

# Consultant in General Adult Psychiatry

## Candidate Information Pack



# Welcome

Dear Candidate,

Thank you for taking the time to read more about who we are and the opportunity we have on offer to join our team.

NHS Dumfries and Galloway is one of 14 territorial Health Boards in Scotland covering the region of South West Scotland.



Our District hospital and Mental Health hospital are based in Dumfries with our smaller community hospital with some acute services based in Stranraer. In addition to this we have several smaller cottage hospitals.

The District hospital (DGRI) has been purpose built to suit the needs of the staff and patients and is one of the only NHS hospitals in the UK to have all single en-suite rooms which has seen an increase in recovery time.

One question I often get asked is, why would a medic choose to come to a small district hospital or our small community hospital?

My top three answers to that would be:

- The teams are smaller which gives you more of a sense of community within the workplace, where you are known by name and supported more in your role.
- We have heavily invested in front line equipment and technology meaning you can get on and do the job you love.
- We have a strong nursing and advanced practitioner workforce to help support us with excellent twice daily huddles in the acute setting to problem solve.

Our medical community across the Health Board have opportunities to develop their skills as we are committed to supporting CPD and development of new skills. We have created a culture of shared learning and best practice with weekly lunch time Journal clubs and educational talks led by our own staff or guest speakers. Our education centre is one of the centres to be fully kitted out and include a clinical skills and observation /control room.

One of the key achievements and something we do well at D&G is the introduction of new models of workforce to make a sustainable future for our community. Recently we have introduced the new SCOTGEM rural medicine programme which has attracted a new talent of medical students to the area as well introducing a Clinical Development Fellows programme where we have added an additional 20+ staff giving additional support at lower to middle grades.

Whatever your specialty we hope that you will take the time to come and visit us and see for yourself why working at D&G is the right choice for you.

Kind regards,

*Ken*

*Ken Donaldson,  
Medical Director,  
NHS Dumfries & Galloway*

# The Opportunity

<b>Job Title:</b>	<b>Consultant in general Adult Psychiatry</b>
<b>Salary:</b>	<b>£91,474 - £121,548 (pro rata)</b>
<b>Hours:</b>	<b>Full Time 40 hours per week</b>
<b>Contracted Type:</b>	<b>Permanent</b>
<b>Department:</b>	<b>Psychiatry</b>
<b>Reporting to:</b>	<b>Dr Nicholas Walker</b>
<b>Base:</b>	<b>Midpark Hospital</b>

**AWAITING APPROVAL FROM EXTERNAL ADVISOR**

## Contact Details

We welcome informal contact from prospective candidates who wish to understand the role better.

Please contact Dr Nicholas Walker, Associate Medical Director – Mental Health, by e-mail at [Nicholas.Walker@nhs.scot](mailto:Nicholas.Walker@nhs.scot) or phone 01387 244007

# Job Description

## JOB PURPOSE

NHS Dumfries & Galloway provides mental health services to a total population of 150,000 in a beautiful rural area of South West Scotland. We are seeking to recruit a Consultant General Adult Psychiatrist who will be responsible for in-patient and community out-patient work for a locality Community Mental Health Team (CMHT). On call is shared across the consultant group on a 1 in 10 basis with prospective cover.

The service includes in-patient beds at Midpark Hospital, Dumfries, which is a state of the art, purpose-built hospital opened in 2012, and community services across the region provided by five generic locality community mental health teams, and specialist teams for addictions and intellectual disability psychiatry. There are additional services for primary care mental health, general hospital liaison, perinatal mental health, early intervention for first episode psychosis, eating disorders and forensic psychiatry. There is strong multi-disciplinary and multi-agency working across the service. The post-holder will be based at Midpark, with clinical work split between hospital and community, with the option of some remote working where practicable. The Annandale/Eskdale CMHT is based at Howgill Centre, adjacent to Annan Hospital, 17 miles east of Dumfries.

Midpark Hospital is the centre for local audit, research and teaching activities. Strong academic links exist between the Hospital and universities of Dundee, Edinburgh and Glasgow. NHS Education for Scotland and the Scotland Postgraduate Deanery oversee core and higher specialist training in psychiatry, with psychiatric, GP and foundation trainees placed within the service. Medical students are attached from Dundee, Edinburgh and the Scottish Graduate Entry (ScotGEM) medical programmes.

Dumfries & Galloway is an area of outstanding natural beauty with considerable local amenities. Although a pleasant rural area, Edinburgh and Glasgow are each only 75 miles from Dumfries town. The climate is generally the mildest and most pleasant in Scotland.

The applicant should have full GMC registration including specialist registration (or be within six months of completion of higher training) and a licence to practise, MRCPsych (or equivalent), approval under s. 22 of the Mental Health (Care & Treatment) (Scotland) Act 2003 as an Approved Medical Practitioner (or be eligible to complete the relevant training as a priority), and the ability to travel independently of public transport

## THE DEPARTMENT

### MENTAL HEALTH SERVICES

Mental health services in Dumfries & Galloway are managed within the Mental Health Services Directorate (which includes intellectual disability, specialist drug & alcohol, rehabilitation, forensic, and liaison services as well as generic community and hospital services for working age and older adults, and prison healthcare) which comes under the NHS Dumfries & Galloway / Dumfries &

Galloway Council Integrated Joint Board. Child & Adolescent Mental Health Services are managed within the Women & Children Directorate but there are professional links with mental health services as a whole.

Adult services are based around Community Mental Health Nursing Teams which are supported by other disciplines, including psychiatry, occupational therapy and clinical psychology. Clinical pharmacy has joined the Annandale/Eskdale CMHT recently also. There are good working relationships with social work and third sector providers. There are five teams, covering five localities, and both working age and older adult populations.

Acute beds are in Midpark Hospital: Etrick and Nithsdale wards (mainly for patients under 65 years old, aligned to locality) – 34 beds; Glencairn ward (mainly for patients over 65 with functional conditions) – 15 beds; Cree ward (dementia assessment) – 16 beds; Balcary ward (IPCU) – 6 beds, and Dalveen ward (rehabilitation, including functional and organic rehab., and low secure step-down beds) – 8 beds plus 3 supported self-care flats.

Crisis and home-based treatment services, and general hospital liaison services are provided by the crisis mental health nursing team. They offer 24/7 access to all age groups for emergency assessment in A&E, and between 9.00 am and 9.00 pm urgent home assessments and home-based treatment (where admission might otherwise be needed).

#### **CURRENT MEDICAL STAFFING**

Currently, we have 9.5 whole time equivalent senior medical staff and three longer term locums in post. In addition we have 2.2 WTE specialty doctors, one higher trainee and 15 junior trainees (including 8 core trainees, 4 GP trainees and one each broad-based trainee, foundation year 2 doctor and clinical development fellow).

#### **THE POST**

This post is to provide specialist psychiatrist input to the Annandale/Eskdale locality team in the community and to take clinical responsibility for in-patients from that locality. The post includes one programmed activity session (PA) for supporting professional activities and one PA to work with the Early Intervention in Psychosis service which is a pilot development for remote and rural areas sponsored by the Scottish Government.

On call duties, non-resident providing mainly complex telephone advice and leadership to training grade medical staff is shared across the consultant group on a 1 in 10 basis with prospective cover.

An indicative job plan is included with this job description. An exact job plan for the post-holder will be negotiated with the successful applicant on appointment, taking account of special interests and the needs of the wider service.

Although full time, any candidate wishing to work part time would also be considered.

#### **ADMIN SUPPORT**

The post-holder will have access to general secretarial support as is required for

the post. There is currently a team of seven admin, staff who support Consultants, Specialty Doctors and trainees in adult and older adult mental health services.

## QUALIFICATIONS

The post-holder must have full GMC registration including specialist registration, with a licence to practise. Membership of the Royal College of Psychiatrists (or equivalent) is required. Approval (or eligibility for approval) as an Approved Medical Practitioner under s. 22 of the Mental Health (Care & Treatment) (Scotland) Act 2003 is also essential. Higher trainees nearing completion of training (within six months) are eligible also and are encouraged to apply.

## DISCLOSURE SCOTLAND / PROTECTION OF VULNERABLE GROUPS

This post is in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups (PVG) scheme enhanced membership.

## SPECIMEN JOB PLAN

To be negotiated with successful applicant, dependent on whether full-time or part-time, and taking account of special interests and needs of wider service.

DAY	AM/P M	LOCATION	TYPE OF WORK
<b>Monday</b>	AM	Midpark/remote	<ul style="list-style-type: none"> <li>• Ward handover and tasks</li> <li>• Internal teaching sessions</li> </ul>
	PM	Midpark/remote	<ul style="list-style-type: none"> <li>• Consultants’ meeting (twice monthly)</li> <li>• Clinical Admin</li> </ul>
<b>Tuesday</b>	AM	Howgill	<ul style="list-style-type: none"> <li>• Joint assessment clinic</li> </ul>
	PM	Howgill	<ul style="list-style-type: none"> <li>• CMHT team meeting</li> <li>• Consultation session with CPNs</li> </ul>
<b>Wednesday</b>	AM	Remote	<ul style="list-style-type: none"> <li>• Joint review clinic</li> </ul>
	PM	Midpark	<ul style="list-style-type: none"> <li>• Ward MDT meeting</li> </ul>
<b>Thursday</b>	AM	Variable	<ul style="list-style-type: none"> <li>• Early intervention team</li> </ul>
	PM	Remote	<ul style="list-style-type: none"> <li>• Clinical/non-clinical admin.</li> <li>• CPD</li> </ul>
<b>Friday</b>	AM	Lockerbie	<ul style="list-style-type: none"> <li>• Joint review / OP clinic</li> </ul>
	PM	Variable	<ul style="list-style-type: none"> <li>• Clinical Admin.</li> <li>• Supervision (with trainee)</li> </ul>

## JOB DESCRIPTION AGREEMENT

**Job Holder's Signature:**

**Date:**

**Head of Department Signature:**

**Date:**

# Person Specification

ESSENTIAL	DESIRABLE
<p><b>Qualifications:</b></p> <ul style="list-style-type: none"> <li>• GMC specialist registration</li> <li>• Approved medical practitioner (s. 22)</li> </ul>	<ul style="list-style-type: none"> <li>• Recognition as trainer</li> <li>• Educational qualification</li> </ul>
<p><b>Experience:</b></p> <ul style="list-style-type: none"> <li>• Experience of general adult psychiatry</li> <li>• Experience of multidisciplinary working</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of clinical leadership in MDT</li> <li>• Experience of in-patient working</li> <li>• Experience of working with / supporting Advanced Practitioners</li> </ul>
<p><b>Personal Attributes:</b></p> <ul style="list-style-type: none"> <li>• Compassionate approach</li> <li>• Honest and trustworthy</li> <li>• Reliable</li> <li>• Team Worker</li> </ul>	
<p><b>Personal Skills and Attitude:</b></p> <ul style="list-style-type: none"> <li>• Evidence of high quality clinical communication</li> <li>• Ability to cope with work stress and take responsibility in complex clinical situations</li> <li>• Professional manner with patients and staff</li> </ul>	
<p><b>Practical Requirements:</b></p> <ul style="list-style-type: none"> <li>• Ability to travel independently of public transport</li> <li>• Active involvement in annual appraisal (or trainee equivalent)</li> </ul>	
<p><b>Audit / Research:</b></p> <ul style="list-style-type: none"> <li>• Understanding of role and importance of clinical governance and clinical evidence</li> </ul>	<ul style="list-style-type: none"> <li>• Research experience</li> <li>• Publications</li> </ul>
<p><b>Management Ability:</b></p> <ul style="list-style-type: none"> <li>• Ability to play a role in service development</li> </ul>	<ul style="list-style-type: none"> <li>• Formal experience of management</li> <li>• Awareness of current national initiatives relevant to mental health care</li> </ul>

# Terms and Conditions

In accordance with the Terms and Conditions of Service for Hospital Medical and Dental Staff (Scotland) employed in the National Health Service, as amended by the Secretary of State for Scotland, and subsequently the Scottish Parliament, from time to time.

The full Hospital Medical and Dental Staff (Scotland) Terms & Conditions can be found at: <http://www.msg.scot.nhs.uk/pay/medical>

<b>Salary:</b>	The current salary applicable to a full time post is £91,474 - £121,548 depending on experience, plus banding depending on rota.
<b>Leave:</b>	33 days (or 28 depending on time in NHS employment) plus 8 public holidays; pro rata. Entitlement to 30 days study leave over rolling 3 year period.
<b>Occupational Sick Pay:</b>	<ul style="list-style-type: none"><li>• During the first year of service – one month full pay (and after completing 4 months service) 2 months half pay</li><li>• During the second year of service – 2 months full pay and 2 months half pay</li><li>• During the third year of service – 4 months full pay and 4 months half pay</li><li>• During the fourth year of service – 5 months full pay and 5 months half pay</li><li>• During the fifth year of service – 5 months full pay and 5 months half pay</li><li>• After completing 5 years of service – 6 months full pay and 6 months half pay</li></ul>
<b>Pension:</b>	You will be automatically enrolled into the NHS Pension scheme (Scottish Public Pension Agency). The benefits of which can be found at <a href="http://www.sppa.gov.uk">http://www.sppa.gov.uk</a>
<b>Base:</b>	Your principal place of work is Midpark Hospital, Dumfries and community outpatient settings as required. Other work locations, including off-site and home-working, may be agreed. You may be required to work at any site including new sites within your employing organisation.
<b>Notice Period:</b>	3 Calendar Months
<b>Hours of Duty:</b>	The working pattern for this post is full time – 10 PAs per week. (Part-time considered)

# Staff Benefits

At NHS Dumfries & Galloway, we want to give a warm welcome to new colleagues and aim to provide support to those moving to the region.

## Relocation Package

We offer a supportive and flexible package to help with the cost of relocating. We also have a dedicated team who can offer advice and guidance on everything from activities and attractions in the local area; to travel, housing, education and employment opportunities for family members.

## Accommodation

Single accommodation is available for the first 12 weeks of employment.

## International Candidates

We are a Tier 2 sponsorship employer and as such, welcome applications from international candidates.

We are committed to supporting colleagues to fully integrate into the society of our region. We want to support staff to feel part of the community – this means in their personal life, as well as at work.

There are various community groups, social gatherings and opportunities to meet other people within our region. For example, the Dumfries Multicultural Association is an active group in the local area. Furthermore, you will find activities and events in the towns and villages of Dumfries & Galloway are very welcoming to new members of the community.

# Find Out More

For information on NHS Dumfries & Galloway, including details of further staff benefits, our facilities and beautiful surroundings, check out our new Work with Us Portal.

To access the Work with Us web pages, copy and paste the following link into your web browser:

[www.nhsdg.co.uk/workwithus](http://www.nhsdg.co.uk/workwithus)

