



# Consultants in General Adult Psychiatry

## Applicant Information



## Contents

Copy of Advertisement	Page 3
Introduction	Page 5
The Forth Valley Area	Page 6
Job Description	Page 7
Contractual Details	Page 17
General Employment Information	Page 20
Selection Criteria	Page 23

## **Consultants in General Adult Psychiatry PART TIME**



**Salary Scale - £87,534 - £116,313 per annum (pro rata)**

**1 x post Clackmannan Community Mental Health Team  
(8 Programmed Activities)**

**1 x post Livilands Resource Centre, Stirling  
(7 Programmed Activities)**

**1 x post Woodlands Resource Centre, Falkirk  
(7 Programmed Activities)**

**All posts have the potential to increase to full time (with additional sessions in General Adult Psychiatry, Rehabilitation Psychiatry and Addiction Psychiatry negotiable) or reduce to a minimum of 4 sessions. There are also opportunities for remote working.**

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

We are in an exciting place with regards to General Adult Psychiatry in Forth Valley. Within the next 3 years we will be able to evidence we have the best mental health services in Scotland. We have recruited extensively in recent years and now have a dynamic team to help us achieve this goal. We are in a position to be able to focus on developing high quality services going forward. To support this, our Consultants will have sufficient SPA time in their job plans to help all parts of our service become accredited (for providing excellent care) according to the Royal College of Psychiatrists Centre for Quality Improvement Accreditation Standards. Our inpatient General Adult Psychiatry wards are functioning highly. These wards have applied to the College to be assessed for accreditation, the process of which is due to be completed early in 2022. Our vision is that the Community Mental Health Team (CMHT) the post holder would work with, will become the first community team in Scotland to achieve accreditation for providing excellent care.

We are passionate about attracting the brightest and best students into Psychiatry and developing them into Consultants that will serve the needs of Scotland. Our local teaching and training programmes have been nationally recognised and we are keen to expand them further. We are home to the Scottish Centre for Clinical Simulation and Human Factors, one of the most advanced training facilities of its kind, where medical staff are able to hone their skills using computerised mannequins. Through this centre we have developed the award winning

PSYCHSIM programme. This trains our staff in managing emergency situations that arise on Psychiatry wards. We are keen for additional Consultant leadership to help further expand and develop this programme.

We are currently piloting Nurse Prescriber & Pharmacy Prescriber clinics within our CMHTs, to support the work of Consultant Psychiatrists. The evaluation of these pilots will be complete in January 2022. We are keen to develop and expand non medical prescribing roles. Through this we will ensure that Consultant Psychiatrists only spend their time on tasks that are suitable for their skill level and experience. The post-holder will have the opportunity to supervise non medical prescribers and to guide the development of these roles. We will support time for these, and other teaching and training opportunities. The post holder will also be working with Consultant Psychiatrists with a national profile in Medical Education and so would have immediate links to regional and national teaching opportunities.

We are also able to offer innovative and bespoke job roles for candidates interested in combining sessions in General Adult Psychiatry with sessions in other specialities, including Rehabilitation and Addiction Psychiatry. In particular, we are keen to explore developing roles across both substance use and general adult settings, to support our existing programme of joint working and improved interface in these areas. We will work with the successful candidate(s) to develop a suitable job plan.

On call duties are non-resident and mainly consist of providing telephone advice and leadership to training grade medical staff. These duties are shared across the Consultant group on a 1 in 25 basis for an 8 session post, and 1 in 20 for a 10 session post.

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

While these posts are advertised as part time, we welcome applications from those wishing to work more or less than the sessions listed above. The size of our health board allows us to be flexible and responsive. We have been quick to adopt new ways of working during the coronavirus pandemic. There are opportunities for remote working. Going forward we are keen to continue to develop ways of working that allow our Psychiatrists to have an optimal work life

balance. Applicants are encouraged to visit the department and meet key staff (this can be arranged in person or facilitated online). Informal enquiries should be directed by telephone to Dr. Jim Crabb, Associate Medical Director on 01786 434031; Dr Justine McCulloch, Consultant Psychiatrist & Clinical Director, Tel. 01786 458501 or Dr Seonaid McCallum, Consultant Psychiatrist & Clinical Director, Tel. 01324 618252.

To apply for these posts, please visit the job posting on the NHS Scotland Job Train website. Applicants should have full GMC registration and a licence to practise. Applicants will be expected to possess the MRCPsych or equivalent. Applicants must possess or be within 6 months of their CCT or CESR (CP) at the time of interview for the post. Applicants are required to have evidence of recent continued academic and professional development. Excellent, communication, listening and organisational skills are essential.

Closing date: 15<sup>th</sup> January 2022

Interview date: 10<sup>th</sup> February 2022

Please quote reference number 079270 on all correspondence

## Introduction to NHS Forth Valley

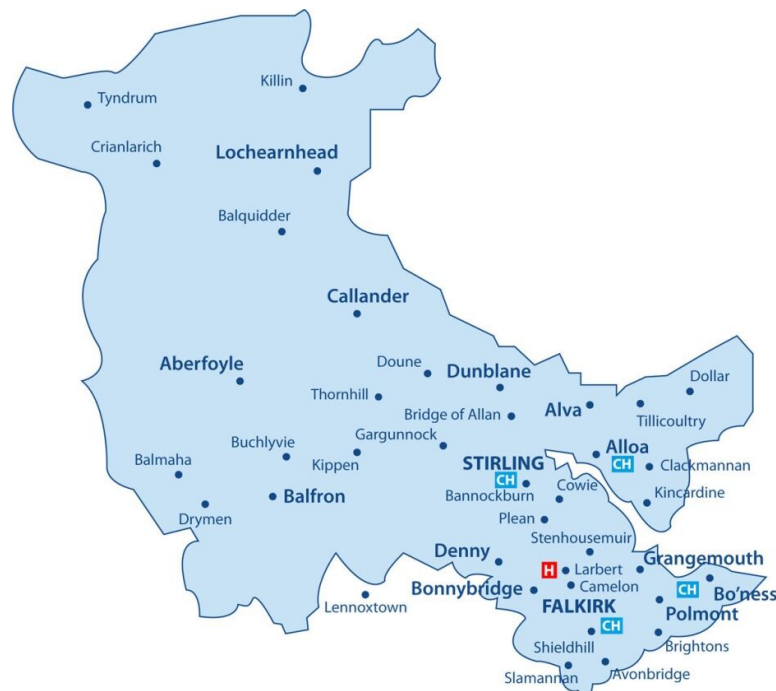
NHS Forth Valley is one of 14 regional health boards in Scotland and serves a population of nearly 310,000 in a diverse geographical area which covers the heart of Scotland and covers three council areas, [Clackmannanshire](#), [Stirling](#) and [Falkirk](#).

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

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

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

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



## The Forth Valley Area

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



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

### Stirling Area

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

### Falkirk Area

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

### Clackmannanshire Area

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

## Job Description

**1 x substantive post Clackmannan Community Mental Health Team  
(8 Programmed Activities)**

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### **CLACKMANNANSHIRE COMMUNITY MENTAL HEALTH SERVICES**

The medical team for Clackmannanshire CMHT consists of 3 members of senior medical staff. A whole time equivalent Consultant Psychiatrist with inpatient and outpatient responsibilities and there is also another 1 WTE post worked between two part time colleagues (the post holder is one of these). Other members of the team include trainee psychiatrists and GPs, Community Psychiatric Nurses, Occupational Therapists, Social Workers, Psychologists and Pharmacists. It is expected that all Consultants will work closely together to provide continuity of care for individuals known to the team between inpatient and outpatient services.

### **STIRLING COMMUNITY MENTAL HEALTH SERVICES**

The medical team for Stirling CMHT consists of 5 members of senior medical staff. Three whole time equivalent Consultant Psychiatrists will have inpatient and outpatient responsibilities and there is also another 1 WTE post worked between two part time colleagues. Other members of the team include trainee psychiatrists and GPs, Community Psychiatric Nurses, Occupational Therapists, Social Workers, Psychologists and Pharmacists. It is expected that all Consultants will work closely together to provide continuity of care for individuals known to the team between inpatient and outpatient services.



## **FALKIRK COMMUNITY MENTAL HEALTH SERVICES**

The medical team for Falkirk CMHT consists of 8 members of senior medical staff. Two Consultant Psychiatrists have inpatient and outpatient responsibilities, one Consultant Psychiatrist has outpatient and MHAATS responsibilities and there are also 4 part time Consultant Psychiatrists who have solely outpatient responsibilities (the post holder is one of these). Other members of the team include trainee psychiatrists/ GPs, Community Psychiatric Nurses, Occupational Therapists, Social Workers, Psychologists and Pharmacists. It is expected that both Consultants will work closely together to provide continuity of care for individuals known to the team between inpatient and outpatient services.

Mental Health Services in Forth Valley provide a variety of specialist services which interface with the Community Mental Health Teams; these include resource centres, dialectical behavioural therapy and trauma psychotherapy. General Adult Psychiatry benefits from having a well established area wide pathway for Emotionally Unstable Personality Disorder. This clearly defines the role of the Consultant Psychiatrist, and the CMHT.

## **MENTAL HEALTH UNIT, FORTH VALLEY ROYAL HOSPITAL**

Inpatients are located in ward 1, 2 and 3 at Forth Valley Royal Hospital. The mental health unit is co-located with the general hospital, close to the Emergency Department. There are currently 42 acute open general adult inpatient beds to cover areawide services and an additional 6 ICU beds (on ward 1). Ward 2 provides inpatient care for the North sector including Stirling and Clackmannanshire; whilst ward 3 provides inpatient care for the South sector (Falkirk).

The Mental Health Acute Assessment and Treatment Service (MHAATS) and Liaison Team are located adjacent to the inpatient unit. The Mental Health Acute Assessment and Treatment Service (MHAATS) is our 'front door', who assess all same day emergency referrals and all referrals for admission to consider alternatives to admission, where appropriate, and they also work with sector consultants in the inpatient unit to facilitate supported early discharge.

Participation in the out of hours on call rota cover will be required. There is a junior doctor on call at the hospital at all times supported during the day, 7 days per week, by the Mental Health Acute Assessment and Treatment Service (MHAATS) (same day emergency assessments) and the General Adult and Old Age Liaison Services.

## **TRAINING AND EDUCATION**

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

Forth Valley Royal Hospital hosts the national Scottish Centre for Simulation and Clinical Human Factors. The most technologically advanced simulation centre in Scotland with permanent technical and administrative support. The centre runs national courses for a variety of specialties including Psychiatry, Surgery, Paediatrics, Anaesthetics, Medicine and more. The centre also runs the national faculty development programme for simulation-based education.”

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

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

There are regular Division of Psychiatry meetings.

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

## **TEACHING, AUDIT AND RESEARCH**

The Consultant will be expected within his/her NHS responsibilities, to undertake audit, and attend the postgraduate teaching sessions. The consultant will be expected to take an active part in the teaching of psychiatry trainees on placement in the psychiatry service.

If the successful candidate has any particular area of interest we are happy to discuss if these can be accommodated as part of the ongoing service reconfiguration.

## NHS FORTH VALLEY PSYCHIATRY SERVICES

Specialty	Inpatient	Out-Patient
General Adult Psychiatry	*	*
Old Age Psychiatry	*	*
Learning Disability Psychiatry	*	*
CAMHS		*
Forensic Psychiatry	*	*
Liaison Psychiatry	*	*
Rehabilitation Psychiatry	*	*
Mental Health Acute Assessment & Treatment Team (MHAATs)		*
Psychotherapy		*
Eating Disorder		*
Community Alcohol & Drug Service		*

### Medical Staff

General Adult Psychiatry (this configuration may change to support the redesign across sector, but demonstrates the staffing resource available).

**(IP = inpatient, OP = outpatient)**

#### North Sector General Adult Psychiatry

Vacancy	Consultant Psychiatrist	Clackmannan General Adult Psychiatry (OP)
Dr J Crabb	Associate Medical Director Consultant Psychiatrist	Clackmannan General Adult Psychiatry (OP)
Dr G Anderson	Consultant Psychiatrist	Clackmannan General Adult Psychiatry (IP/OP)
Dr J McCulloch	Consultant Psychiatrist	Stirling General Adult Psychiatry (IP/OP)
Dr M MacLeod	Consultant Psychiatrist	Stirling General Adult Psychiatry (OP)
Dr Akkshay Iyer	Consultant Psychiatrist	Stirling General Adult Psychiatry (OP)
Dr D Brown	Consultant Psychiatrist	Stirling General Adult Psychiatry (IP/OP)
Vacancy	Consultant Psychiatrist	Stirling General Adult Psychiatry (IP/OP)

#### South Sector General Adult Psychiatry

Dr L Conway	Consultant Psychiatrist	Falkirk West CMHT General Adult/ECT (IP/OP)
Dr P Hughes	Consultant Psychiatrist	Falkirk West CMHT General Adult (IP/OP)
Dr S McCallum	Consultant Psychiatrist	Falkirk West CMHT General Adult (OP)
Dr E Shaw	Consultant Psychiatrist	Falkirk West CMHT General Adult (OP/MHAATS)

Dr I Collins	Consultant Psychiatrist	Falkirk East CMHT General Adult (OP)
Vacancy	Consultant Psychiatrist	Falkirk East CMHT General Adult (OP)
Dr G Cooney	Consultant Psychiatrist	Falkirk East CMHT General Adult (IP/OP)
Dr M Fulton	Associate Specialist	Falkirk East CMHT General Adult (OP)

## **CAMHS**

Dr C Fell	Consultant Psychiatrist	Child & Adolescent Psychiatry
Dr N McCaig	Consultant Psychiatrist	Child & Adolescent Psychiatry
Dr J Piggott	Consultant Psychiatrist	Child & Adolescent Psychiatry
Dr J Perez Olaizola	Consultant Psychiatrist	Child & Adolescent Psychiatry
Dr D Laing	SAS Doctor	Child & Adolescent Psychiatry / LD Children

## **Other Psychiatric Services**

Dr N Muzaffar	Consultant Psychiatrist	MHAATS & Area wide Eating Disorder Service
Dr E Shaw	Consultant Psychiatrist	MHAATS and Liaison
Dr P Shankar	Consultant Psychiatrist	Liaison Psychiatry
Dr H Driver	Consultant Psychiatrist	Liaison Psychiatry / MHAATs / inpatient
Dr G Anderson	Consultant Psychiatrist	Peri-natal Psychiatry
Vacancy	Consultant Psychiatrist	South Sector Addictions
Dr I Smith	Consultant Psychiatrist	North Sector Addictions
Dr W Macfarlane	Consultant Psychiatrist	North & South Sector Community /inpatient Rehabilitation
Dr C Marsh	Consultant Psychiatrist	North Sector – Forensic CMHT
Dr D Cumming	Consultant Psychiatrist	South Sector – Forensic CMHT
Dr S Cave	Consultant Psychotherapist	Department of Psychotherapy
Dr N Swinson	Consultant Psychiatrist	Hope House
Dr A Hussain	Consultant Psychiatrist	IPCU/Trystpark

In addition we have a full IP/OP Old Age Psychiatry and Learning Disability Service.

### **Administrative Support**

The post holder will have access to dedicated secretarial support, office space and equipment. The service can provide digital dictaphone equipment, mobile telephone, computer and other equipment as negotiated.

### **Non Medical Staff**

The post holder will be supported by a full multi-disciplinary team consisting of nursing, psychology, pharmacy, occupational therapy & physiotherapy colleagues. Non-clinical support to the post holder will be provided by dedicated medical secretarial support and a Service Manager.

### **Training and Education**

NHS Forth Valley places a high priority on training and development across all staff groups and strongly supports continuing medical education. There is a purpose built education service with a library, lecture theatre and meeting rooms with PACS and video-conferencing facilities.

## **Role of the Consultant Psychiatrist in Community Mental Health teams in Forth Valley**

The Consultant Psychiatrist in the Community Mental Health Team (CMHT) is expected to:

- Work as part of a multi disciplinary team
- Be a leader of a multi disciplinary team
- Care for the most complex, high risk patients known to the CMHT. The goal of treatment should be stabilisation and recovery to the extent that the patient can be safely transferred to another member of the team or from the service. Inevitably some patients will always have to remain on the Consultants case load due to the degree or risk present and the high chance of relapse. For this reason Consultants should aspire to have small caseloads of the most unwell.
- Be involved in the managerial responsibilities of the team, particularly helping the team manage their resources efficiently. This would include managing waiting times across the service, interfacing with GPs, carers and the third sector to manage referral numbers and expectations of the service. This is an ambassadorial as well as a managerial role
- Be involved in the care of all patients detained under the Mental Health Act and open to the CMHT
- Advise on risk assessment and management of all cases open to the team
- Advise the team relevant matters, particularly when it is safe to discharge the patient from services
- Teach and train other members of the CMHT
- Be involved in service development and evaluation, particularly taking part in audits recommended by management
- Notify management of any deficiencies in patient care present in the team / service, and to work with management to devise and deliver solutions as quickly as possible
- Horizon scan, to anticipate developments in policy and practice, and then encourage evolution in service delivery
- To participate fully in consultant appraisal and personal development planning activities
- To ensure the efficient and effective use of the Division's resources
- Participate in 360 degree appraisal and revalidation under new guidance from the GMC
- To provide cover for consultant colleagues during annual and study leave or at such other times as agreed with the local Clinical Director and the Associate Medical Director (Mental Health)

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

## Responsibilities

- As agreed with the General Manager and Associate Medical Director to provide with Consultant colleagues an area wide service in Psychiatry with responsibility for the prevention, diagnosis and management of illness, and for the proper functioning of the service
- Out-of-hours responsibilities for Forth Valley Royal Hospital shared with the other Consultants as part of a Consultant team
- To provide cover for Consultant colleagues during annual and study leave or at such other times as agreed with the General Manager and Associate Medical Director
- To offer professional supervision, training and appraisal of junior medical, nursing and technical staff as appropriate to enhance role extension and job skills within the service
- To motivate staff within the service, through leading by example, and fostering good working relationships at all levels in line with the principles of the local Partnership Agreements
- To contribute to developments and initiatives within the organisation as appropriate and as requested
- To undertake teaching, accreditation and examination duties, and contribute to postgraduate and continuing medical education activity across the service
- To agree and implement an annual medical audit and clinical governance programme with the Associate Medical Director in line with the Board's Clinical Effectiveness Strategy
- To support the Department's Clinical Governance agenda
- To participate fully in Consultant appraisal and personal development planning activities
- To ensure the efficient and effective use of the organisation's resources

- To work with colleagues to ensure the effective and efficient development and implementation of support systems

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

## Job Plan

The post holders are required to agree a detailed job plan which will be reviewed at least annually. Efforts will be made to complete job planning prior to the date of commencement in post, or, if this is not possible, as soon as possible following this date.

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

- Accreditation work
- Peer appraisal
- Educational supervision of trainees
- Quality Improvement roles
- Service Development

Exact allocation of SPA time will be agreed with the successful applicant and reviewed at annual job planning. The timetable below is indicative and the definitive job plan will depend on the sessional commitment agreed. Forth Valley also offers flexible working including the option of shorter 'family-friendly' working days and the possibility of remote working.

**Due to the flexible nature of the potential configuration of these PAs, the following should be considered as indicative only – specific job plans will be agreed with the successful candidates.**

<b>Day</b>	<b>AM 0900-1300</b>	<b>PM 1300-1700</b>
Monday	Outpatient clinic	Outpatient clinic
Tuesday	Non working day / additional sessions	Non working day / additional sessions
Wednesday	Community MDT meeting	Reviews/Outpatients
Thursday	SPA / CPD	Additional SPA- accreditation work for CMHTs / Supervision of nurse prescriber / pharmacy prescriber clinics
Friday	Reviews/Outpatients	Non working day / additional sessions

4 hr Outpatient Clinic – 3 hr patient contact and 1 hr administration

On call on a 1:25 basis for a 8 session post, and 1 in 20 for a 10 session post

## Contractual Details

Contracted activities for this appointment will be defined and agreed with the post holder, General Manager and the Associate Medical Director.

The post holder will be professionally and managerially responsible to the Associate Medical Director for Psychiatry.

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

These Consultant posts are available on a part-time basis.

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

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

Consultants will be required to participate in an annual appraisal.

The post holder will normally be expected to reside within 60 minutes travelling distance of Forth Valley Royal hospital. If NHS Forth Valley Health Board considers that there is a requirement for the post holder to relocate his or her home in order to take up the responsibilities of the post, relocation expenses will be available in accordance with the Board's Relocation Policy. Support to the level of 15% of starting salary up to a maximum of £10,000 may be available, subject to the provisions of the policy.

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

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

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

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

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

Annual leave entitlement is 33 days per year (pro rata for part time post holders), with additional statutory holiday entitlement as agreed by the Local Negotiating Committee and published annually.

If you are successful at interview and receive an offer of appointment with NHS Forth Valley, can you please advise the Medical Workforce Team of any periods of Less Than Full Time Training (LTFT) you may have had.

## General Employment Information

### Equality in Employment

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

### Human Resources Policies and Services

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

### The Medical Workforce Team

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

Jacqui Crilley	Medical Workforce Manager	01786 457379 <a href="mailto:jacqui.crilley2@nhs.scot">jacqui.crilley2@nhs.scot</a>
Lynsey Doherty	Deputy Medical Workforce Manager	<a href="mailto:lynsey.doherty@nhs.scot">lynsey.doherty@nhs.scot</a>
Laura Bayley	Medical Workforce Adviser (Contracts)	01786 457375 <a href="mailto:laura.bayley@nhs.scot">laura.bayley@nhs.scot</a>
Elsbeth Gillespie	Medical Workforce Adviser (Contracts)	01786 457382 <a href="mailto:elsbeth.gillespie@nhs.scot">elsbeth.gillespie@nhs.scot</a>
Hunter Rice	Medical Workforce Adviser	01786 457376 <a href="mailto:hunter.rice@nhs.scot">hunter.rice@nhs.scot</a>

### Pre-Employment Screening

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

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

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

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

### **Occupational Health Screening**

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

### **Confidentiality**

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

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

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

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

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

### **Partnership Agreement**

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

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

## Selection Criteria

Criteria	Essential	Desirable
<b>Qualifications</b>	<p>MRCPsych or equivalent</p> <p>Full GMC registration, with licence to practise</p> <p>Certificate of Completion of Specialist Training (CCT) / Certificate of Eligibility for Specialist Registration (CESR) in GA Psychiatry.</p> <p>Applicants who are within 6 months of achieving CCT at the date, of interview are eligible to apply.</p>	<p>Higher degree e.g. MSc, MD or PhD higher degree</p> <p>MBA or other relevant diplomas or certificates e.g. BAP certificate in psychopharmacology</p> <p>Section 22 Mental Health (Care &amp; Treatment) (Scotland) Act approved</p>
<b>Experience</b>	<p>General Adult Psychiatry experience (inpatient/outpatient)</p> <p>Working in a community mental health team</p> <p>Supervision of staff</p>	<p>Resource centre experience</p> <p>ECT</p> <p>CAMHS experience</p> <p>SPSP-MH</p> <p>Psychological therapies experience/skills</p> <p>Service Improvement</p> <p>Attendance at course on clinical/educational supervision</p>
<b>Knowledge and Skills</b>	<p>General psychiatric disorder assessment, treatment and managements</p> <p>Works well in multidisciplinary team setting</p> <p>Experience of interagency working</p> <p>Risk Assessment / management training</p> <p>Knowledge of Mental Health (Care &amp; Treatment) Scotland Act 2003</p> <p>Willing to work unsupervised and make decisions</p> <p>Excellent written and oral communication &amp; listening skills.</p> <p>Demonstrated ability to manage time effectively</p> <p>High level of competence in the clinical aspects of General Adult Psychiatry and evidence of an ability to develop new skills and train colleagues as appropriate.</p>	<p>Demonstrated ability to lead a multi-disciplinary team</p> <p>Appropriate sub specialty interest and knowledge.</p> <p>Understanding Forth Valley pathways and process for managing emergency patients</p> <p>Use of care programme approach</p> <p>Therapeutic skills e.g. CBT</p> <p>Experience of preparation of applications and reports for Mental Health Tribunals</p> <p>Experience of teaching of undergraduates and postgraduates</p>

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

## Application Process

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

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

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

Please quote **reference number 079270** on all correspondence.

Please note the following dates:

**Closing date: 15<sup>th</sup> January 2022**

**Interview date: 10<sup>th</sup> February 2022**

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

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

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

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

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

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