range of mild to moderate mental health presentations. By taking a person centred approach, the **LAC service** encourages and enables individuals who experience mental health issues or mental illness to live an active, more connected and purposeful life by assisting them to engage in activities within their community. The service also builds capacity within local communities to help fill identified gaps and helps to address issues around stigma and discrimination. **Galashiels Resource Centre** provides therapeutic group activities for adults experiencing issues with their mental and emotional health in order for them to regain a level of personal recovery that enables them to maximise their potential.

### **Voluntary Agencies**

**Health in Mind** provide Re:discover Borders, a befriending service, and run the Wellbeing College providing an educational approach to supporting mental health & wellbeing. **Scottish Association for Mental Health (SAMH) in partnership with NHS Borders** deliver the Distress Brief Intervention programme which is part of a Scottish Government pilot. **Artbeat** provides creative opportunities for those with Mental Health problems and Learning Disabilities to support recovery. **Penumbra** provide housing support to people in their own homes, to build independence in managing and maintaining their tenancies.

**Borders Independent Advocacy Service (BIAS)** delivers 1:1 Independent Advocacy to a variety of client groups including mental health. **New Horizons**, a user-led organisation based in Galashiels, provide peer support through weekly groups in different locations across the Borders.

**AA** which has local groups in all main towns. **Penumbra Youth Project Community Drug Action Project** which provides information, advice and counselling for 16-21 years with drug/alcohol problems (with or without mental health problems). Drop-in centres in Galashiels, Hawick, Eyemouth, Peebles and Kelso. **We Are With You (WAWY)**, a community based counselling, information and advice resource for adults with alcohol problems. WAWY also runs a support group for longer-term support/relapse prevention and a programme of group work modules for alcohol-related offenders referred by the Criminal

Justice Service. Drug outreach service for 16 yrs plus including: needle exchange; information; counselling; practical support; and support to access employment, education or training.

#### **b) Borders Addictions Service**

The NHS Borders Addiction Service provides a Scottish Borders-wide assessment and treatment service to individuals with drug and alcohol related problems. The team works within a broad philosophy of harm reduction, recognising the right of clients to make informed choices regarding their lifestyles and changes they wish to make within this. Access to detoxification beds is within the acute adult admissions unit (Huntlyburn House); these patients are overseen by the Addictions Psychiatrist. There are drop-in facilities in key locations within the Borders and rapid access to opiate-replacement titration regimes.

#### **c) Borders Crisis Team**

The Borders Crisis Team (BCT) currently accepts referrals from GPs, Liaison Psychiatry, CMHTs and the acute psychiatric inpatient units. It provides intensive community treatment to adults with acute mental health problems, as an alternative to hospital admission and to facilitate hospital discharge where safe and appropriate. The activities of the BCT include: assessment, emotional support, symptom management, practical help, supervision and safety, family work and monitoring medication.

Within the current model, there is close liaison between the BCT and the key worker from the referring community team who maintain regular contact during the time the BCT are involved to ensure continuity of care. Medical responsibility for BCT patients remains with the consultant from the referring Community Mental Health Team. The consultant cover for new cases referred to BCT will be provided by a dedicated consultant.

The service is Borders-wide and operates from 9am to 5pm Monday to Friday. There is weekend cover in conjunction with the on-call trainee psychiatrist. Patients can be visited more than once a day if necessary, particularly in the early stages of involvement. The average length of contact with the BCT is 2-3 weeks. The BCT is staffed during the unscheduled care period to provide a Liaison Psychiatry service along with the on-call trainee doctor, supported by the on-call consultant who is available to give telephone advice. In this time period they can offer limited support to the BCT caseload.

#### **d) Child and Adolescent Mental Health Services**

The Child and Adolescent Mental Health Team is based in Selkirk. It provides assessment and treatment of mental health problems relating to children and young people under the age of 18 years and promotes the understanding of issues affecting the mental health of this age group. Inpatient provision is available at the Young People's Unit in Edinburgh.

#### **e) Learning Disability Service**

The Learning Disability Community Service, based in Earlston, provides a service to adults (16+ years) with a learning disability and complex mental health needs.

There are no local inpatient facilities and specialist inpatient beds are accessed out-of-area. An Assertive Outreach Team offers intensive care and assessment at home to avoid unnecessary hospital admission. The Learning Disability Service is part of the regional planning network for South East Scotland and Tayside regions and has operated as a fully integrated (Health and Social Work) Borders-wide service for several years

#### **f) Liaison Psychiatry Team**

In 2005 a Liaison Psychiatry Team was created to provide a psychiatric service to the Borders General Hospital. Referrals include the whole range of psychiatric disorders which are a consequence of physical illness or contribute to it, including medically unexplained physical symptoms.

### **g) Rehabilitation Service**

The Community Rehabilitation Team provides a Borders-wide service for around 110 patients with severe and enduring mental health problems (mostly chronic schizophrenia). It accepts referrals of adults from 18 – 69 years from adult CMHTs, CAMHS and other psychiatric services where patients are returning to live within Borders. The referral criteria include: adults with severe and enduring mental health problems usually with a diagnosis of schizophrenia, schizoaffective disorder or severe bipolar affective disorder; complex needs involving the combination of health, social, occupational, employment and educational difficulties; those likely to benefit from active rehabilitation, or who require a level of community input and consistency that cannot be provided by the adult community mental health teams.

An increasing number of referrals have comorbid diagnoses of psychosis and alcohol/substance misuse. The Rehabilitation Team delivers individual care packages to adults across Borders, with a strong emphasis on multi-disciplinary and multi-agency joint working. Dedicated supported accommodation flats are available in Galashiels. The Rehab inpatient unit (East Brig) has 12 beds for patients in early relapse, active rehabilitation and for relapse prevention.

### **2.4 Scottish Borders Council**

There are good relationships between NHS Borders and the Local Authority, Scottish Borders Council, who continue to work together to implement the integration agenda. Scottish Borders Council is currently consulting on its transformation project 'Fit for 2024' which sets out a programme of process improvement and productivity work with the aim of sustaining or enhancing service delivery and quality levels within its resource envelope.

### **2.5 Social Services**

There is specialist Mental Health Social Work input into all the CMHTs, Community Rehab Team and BAS, fostering excellent working relationships. The MHO service can be contacted 24 hours per day,

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### 3. Research, Audit, Development and Teaching

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The Clinical Tutor has responsibility for the local professional development programmes. This role currently incorporates medical student placements and supporting new trainees. The Adult, Older Adult, Child & Adolescent and Learning Disability Services are approved training areas for Basic Specialist Training in Psychiatry and Vocational Training for General Practice.

Research is encouraged and investigative tools, such as MRI, SPECT and CT Scans are accessible at Borders General Hospital. There is an NHS Borders Research and Development Forum.

A clinical library is based on site at Borders General Hospital and there is an internal postgraduate programme with regular external speakers. There are weekly educational seminars, and Mental Health Legislation meetings. The Mental Health and Learning Disability medical staff also participate in the Borders General Hospital Grand Rounds. There is time available to support Significant Adverse Event Reviews and National Quality Standards. The Borders Service is also involved in the Scottish ECT Accreditation Network. The Borders Mental Health Service has close links with Lothian and there are opportunities to become involved in the MRCPsych Teaching Course and the Psychiatry Course for GP Specialty Trainees, based at the Royal Edinburgh Hospital and the NHS Education for Scotland Postgraduate Teaching Unit, also in Edinburgh.

All new Consultants are supported with their professional development, according to their individual needs. Mentorship can be provided and Consultants can access Leadership, Management or other development opportunities depending on their areas of interest and requirements. A weekly peer group meeting provides additional support.

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## 4. Support Staff and Facilities

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An office with personal PC/laptop, e-mail and internet access is available in the base. Patients are seen in the community, in local health centres and at the team base. There is dedicated secretarial time for clinical work and additional administrative time available within Medical Administration to assist with rotas, education programmes, etc. Each consultant has a Smartphone for remote email and calendar access.

The Consultant will have the support of the other Consultants within MHOAS and a Specialist Trainee from the South East Scotland Higher Training Scheme from time to time. There is a weekly peer support meeting for Consultants which is valued by the group.

The Consultant staff establishment within the Mental Health and Learning Disability Network will be as follows:

Dr Amanda Cotton	Associate Medical Director and South CMHT
Vacancy	South Community Mental Health Team
Dr Anton Barrington (locum)	East Community Mental Health Team
Dr Jennie Higgs	West Community Mental Health Team
Dr Rosemary Gordon	Borders Addictions Service
Dr Joanna Bredski (p/t)	Rehabilitation Team
Dr Jenny Bryden (p/t)	Rehabilitation Team
Dr Lucy Calvert (p/t)	Mental Health for Older Adults Service
Dr Greg Green (locum)	Mental Health for Older Adults Service
Dr Ruth Ashman (p/t)	Child & Adolescent Mental Health Service
Dr Leonie Boeing (p/t)	Child & Adolescent Mental Health Service
Dr Lucy Russell	Child & Adolescent Mental Health Service
Dr Laura Kean (p/t locum)	Child & Adolescent and Infant Mental Health Services
Dr Muriel Foreman (p/t)	Associate Specialist, CAMHS
Dr Niall Campbell	Liaison Psychiatry
Dr Mark Hughes	Learning Disability Service
Dr Chammy Sirisena	Associate Specialist, Learning Disability Service

Other staff supporting the Mental Health and Learning Disability Services:

Dr Eimear O'Kane (p/t)	Specialty Doctor in Personality Disorders
Dr Grace Hill	Specialty Doctor, East CMHT
Dr Kimberley Blyth	Specialty Doctor, South CMHT
Dr Stan Yordanov	Specialty Doctor, Rehabilitation Team
Dr Gemma Berry	Specialty Doctor, CAMHS
Dr Dan Prior	Specialty Doctor, MHOAS
Dr Maryam Ahmadsamei	Speciality Registrar, MHOAS
Emma Morgan	Physician Associate, MHOAS

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## 5. Service, Clinical and Professional Structures

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The Consultant will be a member of the Medical Staff Committee within the Mental Health Service and of the NHS Borders Senior Medical Staff Committee. There is a Mental Health Board, which is responsible for the delivery of all Mental Health Services, and accountable to the Executive Team. This is chaired by the Associate Medical Director (Dr Amanda Cotton).

Annual appraisal is undertaken to review personal development, with job planning on an annual basis, with the Associate Medical Director (AMD) overseeing the process.

Within the CMHTs the Consultants and Specialist Doctors have a clinical leadership role and are accountable to the Associate Medical Director. Under development is the direct line management of non-consultant medical and Physician Associate colleagues by the consultant of the relevant clinical area, with a high level of support from the AMD. Line management of other non-medical members of the team is undertaken by the Team Managers of South CMHT and the head of adult psychology, with professional supervision obtained through the relevant professional lines of accountability, ie. Nursing, Psychology, OT, social work, admin, etc.

NHS Borders' Mental Health and Learning Disability Clinical Boards (which sit under the same senior managerial leadership structure) have been developing a new model of clinical and managerial leadership with the aim of bringing together clinical advice and managerial capability to drive forward clinical service development and improvement in the current tight fiscal climate. Our aim is for the best outcomes for those most in need of our clinical expertise and secondary-care level input. This can't happen without clinical expertise at the heart of decision-making; we are committed to bringing evidence-based knowledge and clinical governance advice together with key stakeholders (including the vital patient voice) to the fore as we navigate together these difficult times.

Along with the Associate Medical Director, our Medical Director Dr Lynn McCallum is an accessible support for doctors. Dr McCallum is a visible and approachable medical leader who actively demonstrates NHS Borders' values. Dr McCallum is committed to the highest standards of clinical care and as such is interested in the experience and ideas of doctors (and every staff member, of any background) working within our wider services in order to shape and continually improve our care. Dr McCallum is currently leading on embedding the principles of Values Based Medicine and bringing together highly effective collaborations between the Clinical Boards and Primary Care.

# **Section B**

## **Job Plan and Condition of Service**

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## 1. Job Plan

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### **Draft Illustration Job Plan, to be agreed with successful candidate**

On taking up post, the formal plan will be agreed by the Head of Service and the successful applicant and subject to an annual cycle of review.

The job plan will include specific responsibilities, SPA time for your own CPD, as well as on-call commitment and sub specialty sessions. Therefore the content of the job plan will be dependent on the successful candidate's subspecialty training and interests and may also be modified for part-time or job share postholders.

	am	pm
Day 1	C/W CMHT Meeting Teams Operational & Steering group meetings (SPA)	SPA: Journal Club and Education Meeting SPA: Peer Group meeting/ Medical Staff Committee
Day 2	Ward reviews/MHA work	Clinical admin
Day 3	Outpatient Clinic	Outpatient Clinic
Day 4	Home visits	Inpatient Ward Round
Day 5	SPA / Consultant Meeting	Clinical Admin/urgent activity

### Notes

Current rota for emergency on-call from home is 1:8 with prospective cover. There are no scheduled out of hours or weekend commitments other than the on-call.

Job plan will be modified if successful candidate is working less than full time commitments.

At least two Supporting Professional Activities (SPA) are available and will be agreed for various activities including your own CPD, undergraduate and postgraduate medical education, audit, committee membership, appraisal and revalidation, service management/development.

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## 2. Conditions of Service

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- The Terms and Conditions of Service are from the Consultant Grade Terms and Conditions of Service (New Consultant's Contract) issued March 2004 by the Scottish Executive Health Department.
- The appointment will be made by NHS Borders on the recommendation of a Recruitment Panel, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations 2009 - NHS Circular CEL 25 (2009). Any person suitably qualified and experienced who is unable for personal reasons to work full-time, will be eligible to be considered for the post.
- The post holder must have Full Registration, included on the General Medical Council (GMC) Specialist Register for General Psychiatry or Old Age Psychiatry, or if a Specialty Registrar within 6 months of completing their CCT. It is the post holder's responsibility to ensure his/her General Medical Council registration and licence to practice does not lapse.
- The Consultant appointed will have a continuing responsibility for the care of patients in their charge and for the proper functioning of their department. They will also undertake the administrative duties associated with the care of their patients and the running of the department.
- The contract will be for 10 Programmed Activities with any additional annually renewable Extra Programmed Activities to be discussed and mutually agreed with the successful candidate and if these are offered a separate contract would be established with a 3-month notice period from either party.
- The full-time salary, exclusive of any discretionary points or distinction award, will be on the scale £111,430 to £148,064 per annum with scale placing as appropriate to experience and qualifications. An appropriate availability supplement will be paid for on-call.
- The appointment will be superannuable and subject to the regulations of the National Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless the appointee chooses to opt out of the Scheme.
- Termination of the appointment is subject to three months' notice on either side.
- Appointment is subject to a satisfactory pre-employment medical.
- Appointment is subject to satisfactory Disclosure (Criminal Records Check).
- The post holder will be expected to live within reasonable travelling time (1 hour and 15 minutes) of the clinical team base.
- The post holder will be expected to participate in personal development review programme and CPD, and the annual appraisal process, including 360-degree appraisal.
- NHS Borders is legally liable for the negligent acts or omissions of the employees in the course of their NHS employment. Medical staff are advised to ensure that they have defence cover for activities not covered by the Board indemnity.
- NHS Borders operates a No Smoking Policy. It is a condition of your employment that you must not smoke whilst you are on duty. Failure to observe this rule could result in disciplinary action. When

selecting new staff, NHS Borders does not discriminate against applicants who smoke but applicants who accept an offer of employment will, in doing so, agree to observe the Board's policy on smoking.

- NHS Borders Equal Opportunities Policy affirms that all employees should be offered equal opportunities in employment, irrespective of their age, gender, marital status, race, religion, creed, sexual orientation, colour or disability.
- Assistance with relocation expenses may be given in accordance with the NHS Borders' Relocation Policy.

### **General Areas**

- Communication - all staff are expected to take part in Team Meetings and other communication initiatives and to communicate readily with colleagues within NHS Borders.
- Health and Safety - all staff have a responsibility for the health and safety and welfare of themselves and others who may be affected by their acts or omissions. Staff will attend an annual update on health and safety at work and other issues relating to their safety. All incidents at work must be reported.
- Confidentiality/Data Protection - all staff who have access to information covered by the Data Protection Act will abide by the terms of the legislation.
- Standards/Quality and Policies and Procedures - staff will familiarise themselves with all NHS Borders Policies, Procedures or Protocols relating to their service and work within the guidelines.

### 3. Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications / Education	<p>MRC Psych (or equivalent) Full GMC Registration</p> <p>Included on the General Medical Council (GMC) Specialist Register for General Psychiatry or Old Age Psychiatry, or Specialty Registrars within 6 months of completing their CCT*.</p> <p>Applicants should hold Section 22 of the Mental Health (Scotland) Act approval or be willing to gain the approval once in post.</p>	<p>Qualifications in psychiatry of old age. E.g. Sub-specialty endorsement</p> <p>Qualifications or training in geriatric medicine.</p>
Experience	<p>Relevant experience in the specialties.</p> <p>Experience of and skills in multi-disciplinary team working</p>	<p>Working in a CMHT, with an emphasis on community work.</p>
Skills and Abilities	<p>Relevant experience in old age psychiatry, including both dementia and functional illness.</p> <p>Clinical expertise in community psychiatry and knowledge of modern treatment options.</p> <p>Experience of and skills in multi-disciplinary working.</p> <p>Experience in motivating and training junior medical and other healthcare staff. Good written, verbal and interpersonal communication skills. A commitment to developing services and working in partnership with service users and carers.</p>	<p>Skills in Psychological / Social Therapies</p> <p>Experience of prescribing and monitoring acetyl cholinesterase inhibitors.</p>
Clinical Governance	<p>Knowing basic principles and implementation</p>	<p>Undertaken specific projects (audit, risk management etc.)</p>
Research	<p>An interest in systematic enquiry</p>	<p>Published research; ongoing projects.</p>
Teaching	<p>A commitment to education, training and professional development</p>	<p>Experience in teaching doctors and other disciplines.</p>
Management	<p>Willingness to develop leadership skills.</p>	<p>Previous line management experience.</p>

\*Applications from candidates with relevant experience and wishing to work towards substantive consultant appointment via CESR will be considered for a locum consultant post.

<p>NHS Values</p>	<p><b>Care and Compassion</b></p> <p>Expectations</p> <ul style="list-style-type: none"> <li>• Treat people as though they matter</li> <li>• Involve people</li> <li>• Consider people as individuals and acknowledge diversity</li> <li>• Puts the patient first</li> <li>• Shows they care</li> </ul>	
<p>NHS Values</p>	<p><b>Dignity and Respect</b></p> <p>Expectations</p> <ul style="list-style-type: none"> <li>• Team player</li> <li>• Manages own attitudes and behaviour</li> <li>• Addresses concerns with colleague as they arise</li> <li>• Communicates respectfully, openly and professionally</li> <li>• Listens and turns that into action</li> <li>• Sees things from another person's perspective</li> </ul>	
<p>NHS Values</p>	<p><b>Openness, Honesty and Responsibility</b></p> <p>Expectations</p> <ul style="list-style-type: none"> <li>• Takes person responsibility for actions</li> <li>• Sharing of ideas for improvement</li> <li>• Observes processes</li> <li>• Ability to work across boundaries</li> <li>• Commitment to work to best of their ability</li> </ul>	
<p>NHS Values</p>	<p><b>Quality and Teamwork</b></p> <p>Expectations</p> <ul style="list-style-type: none"> <li>• Works as part of a team to support others and improve service provision</li> <li>• Acknowledges mistakes</li> <li>• Takes responsibility</li> <li>• Inspires the team</li> </ul>	

## Point of contact

Further informal inquiries and arrangements to visit the service should be made to:

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