



**Specialty Doctor in Addiction Psychiatry**  
**0.8 WTE**  
**permanent post**

**Borders Addictions Service, Galavale, Galashiels**

**Information and Job Description**



**St Mary's Loch, Selkirk, Scottish Borders**

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# **Section A**

## **Job Description**

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## 1. The Post

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This is an exciting opportunity to join a well functioning, dynamic and welcoming Addiction Service as a Specialty Doctor in Psychiatry. The service is based at Galavale in Galashiels, within the beautiful Scottish Borders area. The Service provides in-patient detoxes and stabilisation admissions at Huntlyburn ward in Melrose, opiate substitution therapy (OST) prescribing and monitoring across the Scottish Borders, harm reduction and an engagement and support team. The Service consistently strives to provide a high quality service for patients with addiction and connected environment for staff.

The successful applicant will work with the consultant and ANPs as part of the multidisciplinary team delivering care and treatment to adults with addictions in Huntlyburn and the community. There is a strong focus on the multi-disciplinary and multi-agency approach. Full or less-than-full time hours will be considered. The successful candidate will be supported to achieve membership of the Royal College of Psychiatrists and AMP status if this has not already been achieved.

<b>Job Title</b>	Specialty Doctor in Addictions Psychiatry
<b>Type of Post</b>	Permanent
<b>Full/Part Time Post</b>	8 Programmed Activities
<b>Salary Range</b>	£61,690 - £96,129 per annum pro rata
<b>Base location</b>	Galavale, Tweed Road, Galashiels, TD1 3EB
<b>Catchment area</b>	Peripheral clinics and domiciliary visits may be sited across the Borders region.

### **Continuing Professional Development**

Will actively engage in local and national Continuing Professional Development. Support including adequate SPA will be provided to support career progression in line with own goals including advancement to a Specialist Grade post once ready for autonomous practice or to a Consultant post via the CESR route.

<b>Post Approved</b>	Approved by the NHS Borders Mental Health Medical Staff Committee.
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## **Principal Duties**

### **Specialty Doctor role**

- Must actively engage in CPD internally and externally to the organisation.

### **Clinical role:**

- Induction and training will be provided according to an agreed personal development plan.
- Regular consultant supervision will be provided.
- To undertake holistic psychiatric assessments, including risk assessments, and make treatment plans in conjunction with the multi-disciplinary team.
- To promote a multi-disciplinary and multi-agency approach providing support to the addictions colleagues, other Health Professionals and other agencies as appropriate to your level of expertise.
- To undertake and support with prescribing of OST
- Specific duties and responsibilities will include:
  - Attend and contribute to BAS MDT meeting
  - Support with Caseload supervision of nursing staff
  - Oversee inpatient admissions including alcohol detoxifications and drug stabilisations
  - Undertake casenote reviews
  - Oversee physical health monitoring of patients
  - Provide psychiatric reports to the DVLA and for Adults with Incapacity;
  - Undertake Mental Health Act work once recognised by NHS Borders as an Approved Medical Practitioner;
  - Act as primary psychiatrist for an agreed number of community patients providing planned appointments.
  - Provide urgent review for community patients as necessary and as directed;
- There may be the opportunity to develop a special interest, the nature of which is to be agreed between the post holder, Addiction consultant colleague and Associate Medical Director.
- To undertake the administrative duties associated with the care of patients and, where relevant, departmental organisation.

### **Management**

- To contribute to the development of the Addictions Service in line with national and local guidance including the MAT guidelines
- To actively participate in the NHS Borders Clinical Governance programme including active involvement in clinical audit, Significant Adverse Event Reviews, Drug Death Review Group and complaints processes as necessary.

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

- To achieve Recognition of Trainer status, for which training will be available if required.
- To initiate or participate in relevant research, as appropriate.
- To participate in continuing professional development and annual appraisal, including 360 degree appraisal and revalidation processes.
- To participate in the training and development of staff, including medical students on attachments, nursing staff, psychology staff, AHPs and other staff as appropriate.
- To participate in the local CRT CPD programme and the local Mental Health post-graduate programme.
- There is also an opportunity to become involved in the MRCPsych Teaching Course, the General Practice Psychiatry Course for GP Vocational Trainees and the FY teaching programme in the Borders.

**Other Duties**

- To provide psychiatric court reports as requested by the local legal authorities, with the appropriate supervision.
- To participate in cross cover arrangements for other colleagues during periods of annual leave, study leave and short term sick leave.

**Liaison With Other Agencies**

- To forge working links with other stakeholder agencies and groups, including out of area services for Borders patients, Primary Care, Adult Social Work and Third Sector colleagues.
- If desired, join the Addictions Faculty of the Royal College of Psychiatrists and attend meetings of the Scottish Faculty three times yearly.

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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) Agriculture, textiles and tourism are the major industries throughout the Borders area.

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 many outdoor activities such as fishing, golf, walking and cycling. Mountain biking centres at Glentress and Innerleithen are popular, and the region is well-provided for local swimming, fitness and sports facilities. The Borders also has numerous local libraries, music and art societies, drama groups, and community groups. There are cinemas in Hawick and Galashiels and an arts centre in Peebles, which includes a cinema and live theatre. The Borders Book Festival takes place annually in Melrose, drawing high profile authors and public figures.

There is private nursery provision on the Borders General Hospital Site. There are numerous well-regarded local state Primary and High Schools that serve the Borders area, as well as a private preparatory school in Melrose.

The Borders Railway reopened in 2015 and provides train services from Galashiels and Tweedbank to central Edinburgh running every thirty minutes (journey time around 50 minutes). Tweedbank Station is a few minutes' walk from the Borders General Hospital. Connecting rail links can be accessed via Edinburgh, Berwick-Upon-Tweed, and Carlisle. There is easy access to Edinburgh Airport (approximately 1 hour 15 minutes) and Newcastle Airport (approximately 1 hour 30 minutes).

As part of our policy there is assistance with temporary housing costs and relocation allowances if applicable. House prices in the Borders Region are significantly less than in major cities and also less than many other rural parts of Britain, particularly in the south.

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. The implications of the report into and recommendations regarding Social Care and the National Care Service will undoubtedly affect our services and collaborations going forward; the decision-making framework should provide a strong foundation for navigating that new landscape.

Borders CAMHS, in common with CAMHS services across Scotland, has seen recent significant investment and recruitment into our teams has been very successful. In parallel with that, CAMHS have been actively developing the services in line with the recently published National Service Standards. Accordingly, along with the wider Multidisciplinary Team, the postholder will have the opportunity to shape services as they develop to best meet patient 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 Service Overview

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 in-patient 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 bio-psycho-social model which uses the

most effective combination of medical interventions (in the broadest sense), psychological therapies appropriate to level and type of need, 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.

Following the Children and Young People's Taskforce recommendations on the provision of Mental Health Services, NHS Borders has been working with partner agencies and key stakeholders in the development of comprehensive and collaborative services for young people and their families. The post-holder will be supported to actively engage in this process, in particular working with key partners on rethinking and provisioning timely and accessible mental healthcare for this population across the spectrum of need.

## **2.4 Mental Health and Learning Disability Services:**

### **Borders Addictions Service**

The NHS Borders Addictions Service delivers a comprehensive assessment and treatment service for individuals across the Scottish Borders who are experiencing drug and alcohol-related difficulties. The team operates within a harm reduction framework, supporting clients to make informed choices about their substance use and the changes they wish to pursue. The team accepts patients over the age of 18.

Detoxification services are available through dedicated beds within the acute adult admissions unit at Huntlyburn House. The service is part of the NHS Borders Mental Health Directorate and is based at the Galavale site in Melrose.

The multidisciplinary team includes addiction specialist nurses, a Consultant Psychiatrist, and a core trainee, and works closely with statutory and voluntary sector partners such as WithYou and CHIMES, as well as other agencies commissioned by health and social care services in the Borders.

Patients are assessed and supported through community-based clinics and open-access drop-in hubs, which are staffed by nurse prescribers. This model enables rapid access to opiate replacement therapy and integrates social and psychological support. The Engagement and Support Team (ES-Team) plays a key role in assertive outreach and active follow-up, helping to reduce barriers to treatment and improve engagement.

The service also maintains strong links with primary care through direct liaison and nursing support at community clinics. In addition, a dedicated liaison nurse provides in-reach to the Borders General Hospital, ensuring continuity of care and timely intervention.

The Borders Addictions Service places strong emphasis on the assessment and support of individuals with co-occurring substance use and mental health conditions. Tackling stigma and promoting compassionate, person-centred care are central to the team's ethos. Where appropriate, patients with significant mental health needs are referred to other specialist services within NHS Borders to ensure continuity and appropriateness of care.

As opiate substitution therapy (OST) is not currently prescribed within primary care in the Borders, the team takes a proactive approach to ensuring patients' physical health needs are addressed. Close and

effective liaison with primary care colleagues is essential, and the team works collaboratively to support holistic care planning and management.

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### **Current Team Composition**

The Borders Addictions Service currently comprises the following staff (staffing levels may vary):

- 1.0 WTE Consultant Psychiatrist
- 0.8 WTE Team Manager (also an Advanced Nurse Practitioner and nurse prescriber)
- 0.8 WTE Trainee ANP for MAT Standard 9 (nurse prescriber)
- 1.0 WTE Trainee ANP for MAT Standard 7 (*currently vacant*)
- 3.4 WTE Band 6 Nurses (*2.8 WTE are nurse prescribers*)
- 0.8 WTE Band 6 Liaison Nurse (*nurse prescriber*)
- 5.2 WTE Band 5 Nurses
- 3.2 WTE Support Workers
- 0.8 WTE Occupational Therapist
- 1.4 WTE Consultant Psychologist
- 0.6 WTE Band 7 Nurse Therapist
- 2.1 WTE Administrative Support Staff

### **Rehabilitation Service**

The Community Rehabilitation Service 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 the age of from adult CMHTs, CAMHS and other psychiatric services where patients are returning to live within Borders. There is no upper age limit. 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 Community Rehabilitation Team works with patients across the Borders the majority of whom live in their own homes. The Team follows a Functional Assertive Community Treatment model where for the most part patients have their care coordinated by their keyworker (typically CPN) utilising Case Management principles. Should the patient require a more assertive approach then Assertive Community Treatment is offered whereby the whole Team would participate in assessing and treating the patient to try to support them to remain in the community. There is a very strong emphasis on multi-disciplinary and multi-agency joint working including with third sector support provider partners. Dedicated supported accommodation is available in Melrose at Millar House. The Rehabilitation in-patient unit at East Brig in Galashiels has 10 beds and provides for the full range of in-patient needs including high intensity rehabilitation, community rehabilitation and acute admission for treatment of relapse or prevention of relapse. Millar House, supported accommodation in Melrose, has 4 flatlets with high level support and 9 bungalows with medium level support.

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

The Child and Adolescent Mental Health Team is based at the Andrew Lang Unit in Selkirk, with clinics being held at the Andrew Lang Unit, community health centres across the region, and Borders General Hospital. The service provides assessment and treatment of mental health problems and neurodevelopmental concerns relating to children and young people under the age of 18 years. It is a community-based outpatient service with a strong multidisciplinary ethos.

The service operates at Tier 3/4. A range of assessment modalities and evidence based therapeutic interventions are provided. There are close links with children's health services and the Integrated Children's Services (Scottish Borders Council) in each locality.

Specialist parts of the Child and Adolescent Mental Health Service include:

- Core CAMHS: multidisciplinary generic outpatient work providing evidence-based assessment and treatment across the full range of mental health conditions, including pathways for those with eating disorders, self harm, anxiety and depression.
- Intensive Treatment Service (Tier 4): this is provided during working hours for young people with severe and complex Mental Health problems. There are close links with the regional Adolescent Unit at the Royal Edinburgh Hospital where young people are admitted when required.
- Integrated Multidisciplinary Neurodevelopmental Service
- Integrated Children's Learning Disability Service with Specialist LD Nurse
- Regular Consultation Discussion Groups with Health staff in the localities

Patients that self-present with a Mental Health problem to the Emergency Department at the Borders General Hospital are currently triaged and assessed by ED staff and referred as necessary to the Liaison Psychiatry Team or CAMHS service for under-18s. Inpatient provision is available at the Young People's Unit in Edinburgh, and there are occasionally admissions to the local paediatric and adult mental health wards.

### **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, neurodevelopmental and eating disorders. Borders CMHTs all provide an assessment and treatment service at a venue within the community or in people's own homes.

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.

### **Borders Crisis Team**

The Borders Crisis Team (BCT) currently accepts referrals from GPs, Health Visitors, Liaison Psychiatry and CMHTs. It provides intensive community treatment to adults with acute mental health problems, as an alternative to hospital admission 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. As part of Mental Health Transformation, it is proposed that some aspects may become nurse-led. 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. The CMHT consultant takes consultant responsibility for emergency new cases and those known to the CMHT; the CMHT consultant or other team medic is available for advice when required.

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.

### **Learning Disability Service**

The Learning Disability Community Service, based in Newtown St Boswells, provides a service to adults with a learning disability and complex mental health needs. Patients with a learning disability who are open to CAMHS are generally transitioned to the adult Learning Disability Service around the time of their 18<sup>th</sup> birthday.

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. There are regional LD-CAMHS service developments ongoing, including access to specialist LD-CAMHS consultation.

### **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.

### **Mental Health Services for Older Adults**

The Mental Health for Older Adults Service (MHOAS) provides a Borders-wide specialist mental health service for all people aged 70 and over and for those below 70 with progressive dementia. The Mental Health for Older Adults Team (MHOAT) is the community team element of the service providing community assessment, usually in the patient's own home, with treatment and on-going support for those with complex needs. The Community Hospital and Care Home Assessment Team works proactively with care providers in assessing and meeting the needs of those with dementia, reducing reliance on hospital-based care. Inpatient facilities include a dementia assessment and stabilisation ward (BSDU) and 6 beds for functionally ill elderly people (Lindean).

## **2.5 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.

Education services within Scottish Borders Council are structured according to school clusters, with enhanced provision located in selected schools. Borders CAMHS have close working links with educational psychology, Inclusion and Wellbeing and Autism Outreach services.

## **2.6 Social Services**

There is specialist Mental Health Social Work input into all the adult CMHTs and Community Rehabilitation Service, fostering excellent working relationships. The Mental Health Officer service can be contacted 24 hours per day, seven days per week. There are Children and Families Social Work teams which have a duty system for emergencies and child protection matters. BAS has input from locality social work.

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

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All doctors are supported with professional development according to their individual needs. Direct supervision will be provided by a consultant to support clinical functioning and personal development within the post. There are excellent library facilities available at the Education Centre at the Borders General Hospital, and access to the NHS eLibrary from your laptop/PC. There is a weekly Psychiatry education session, and opportunity to attend and participate in the Borders General Hospital Grand Round. There is a South East Scotland 6 weekly CPD meeting. There is an active network for SAS doctors in NHS Borders and a psychiatry sub group.

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; 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. There are opportunities to teach at FY and GP teaching in NHS Borders.

Regional collaboration in clinical service areas is also encouraged; attendance at relevant regional meetings and/or peer groups will be supported as appropriate. It is anticipated the post-holder will form strong links with colleagues within the wider Addictions Network

The Adult, Older Adult, Child & Adolescent, BAS and Learning Disability Services are approved training areas for Basic Specialist Training in Psychiatry and Vocational Training for General Practice.

Research is encouraged. There is an NHS Borders Research and Development Forum.

SPA allocation will be agreed between the post-holder and the Associate Medical Director.

1 SPA is for Revalidation:

- preparation for revalidation: personal study (CPD); attending local educational and audit meetings
- personal/professional administration: preparation for appraisal/job planning; 360° feedback for colleagues
- mandatory training defined locally and any additional mandatory training relevant to the specialty group
- attendance at departmental audit and clinical governance meetings, contributing to national audits etc
- basic undergraduate and postgraduate teaching
- attending regular specialty consultant meetings
- internal routine communication and management meetings

The content of the additional SPA is for negotiation and mutual agreement and may include:

- Attendance at the University of Edinburgh MRCPsych Course with the aim of achieving College membership and AMP status if not already achieved
- Conducting peer appraisals
- Educational supervision of named trainees
- Postgraduate teaching: specific timetabled teaching; formal teaching; college tutor responsibilities etc
- Specific committee work: clinical governance; pharmacy
- *Additional* management meetings required by/for the service: eg transformation, service reviews
- Research: agreed in advance; funded; with objectives.
- Specific roles and responsibilities within the department with objectives
- National roles (specialist societies, Royal Colleges, NICE, BMA etc); usually annualised, by specific agreement and signoff

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## 4. Support Staff and Facilities

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An office with laptop/PC, e-mail and internet access is available at the Galavale base in Galashiels. Patients are seen in Galavale, GP practices, Community Hospitals and more typically in their own homes. There is dedicated secretarial time within the Addictions Service for clinical work. Each psychiatrist is provided with a Smartphone for remote email and calendar access.

There is a regular local peer support meeting for SAS doctors in mental health and Board wide. There is a supportive network in the Board for International Medical Graduates.

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

Dr Amanda Cotton	Associate Medical Director and South Community Mental Health Team
Dr Jennie Higgs	West Community Mental Health Team
Dr Anton Barrington (locum)	East Community Mental Health Team
Dr Rosemary Gordon	Borders Addictions Service
Dr Joanna Bredski	Rehabilitation Service (Clinical Lead)
Dr Jenny Bryden (p/t)	Rehabilitation Service
Dr Lucy Calvert (p/t)	Mental Health for Older Adults Service (Clinical Lead)
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 (Clinical Lead)
Dr Lucy Russell (p/t)	Child & Adolescent Mental Health Service
Dr Laura Kean (p/t locum)	Child & Adolescent and Infant Mental Health Services
Dr Niall Campbell	Liaison Psychiatry
Dr Mark Hughes	Learning Disability Service (Clinical Lead)

Other medical staff supporting the Mental Health and Learning Disability Services:

Dr Eimear O'Kane (p/t)	Specialty Doctor in Personality Disorders
Dr Muriel Foreman (p/t)	Associate Specialist, CAMHS
Dr Gemma Berry (p/t)	Specialty Doctor, East CMHT
Dr Chammy Sirisena	Associate Specialist, Learning Disability Service
Dr Grace Hill	Specialty Doctor, West CMHT
Dr Kimberley Blyth (p/t)	Specialty Doctor, South CMHT
Dr Giri Papireddy (locum)	Specialty Doctor, South CMHT
Dr Stan Yordanov	Specialty Doctor, Mental Health Service
Dr Dan Prior	Specialty Doctor, MHOAS

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## 5. Service, Clinical and Professional Structures

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There is a Mental Health Board, which is responsible for the delivery of all Mental Health Services, and accountable to the Clinical Executive. 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 overseeing the process.

Within the Addictions Service the post holder is accountable to the Associate Medical Director; certain line management tasks are currently undertaken by the Addictions Service Clinical Lead. Clinical supervision will be provided by the Addictions Service consultant. The Addictions Service have regular Senior Leadership Team meetings.. There is a well-established ethos of peer support which is greatly valued by the existing staff.

Line management of other non-medical members of the team is undertaken by the relevant Team Manager and Lead Psychologist with professional supervision obtained through the relevant professional lines of accountability.

# **Section B**

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

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## 1. Job Plan

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### Draft Example Job Plan: 8 sessions

Please note exact days, weekly timetable and location of clinics will be agreed with the post holder. Options for part time work from home are also available, at the discretion of the AMD. Unscheduled care is also required at times. There may be an opportunity for out of hours work.

	Am	Pm
Day 1	Caseload Supervision Clinical Administration Prescribing advice/consultations	SPA (local postgraduate teaching/core SPA) Medical Staff Committee (monthly)
Day 2	Team Meeting Prescribing GP liaison	Ward admission/review Clinical Administration Prescribing advice/consultations
Day 3		
Day 4	Outpatient Clinic Clinical Administration Prescribing advice/consultations	Outpatient Clinic Clinical Administration Prescribing advice/consultations
Day 5	Ward reviews (Huntlyburn) Clinical Administration	Physical health virtual clinic and clinical administration.

### Notes

Job plan can be modified to suit the successful candidate and service; additional sessions within the Mental Health Directorate can be available depending on areas of experience and the needs of the service.

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## 2. Conditions of Service:

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### Specialty Doctor

The Terms and Conditions of Service are as agreed and amended from time to time by the Terms and Conditions of Service - Specialty Doctor (Scotland) (2008), General and Hospital Medical and Dental Staff Whitley Councils. Copies of these conditions are available in the Human Resources Department, Borders General Hospital.

Salary Scale: **£61,690 – £96,129** per annum pro rata.

Placement on the incremental scale depends on previous experience.

A job plan will be agreed between the successful candidate and the Lead Consultant.

### Annual Leave & Public Holidays

1. 28 days per annum pro rata for first 2 years of completed service in this grade (unless entitled to 33 days leave in your current post in which case you will retain this entitlement).
2. After 2 years service in this grade, 33 days leave pro rata.

### Public Holidays

8 days per annum pro rata.

### Notice

The appointee would be subject to 3 months notice on either side.

### Superannuation

A NHS (Scotland) Superannuation Scheme is available unless you wish to opt out in favour of some other arrangement.

### Requirements

The applicant must have full registration with the General Medical Council with a licence to practice and produce evidence of this when he / she commences.

Applicants are required to be a UK citizen or be eligible to apply for permission to live and work in the United Kingdom through tier 2 sponsorship.

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 participate in Continuous Professional Development, 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>Primary Medical Degree – MBBS or equivalent.</p> <p>Full GMC registration with a licence to practice</p>	<p>Additional qualifications, training or experience in general medicine.</p> <p>Membership of the Royal College of Psychiatrists.</p> <p>Approved Medical Practitioner status.</p>
Experience	<p>Completed at least four years' full-time postgraduate training / experience (or its equivalent gained on a part-time or flexible basis) with at least two years experience in Psychiatry <u>or</u> have equivalent experience and competencies</p> <p>Experience of providing medical leadership to MDT for direct and indirect clinical care.</p>	<p>Experience of working in adult psychiatry or addiction psychiatry including in-patient and community work.</p> <p>Experience working in general practice and/or general medicine.</p> <p>Experience in assessment and management of adults with mental illnesses and disorders including complex comorbidity in a range of settings.</p> <p>Experience of using electronic patient records and telemedicine.</p> <p>Assessment and prescribing of OST</p>
Skills and Abilities	<p>Commitment and interest in working with adults with severe mental illness.</p> <p>Good written, verbal and interpersonal communication skills.</p> <p>Evidence of good multidisciplinary working and reflective practice.</p>	<p>Clinical knowledge of evidence-based assessment and treatment options in Addictions psychiatry.</p> <p>Ability to train and supervise resident medical colleagues, medical students, and staff from other disciplines.</p> <p>A commitment to developing services and working in partnership with patients and carers.</p>
Clinical Governance	<p>Knowledge of basic principles and implementation.</p>	<p>Evidence of undertaking specific projects (audit, risk management etc.).</p>
Research	<p>An interest in evidence based medicine.</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		Interest in developing skills in clinical leadership.
NHS Values	<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>	
NHS Values	<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>	
NHS Values	<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>	
NHS Values	<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>	



## Points of contact

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

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