

**WORKING IN NHS FIFE**

**Consultant in Older Adult Psychiatry for**

**North East FIFE**

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| **Section 1. Introduction to Appointment** |

Job Title: **Consultant in Older Adult Psychiatry**

Department: **Mental Health**

Base: **North East Fife**

This is a vacated post.

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| **Section 2. Departmental and Directorate Information** |

**FIFE PSYCHIATRIC SERVICES**

**INTRODUCTION**

The Fife population in 2016 was estimated at 371,000 of which the over-65s account for 74,000 (19.9% of the total). The total is projected to increase over the next decade by 4%, with the over-65 population rising to 90,000 (accounting for 23.3% of the total Fife population), an increase of 21.6% in the over-65s. In contrast, the under-65s will slightly decrease over the next decade.

The Psychiatric Service in Fife was historically organised into three sectors – Central Sector based in Kirkcaldy (population 147,380), North East Sector based in Cupar (population 74,180) and West Sector based in Dunfermline (population 126,840), but with the recent Health & Social Care Integration process, Fife Mental Health Services are undergoing re-alignment based on developing models of East & West Fife services and the development of seven designated clusters in Primary Care.

The Fife Mental Health service offers a comprehensive range of psychiatric care and treatment both in the community and in inpatient units located at Whyteman’s Brae Hospital (Kirkcaldy), Queen Margaret Hospital (Dunfermline) and at Stratheden Hospital (Cupar), with associated Day Hospitals. There are specialist services and teams in Adult and Old Age Psychiatry, Rehabilitation, Forensic, Intensive Psychiatric Care, Unscheduled Care, Anorexia Nervosa, Addictions and Child & Adolescent Mental Health that cover the whole county.

The service is supported by Psychology, Community Nursing, Social Work and specialist Pharmacy services. The Mental Health Service has developed close links with local general practitioners. The Mental Health Service currently operates as a Fife-wide integrated management unit.

NHS Fife’s clinical strategy plan includes the intention to reduce the number of mental health inpatient sites from three to two. That plan has commenced with further development of facilities on the Stratheden hospital site, including two new-build older adult wards, and a Fife wide intensive care psychiatric unit.

## Specialist Services:

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| 1. | Old Age Psychiatry | * Whyteman’s Brae Hospital, Kirkcaldy * Stratheden Hospital, Cupar * Queen Margaret Hospital, Dunfermline. |
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| 2. | Inpatient Rehabilitation | * Stratheden Hospital, Cupar (Fife wide). |
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| 3. | Intensive Psychiatric Care Unit | * Stratheden Hospital, Cupar (Fife wide). |
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| 4. | Addictions | * Cameron Hospital, Windygates (main base) * Whyteman’s Brae and Lynebank hospitals |
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| 5. | Child and Adolescent | * Playfield House, Stratheden Hospital, Cupar (Fife wide). Community focused, no local inpatient provision. |
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| 6. | Learning Disabilities | * Lynebank hospital, Dunfermline (Fife wide). |

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| 7. | Forensic | * Community Forensic MH team based at Lynebank hospital, Dunfermline |
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| 8. | Rehabilitation /Assertive outreach | * Designated Consultant Psychiatrist for West Fife. * North East Fife and Central Fife within General Adult remit. Glenrothes and Levenmouth has the Gemini (nurse-led) team for patients with chronic psychosis. |
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| 9. | Psychotherapy | * No dedicated medical time. Psychology provide input, with counselling and group anxiety management at Day Hospitals |
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| 10. | General Hospital Liaison | * 1xFull-time General Adult Liaison Consultant; and 2 sessions Older Adult Consultant allocation |
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| 11. | Eating disorders | * Anorexia Nervosa Intensive Treatment Team (ANITT) provides a community based Fife wide service. |
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| 12. | Perinatal Psychiatry | * Within General Adult Psychiatric remit. Access to a regional inpatient service at St John’s Hospital Livingston. |
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| 13. | Dual diagnosis | * Within General Adult Psychiatric remit with input from Addiction Services available. |
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| 14. | Unscheduled Care | * Medical and nursing team providing out of hours and urgent referral provision on a Fife wide basis. |

**Supporting Services:**

1. Department of Clinical Psychology, led by the Area Head of Psychology Services, based at Stratheden, Whyteman’s Brae and Lynebank hospitals. The Psychology department is managed as a distinct service from mental health.

2. Community Psychiatric Nursing Services in General Adult & Older Adult services - teams located in previous catchment areas.

3. The Fife wide Occupational Therapy Service (Mental Health) provides a service to acute, rehabilitation and community for both over and under 65 year old patients. The service includes assessment of functional capacity and deficit, therapeutic activity, specific evidence based interventions and discharge planning.

4. Social Work services for adults with mental health problems are provided as part of their two generic Adult Social Work Teams organised into East and West area teams. There is a separate Fife wide specialist MHO team. NHS Fife and Fife Council areas are co-terminus.

5. Specialist Pharmacy Services. Specialist mental health pharmacy managers work closely with clinicians, provide information to patients and carers and work on local protocols.

###### Non statutory/Voluntary Organisations:

Fife has many such organisations, some of which are

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| 1. | Scottish Association for Mental Health | * Evergreen Project, Kirkcaldy (Horticulture) * SAMHS Pantry, Dalgety Bay (Catering). |
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| 2. | National Schizophrenia Fellowship Scotland | * The Cottage, Cupar * Fife Families Support Project (carers) * Fife Hearing Voices Network. |
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| 3. | Supporting People Initiative | * Independent providers commissioned by Social Work * Housing Associations e.g. Richmond Fellowship, Penumbra, Barony etc. |
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| 4. | Substance misuse | * DAPL (Drug and Alcohol Project Leven) * FAAS (Fife Alcohol Advisory Service) * FIRST (partly NHS - Fife Intensive Rehabilitation & Substance Misuse Team) |
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| 5. | Day Centre | * Contact Point in Kirkcaldy and Buckhaven (Barony) |
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| 6. | Vocational Training / Employment | * FEAT (Fife Employment Access Trust) * FACET (Fife ARTS & Crafts Enterprise Training) * Castle Furniture Project |
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| 7. | Activities | * Boomerang Project, Glenrothes |
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| 8. | Miscellaneous | * Kingdom Abuse Survivors Project * Express Group (Fife) * Couple Counselling (Fife) * CRUSE, Bereavement Care, Scotland. |
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| 9. | Independent Advocacy | * Circles Fife (commissioned by Fife Council) |

## 2. NHS FIFE

Mental Health Services are managed in the Fife–wide division of the Integrated Health & Social Care Partnership. Candidates will be employed by NHS Fife.

**Developmental Plans:**

* Mental Health Services will incrementally increase services in the community where opportunities arise in order to shift the balance of care and reduce dependence on beds.
* Development of Older Adult Mental Health Liaison services in hospital and care home settings
* Ongoing strengthening of Fife Wide Services
* New I.P.C.U opened summer 2016
* Ongoing hospital discharge and resettlement programme in collaboration with Fife Council Social Work department.

**3. SOUTH EAST SCOTLAND (SES) PSYCHIATRIC TRAINING SCHEME**

The Fife posts in SES Training Scheme have consistently achieved accreditation for general professional training by the Royal College of Psychiatrists over 10 years. In recent years psychiatry trainees have been employed by the Scottish Council for Postgraduate Medical and Dental Education (South East Scotland Region) and rotate throughout the whole region, between Lothian, Borders and Fife. Trainees spend one half day each week during the academic year attending the MRCPsych coursein Edinburgh and an additional half day of postgraduate training in Fife. They also attend psychotherapy training.

# **4. ARRANGMENTS FOR MEDICAL REPRESENTATION**

# There is an active Local Negotiating Committee with Primary Care Division representation. All consultants are members of Fife Division of Psychiatry.

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| **Section 3:**  **Main Duties and Responsibilities** |

**THE POST**

**Consultant in Older Adult Psychiatry (NorthEast FIFE)**

**10 Programmed Activities**

The North East Fife (NEF) Older Adult population of 16400 is served by 11 GP practices (about 48 GPs) covering a mixed rural and coastal area, with main towns including Cupar, Falkland, St Andrews, Tayport, “East Neuk” villages (Anstruther, Pittenweem, St. Monans, Elie) and Newburgh. This post has been managed by a full-time consultant in Old Age Psychiatry supported by 7 sessions of specialist grade psychiatrist, a junior doctor, an experienced team of nursing staff, occupational therapist and psychologist. The existing post holder recently moved to a new post within the service as part of the development of Care Home Liaison services.

The post is based at Stratheden Hospital, Cupar, and provides services to NEF sector patients, including those admitted to the 2 GP-led community hospitals in Cupar and St. Andrews. The post holder will be responsible for providing a comprehensive range of services to Older Adults with Mental Health disorders in the NEF locality (excluding the Care Home and interim ward populations\*\*). The post holder is supported by 3 CPNs, an established Enhanced Assessment and Support Team (EAST) consisting of nursing and support staff and a full-time social worker embedded within the team, and an experienced liaison mental health nurse. There is an established Dementia Post-Diagnostic Support service. There is also a newly developed Care Home Liaison Service which looks after the care home population across Fife including a Consultant providing cover for East Fife, including the NEF locality.

Stratheden Hospital is the main service base in this East Fife sector for both Adult and Old Age Services, and provides some Fife wide specialist function wards. It has one adult acute admission ward, one adult IPCU, adult rehabilitation wards and one older adult admission and two older adult interim care wards.

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| **Older Adult Wards, Stratheden Hospital** | **Designation** |  |
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| Bayview | 14 bed older adult male **interim** care ward for those with dementia/organic diagnoses | Managed by Care Home Liaison Consultant |
| Elmview (new build) | 18 bed mixed sex older adult **interim** care ward for those with dementia/organic diagnoses | Managed by Care Home Liaison Consultant |
| Muirview (new build) | 24 bed mixed sex acute admission ward for Older Adults for Assessment of Dementia and Functional illness | Post holder.  Shared with 2 other OA consultants. |

Cover for Annual leave and Study leave is by internally arranging reciprocated cross-cover; the post holder will be expected to participate in reciprocal cross-cover arrangements.

The post will be hospital and community based.

The post requires involvement in planning meetings to shape the future services, and to take a share of administrative duties. There are also opportunities to be involved in teaching with medical students from Edinburgh and St Andrews Universities.

1. Principal duties

* Undertake the statutory duties required of an Approved Medical Practitioner (AMP) under the terms of the Mental Health (Care and Treatment) (Scotland) Act 2003.
* Undertake clinical assessment, diagnoses and management of patients with mental illnesses, both functional and organic disorders, many who will have co-morbid fraility, who are resident either temporarily or permanently within the NEF population.
* Clinical management of patients over the age of 65 years with mental health disorders (and for younger patients with dementias) who are within the older adult mental health Muirview ward.
* Attend and participate in Care Programme Approach meetings, Mental Health Tribunal Hearings, Team meetings, and any other relevant clinical and managerial meetings.
* Responsibility for the education, training and supervision of any aligned non-consultant grade medical staff, trainee medical staff and medical students. The post-holder will be expected to have attended or to attend the educational supervisor course.
* In line with the seniority of the post, provide appropriate clinical leadership within the service and work flexibly with colleagues of all professional disciplines to achieve the best standards of care possible.
* Participate fully in the Fife-wide psychiatric consultant on-call rota which includes out of hours cover for CAMHS issues. This is a non-resident rota on a 1:17 nominal basis. Out of hours first response is provided by a dedicated mental health Unscheduled Care Team (nurse led with a rostered on duty trainee doctor). The team is based at Whyteman’s Brae hospital, Kirkcaldy, adjacent to the Victoria hospital (the main DGH which includes the Fife A&E department). There is a Primary Care Emergency Service (PCES) and an MHO on-call rota. Out of hours cover for Learning Disability patients is provided by a separate LD regional rota.
* In conjunction with consultant colleagues, provide a share of cover for colleagues on annual, public holiday, parental and study leave.
* Liaise effectively with social work services, including Mental Health Officers (MHOs) and with relevant non-statutory service providers.
* Work collaboratively with management and professional colleagues in taking forward relevant service developments, performance and health improvement work.
* There are no management duties associated with this post but the post holder is expected to co-operate with and support the Clinical Services Managers in meeting the objectives of the service as required by NHS Fife. Any specific management duties will be agreed through discussion.
* Provide, when required, lectures to multidisciplinary staff at various stages of their training and to other groups for in-service training.
* The above list of duties is not exhaustive and a significant amount of work will be generated by the patients’ needs and demands. Accordingly, the postholder is expected to exercise a high degree of initiative, independence, personal organisation and planning skill in order to meet the demands of the post.
* In addition to the duties outlined above, you may occasionally be required to undertake other duties for limited periods.
* In view of the ongoing changes in the Mental Health Service, the job description will be subject to review after 12 months to allow flexibility for both the successful applicant and the managers planning service delivery changes.

**2. Employment Details**

1. The post is available on a permanent 10 PA session basis.
2. The post will be based at Stratheden Hospital Cupar but will involve the requirement for independent travel throughout the Fife region
3. The hours of work and working hours are as per the agreed job plan which will be reviewed annually.
4. All NHS Fife appointments are subject to a satisfactory medical report and this post will require a Protection of Vulnerable Groups (PVG) check.
5. The salary scale will be that appropriate to a full time consultant i.e. £91,474 - £121,548 (exclusive of any distinction and service awards payable) Part time appointments will be calculated on a pro rata basis. The starting salary and other terms and conditions are subject to the nationally agreed Consultant Grade terms and conditions.
6. The appointment is superannuable, unless you opt out of the NHS Superannuation Scheme. Staff who choose not to be in the scheme will automatically contribute to the State Earnings Related Pension Scheme (SERPS) unless they are excluded from doing so or have arranged a Personal Pension Plan.
7. The annual holiday entitlement for staff will be 6 weeks plus 10 days public holiday/statutory days (pro rata for part-time appointment).

1. Moving into the future, this work pattern may change and a Consultant presence may be required 24 hours / 7 days per week.  This will be part of the regular job plan review and will be remunerated in line with nationally agreed terms and conditions of service.
2. Employment is subject to three months' notice on either side, but is subject to the provisions for appeal agreed between NHS Fife and the BMA Local Negotiating Committee.
3. You are required to be fully registered with the General Medical Council.
4. The post is non-resident.
5. The terms and conditions of service relating to your employment are those of NHS Fife and as set out in the Consultant Grade terms and conditions of service , as amended from time to time. Copies of these may be obtained from NHS Fife’s Human Resources department. NHS Fife may from time to time amend these conditions following negotiating and consultation with the BMA, represented by the Local Negotiating Committee.

3. Training

* The post holder is expected to keep their Continuing Professional Development (CPD) up to Royal College of Psychiatrists’ standards.
* A programme of Postgraduate lectures and journal club presentations is held on Tuesday mornings and rotates each term between sites (Dunfermline, Cupar and Kirkcaldy).
* The Trust encourages consultants to participate in CPD and to join a Peer group. The annual budget for funding for CPD activities is flexible. There are some courses available locally for IT training.

**4. Research**

* Research is encouraged and the successful candidate may be offered an honorary Senior Lectureship within the local universities

**5. Audit**

* The post holder is expected to take part in Audit activities. Fife participates in Scottish ECT Audit Network and there is an annual Suicide Audit.

###### 6. Management Role/Management Arrangments

* NHS Fife has a general management structure. There is a Mental Health Services General Manager. The post holder will be managerially accountable to a Clinical Services Manager and professionally accountable to the Clinical Director and Medical Director.

**7. Lines of Clinical Responsibility**

* As above, the post holder will be professionally accountable through the Clinical Director to the NHS Fife Medical Director.

**8. Approval**

**9. Resources**

The consultant will have an office of his/her own with personal computer, mobile phone, and full-time medical secretarial support.

**STAFFING LEVELS**

**MENTAL HEALTH SERVICES**

**Acting Senior Manager – Nicola Harkins**

**PSYCHIATRY –**

**WHYTEMAN’S BRAE HOSPITAL**

**CONSULTANTS**

Dr Matthew Roll 01.05.00

Dr Amul Patel 06.08.11

Dr Marie Boilson 02.05.06

Dr Vijay Arulnathan (Clinical Lead) 04.08.11

Dr Gavin Philipson (Perinatal) 05.01.09

Dr Katie Paramore 05.12.10

Dr Venelina Bacheva

Dr Steve Birell (Liaison)

Dr Hamish McCool

Dr Rubidge

**SPECIALTY DOCTOR**

Dr Wong (Locum)

Dr Fibresema (Locum)

**SPECIALTY TRAINEES IN PSYCHIATRY (STR) (SE SCOTLAND ROTATION)**

There is one CT1-3 based in Whyteman’s Brae Hospital

There are occasionally ST4-6 grade doctors on rotation in Fife

**SPECIALTY REGISTRAR (STR) (GPST)**

There are two GPST posts at Whyteman’s Brae Hospital

**PSYCHIATRY –**

**QUEEN MARGARET HOSPITAL**

**CONSULTANTS**

Dr Susan Angus 29.05.00

Dr John Cuthill 31.07.07

Dr Nazzer Shah 01.02.04

Dr Bill Menegos 03.08.15

Dr Alderson

Dr Gunn (Locum)

Dr Daniel (Locum)

Dr Soam (Locum)

Dr Ramaiah

**STAFF GRADES**

Dr Nancy Attalla 10 sessions

Dr John Whale

Vacancy

**PSYCHIATRY**

**STRATHEDEN HOSPITAL, CUPAR**

**CONSULTANTS**

Dr Katie Paramore

Dr Dejia Soyinka

Dr Matthew Roll 10.04.00

Dr Howson

Dr Gandhi

Dr Julie Curran 01.01.01

Dr Mairi Fee 01.08.06

Dr Edyta Berent 13.03.13

Dr Dasgupta

Dr Kinnear (Clinical Lead)

**STAFF GRADES**

Dr Wendy Wighton Benn

Dr Zoe Rothwell (Speciality Doctor)

Dr Olley

Dr Bose

**CHILD & FAMILY PSYCHIATRY**

**PLAYFIELD HOUSE STRATHEDEN**

**CONSULTANTS**

Dr Claudia Grimmer - Playfield House 15.09.99

Dr Jan Esparon – Whyteman’s Brae

Dr Lynn Brown – Playfield House

Dr Sheela Das – Playfield House

Dr Farah Rozali – Playfield House

Dr Mhairi McNeill – Whyteman’s Brae

Dr Anand Ramanujapuram (Speciality Doctor) – QMH

Dr Steven Voy – QMH 01.05.05

**PSYCHIATRY OF ADDICTION**

**STRATHEDEN HOSPITAL**

**CONSULTANT**

Prof Alex Baldacchino 01.03.01

**STAFF GRADE – WARD 11, CAMERON HOSPITAL**

Dr M Awad 10 sessions 27.10.08

Vacant

**GP PRACTITIONERS**

Dr C Firth 3 sessions 17.06.02

Dr D Brown 2 sessions 07.08.02

**Section 4: Job Plan**

**Indicative Job Plan**

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| Monday  0900h – 1230h  1300h – 1400h  1400h – 1500h  1500h – 1700h | Clinical Administration & Work related to direct clinical care  Trainee Clinical/Educational Supervision  Clinical Administration & Work related to direct clinical care  Community assessments & Hospital Liaison (Adamson Hospital). |
| Tuesday  0900h – 1230h  1300h – 1700h | SPA  Outpatient Clinics (St.Andrews & Anstruther) & CPN reviews |
| Wednesday  0900h – 1000h  1000h – 1230h  1300h - 1500h  1500 h – 1700h | Team Reviews & Supervision (EAST, PDS)  LMHT Case Allocation & Clinical Reviews  Muirview Reviews  Community assessments & Hospital Liaison Supervision |
| Thursday  0900h – 1230h  1300h – 1700h | Outpatient Clinics (Cupar & Newport) & CPN reviews  Muirview Team Meetings & Clinical Reviews |
| Friday  0900h – 1030h  1030h – 1230h  1300h – 1700h | Muirview Reviews  Clinical Administration & Work related to direct clinical care  Community assessments & Hospital Liaison (St.Andrews CH) |

One SPA is the default contractual position for job plans for new consultant appointments. On appointment, additional SPA time may be negotiated for specific additional activities if acceptable to the candidate and deemed desirable by NHS Fife.

**Section 5 – Person Specification**

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|  | **REQUIREMENTS** | | | **ESSENTIAL** | **DESIRABLE** |
| **A** | **Qualifications**  *Basic*  *Postgraduate* | | | MBChB or Equivalent.  MRCPsych (or equivalent) with CCT/CESR(CP) in Older Adult Psychiatry, or within 6 months of obtaining this or on Specialist Register or eligible for inclusion.  Eligible for recognition (if required, following standard training) as Approved Medical Practitioner with regard to Mental Health (Care and Treatment) (Scotland) Act 2003. | Attended Section 22 Training Course. |
| **B** | **Experience** | | | Must be able to demonstrate a high level of clinical experience and competence in older adult psychiatry, including both organic and functional disorders  Experience of multidisciplinary teamwork, teaching and supervision.  Expertise in community psychiatry for older people  Experience in primary care liaison | Experience in partnership working and in Community mental health teams  Experience of hospital liaison psychiatry |
| **C** | **Ability**  *Knowledge*  *Clinical Skills and*  *Technical Skills* | | | Wide knowledge of older adult psychiatry.  Ability to take full responsibility for independent management of patients.  Range of diagnostic & assessment/clinical management skills. |  |
| **D** | **Motivation** | | | Keen to be involved in development of services.  Commitment to learning and CPD |  |
| **E** | **Interpersonal Skills** | | | Well-organised and skilled in good time management.  Effective interpersonal skills.  Clear, fluent and articulate in English.  Demonstrate ability to relate to and work within a team.  Leadership skills/potential. | Ability to motivate others. |
| **F** | **Audit** | | | Understanding & experience of participation in regular clinical audit |  |
| **G** | **Research** | | | Evidence of ability to carry out medical research. | Research experience and publications. |
| **H** | **Management Ability** | | | Understanding of current issues in the NHS and partnerships. | Management experience and organisational ability. |
| **I** | **Other requirements** | | | Enjoyment of collaborative and team working.  Full registration with the GMC with a licence to practise.  Satisfactory fitness for employment.  A full current driving licence. |  |
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| **Section 6 - Contact Information** |

Informal enquiries and visits are welcome and should initially be made to: Dr Katie Paramore on 01592 643355 Ext 22034 or via email on [katherine.paramore@nhs.scot](#)

To find out more about Fife, local psychiatry services, and the latest opportunities, please visit: