

Job Description

Consultant Psychiatrist

Introduction

This is a position for a full-time post providing Consultant general psychiatric services (adult and elderly) to the population of Shetland. The post is located in Shetland's main town of Lerwick within the Mental Health Department in the Lerwick Health Centre. The post holder will be responsible to the Chief Executive via the Medical Director and the Director of Community Health and Social Care.

The Shetland Islands

Shetland is a collection of over 100 (15 inhabited) islands to the north east of mainland Scotland. The islands are as close to Bergen in Norway as to Aberdeen, which serves as the principle communication link. The total population is approximately 23,500, with one third living in the principal town of Lerwick. Oil money has resulted in high quality infrastructure and facilities on the islands. The main industries are fishing and aquaculture, though the largest employers are Shetland Islands Council and the NHS Shetland.

NHS Shetland

NHS Shetland has 600 employees. There are 10 general practices within the islands as well as a number of islands staffed by a Community Nurse.

Mental health services are provided as part of a Joint Health and Social Care Partnership, which is directed by an Integration Joint Board.

Secondary care services are provided from the Gilbert Bain Hospital. Facilities include an Accident & Emergency Department, a Surgical Ward with a 2 bedded High Dependency Unit, a Day Surgery Unit, a Theatre Suite, a Medical Ward, a Maternity Department, an Out-Patients Department and support services including a full range of laboratory and radiological services.

The senior medical staff establishment consists of 3 Consultant Surgeons, 4 Consultant Anaesthetists, 4 Consultant Physicians, and 2 Consultant Psychiatrists. Junior medical and surgical staff are based in the hospital. Over 24 visiting consultants provide more specialised services through out-patient clinics and surgical sessions on island. The consultant staff, including this post holder, meet regularly as a Consultants Group (which includes Public Health Consultants), with representation into the Local Medical Committee, and the Medical Director represents the consultants on Shetland NHS Board.

Shetland has an innovative Third Sector that promotes positive partnership working with the Health Board and Local Authority.

Shetland Mental Health Services

The Board's Community Mental Health Team (CMHT) is based in the mental health department in the Lerwick Health Centre, and is part of the Shetland Health and Care Partnership. The team has been strengthened following reviews of mental health and drug and alcohol services. It currently comprises:

The Adult Mental Health Service is made up of the following teams:

1. Community Mental Health Team (CMHT)
2. Substance Misuse and Recovery Service (SMRS)
3. Psychological Therapy Service (PTS)
4. Dementia Assessment Team

Each of the four teams in the service has a Clinical Team Leader. These roles are filled by senior Registered Mental Health Nurses (RMN's) in the case of the CMHT, SMRS and Dementia Assessment Team, and by a senior psychological therapist for the PTS. The Consultant Clinical Psychologist provides clinical leadership for the PTS.

A Service Manager (Head of Mental Health Service) takes overall management responsibility for the service. The Clinical Team Leaders, Consultant Psychiatrist and the Consultant Clinical Psychologist report to the Head of Mental Health Services, who in turn reports to the Chief Officer of the IJB (who for health reports to the CEO of the NHS Shetland Health Board).

Mental Health Officers from the Adult Social Work team are linked to the CMHT.

The Community Mental Health Team is supported by medical secretaries. There is dedicated secretarial support for the Consultant Psychiatrist. The post will have appropriate office accommodation with a desktop PC, a Tablet (iPad) and IT support including Internet access, e-mail and electronic shared diary facilities.

Consultant psychiatric services for children and adolescents are provided by a monthly visiting service and the CAMHS team is made up of 1.0 WTE CPN for children and adolescents, 1.0 WTE Clinical Associate in Applied Psychology
1.0 Primary Link Worker and a monthly visiting consultant clinical child psychologist. At times of crisis the General Adult Consultant Psychiatrist will be asked to provide support for CAMHS.

The CMHT operates a "Duty System" staffed by CPNs and a MHO (Mental Health Officer), who are first points of contact for psychiatric emergencies in the community and to support secondary care (Gilbert Bain Hospital). A Psychiatric Liaison Nurse has been recently appointed and the post holder would be expected to work in conjunction with the nurse in the liaison role.

Social care support services for people with mental health needs are provided from Annsbrae House. This service is an integral part of the CMHT and incorporates a skills centre, a supported housing complex and provides outreach services for people with mental health needs

In-patient services for both adult and older adult patients are provided via a service level agreement with NHS Grampian at the Royal Cornhill Hospital in Aberdeen. While awaiting

transfer to Aberdeen, patients with a psychiatric emergency are cared for on the general medical ward at the Gilbert Bain Hospital. Close working relationships are maintained with the Grampian service and it is expected that the post holder will attend in person particular events and meetings on a pre-arranged basis to foster working arrangements. Second opinions and more specialised assessments and advice are available through Grampian services (for example Eating Disorders, Forensic, Liaison and Old Age Psychiatry).

The mental health team operates in a collaborative culture, in keeping with modern roles for consultant psychiatrists. There is a history of close multi-disciplinary and multi-agency working in Shetland, and the mental health team is a strong example of this, with a consultative and case supervisory model of working in which the consultant plays a lead role. The team as a whole have been instrumental in developing the service to its present levels, and this post holder will be encouraged to continue this development, in the present context of regional network collaboration (building on the already close links with the Grampian service in Aberdeen). As part of ongoing discussions to improve the resilience of the obligate network the postholder may be required to provide a service in Orkney for short periods of time which may be reciprocated.

There is scope for the pursuit of special interests by the post holder in collaboration with colleagues locally and in mainland services, and for linking into existing regional and national specialist networks.

Travel both within Shetland and the Scottish mainland for liaison, CPD and other related activities will be required. Educational and other clinical/ professional development activities in Grampian can be arranged subject to mutual agreement and might include undergraduate/postgraduate teaching.

Mental health services are managed by a Head of Service. This post holder is a key member of the joint management group for mental health, which includes local authority staff, and will work closely with the Head of Service to ensure the delivery of safe and effective mental health services. A larger partnership group meets to develop strategic plans for the service and to take a wider view of all aspects of mental health service provision. This group includes representation from users, carers and the voluntary sector.

Drug and alcohol services, currently provided via a partnership arrangement between NHS Shetland, Shetland Islands Council and local community-based organisations, have been redesigned following a recent review of mental health services. Other third sector services include a drop-in centre, supported employment project, Women's Aid and independent advocacy.

It is essential for the post holder to be eligible to be an Approved Medical Practitioner under Section 22 of the Mental Health (Care & Treatment) (Scotland) Act 2003. If the appointed Post Holder is not an approved Medical Practitioner under the terms of this Act then NHS Shetland will provide access to training to obtain this Certificate. It is expected that the Post Holder will take advantage of this opportunity at the earliest opportunity.

Principal Duties

Consultant Psychiatrist

1. Provide clinical leadership to the CMHT and work collaboratively with the head of service.
2. To take a lead role in developing mental health services in Shetland.
3. To provide a clinical service in community psychiatry for adults and the elderly, including; out-patient consultations, assessment and treatment of patients in the community and a range of care settings, emergency assessment and treatment.
4. To provide assessments and advice on patients in the care of medical and surgical colleagues and those attending accident and emergency with mental health problems.
5. Fulfil duties of an Approved Medical Practitioner under the Mental Health (Care and Treatment) (Scotland) Act, 2003.
6. The Post Holder must be an active participant in Clinical Governance and Clinical Risk Management, including their implementation and audit.
7. To contribute to the teaching and training of students, trainees and multidisciplinary staff groups as appropriate.
8. To assess patients in police custody on request of a police surgeon.

Governance

The Consultant Psychiatrist will be responsible for developing and maintaining clinical standards with the Mental Health team. They will report professional matters to the Medical Director. Relevant governance matters will be shared with our obligate network partners.

Performance

Yearly appraisal will formally evaluate performance of the role. Regular discussions will take place with the Medical Director for professional performance, and with the Head of Service for the delivery of the service

On-Call Responsibilities

Continuing Educational and Professional Development

The Board recognises this to be a crucial aspect of the appointment as part of its provision of high quality health care and responsibility for clinical governance. CEPD is undertaken not only in line with individual development plans, but also as part of departmental service development.

A medical library has been recently established and is rapidly evolving under the guidance of senior medical and nursing staff. Internet access to the e-library and an online retrieval system is available locally at each Consultant's dedicated PC. Arrangements exist to the

extensive medical library at Aberdeen Royal Infirmary for research and study purposes not catered for in Shetland.

CEPD programmes are encouraged and take full advantage of study leave opportunities. Requests are considered flexibly to allow for the difficulties of off-island travel. The Board is at the forefront of video conference use as an innovative tool to support remote learning. In recognition of the potential difficulties of professional isolation the Board also looks favourably on short secondments to other Units, especially should they be designed to update clinical skills or to further develop clinical networks.

Research

Although research is not included as a part of the proposed duties of this post the Board will provide active encouragement for the Post Holder to pursue any personal research interest as it would any area of appropriate professional development.

Leave

The post-holder will be entitled to six weeks' annual leave per year in addition to the ten public holidays. Study leave of thirty days per triennium is allowed and there is funding available for approved study. There is recognition of the complexities of travel to educational events in mainland UK and this is taken into account when study leave is requested.

When the full establishment of two Psychiatric doctors is in place, post holders are expected to provide cross-cover for each other's leave/ absences and this needs to be co-ordinated to minimise the need for locums. This could occasionally include covering for colleagues in Orkney and Western Isles.

Work Programme

A job plan will be agreed between the post holder and the medical director. An indicative job plan comprising 8 Programmed Activities of direct clinical contact and 2 PAs for supporting professional activities is provided as follows:

Job Plan: Consultant Community Psychiatrist:

Direct Clinical Contact	
8 sessions per week	<p>3 routine out-patient clinics per week:</p> <ul style="list-style-type: none">• 1 session per clinic• Usually 1 new “routine” referral (1 hr) plus 4-5 return appointments (30 minutes) <p>2 urgent out-patient clinics per week:</p> <ul style="list-style-type: none">• Split over the week 0.5 session /1 session• Usually “urgent” referrals only, plus CPA and mandatory MHA review appointments. <p>1 MDT Clinical Meeting:</p> <ul style="list-style-type: none">• Triage of referrals, case discussion, case supervision. <p>2 Clinical Admin:</p> <ul style="list-style-type: none">• 2 sessions split over the week 0.5/0.5/1
Supporting Professional Activities	
2 sessions per week	<p>1 session for CPD/ revalidation/ appraisal requirements</p> <p>1 sessions for duties including attendance and contribution to:</p> <ul style="list-style-type: none">• Mental Health Department Managers Meeting• Service Development• Shetland Mental Health Partnership Meeting• Consultant Group Meeting• Government Review/ Mental Health Implementation Group

Person Specification

Job Title: Consultant Psychiatrist

Department: Mental Health Service

Location: Lerwick Health Centre

FACTOR	ESSENTIAL	DESIRABLE
EXPERIENCE	Experience at consultant grade in general psychiatry	Experience in old-age psychiatry Experience of service development Experience of remote and rural working
QUALIFICATIONS TRAINING RESEARCH PUBLICATIONS	MRCPsych or equivalent GMC registered with a licence to practice Registered on Specialist Register	Higher qualification in psychiatry Training in a number of specific therapeutic approaches
KNOWLEDGE AND SKILLS	Ability to clinically lead a multidisciplinary team Excellent communication skills	Knowledge of Scottish health legislation Service Improvement
DISPOSITION	Flexible approach to service provision	
OTHER	Ability to be approved under the Mental Health Act Evidence of appraisal and revalidation Driving Licence or ability to travel at short notice in Shetland's remote and rural community	

Terms and Conditions of Service Consultant Community Psychiatrist

The appointment will be subject to the Terms and Conditions of Service for Consultant Grade (Scotland).

1. Location: Lerwick Health Centre (but you may be required to travel to other locations)
2. Hours of Work: 10 programmed activities (8 DCC:2 SPA)
Availability arrangements to be agreed
3. Salary: £78,304 - £105,570 per annum pro rata based on seniority.
In addition to salary, all posts qualify for a Distant Islands Allowance of £1,738 per annum (pro rata for part-time and fixed term positions)
4. Tenure: Permanent
5. Notice Period: 3 months from either party
6. Annual Leave: 6 weeks per annum (30 working days)
7. Public Holidays: 10 statutory public holidays each year
8. Other Leave: Details of other types of leave including study leave, sick leave and special leave can be found in Section 7 of the Terms and Conditions of Service for Consultant Grade (Scotland).
9. No Smoking: Smoking is not permitted on any Board premises, with the exception of patients detained under the Mental Health Act.
10. Confidentiality: All information regarding patients, staff personal information that employees may learn in the course of their duties must be treated as confidential. Unauthorised disclosure may lead to disciplinary action.
11. Pension: The appointment is superannuable under the NHS (Scotland) Superannuation Scheme unless the post-holder opts out in favour of another scheme or is ineligible to join.
12. Relocation: This post is eligible for removal expenses and benefits in accordance with the Board's Relocation Procedures. There is a maximum of £8,000 related to any relocation expenses.
13. Health Screening: All offers of appointment are subject to an Occupational Health screening undertaken by the Board's in-house service. Candidates invited for interview will be provided with a medical questionnaire for completion and may be asked to have a medical examination. The post is exposure prone and evidence of immunity to Hepatitis 'B' is required.
14. Travel Expenses: Details of travelling expenses and mileage allowances payable can be found in Section 8.2 of the Terms and Conditions of Service for Consultant Grade (Scotland). Travel for work (ie

home visits and outreach clinics) will be reimbursed at the appropriate rate.