



Scott's View, Scottish Borders

Job Description and particulars for the post:

**Locum Specialty Registrar Locum Appointment for Service
(LAS)
Learning Disabilities Service, NHS Borders**

Full-Time or Part-Time – negotiable hours

Six month Appointment



Grade	Locum Specialty Registrar (Locum Appointment for Service LAS)
Location	Scottish Borders Council Headquarters, Bowden Road, Newtown St. Boswells, TD6 0SA
Hours	Full or Part time
Salary Scale	The full-time salary is £984.70 per week (pro rata if applicable)

Visits and Enquiries	Informal visits can be arranged and informal enquiries regarding this post will be welcomed by:	
	Dr Amanda Cotton	Associate Medical Director – Mental Health & Learning Disability Service 01896 827155 (secretary)
Date post is vacant	The post is available from 1 st February 2023 and a start date will be agreed with the successful candidate.	
NHS Borders Website	For further information regarding NHS Borders, please visit our website:- www.nhsborders.org.uk	



<p>The Department</p>	<p><u>Mental Health Service</u></p> <p>With approximately 350 staff and an annual operational budget of £13 million, the NHS Borders Mental Health Service provides treatment in a variety of community and inpatient settings, with Clinical Leadership provided by the consultant working alongside the Team, Operational and Service Managers.</p> <p>The shared philosophy is that of a personal service based on respect for the individual. It builds on the foundations of the Therapeutic Community principles of Dingleton Hospital and the solidly established community psychiatry approach commenced in the early 1970s. Thus we expect people to respond to their maximum potential when given the maximum appropriate involvement and responsibility. Through our community approach and home based treatment, we are able to intervene early to provide assertive outreach and deliver a variety of treatment approaches, seeking to use the most effective combination of the medical model (in the broadest sense), cognitive behavioral, psychodynamic, occupational, social and family support.</p> <p>There is a clear value base within the service that front line clinicians must be involved in the key decisions that affect their everyday working practice and there is a range of opportunities for medical staff to get involved through active clinical governance systems, Medical Staff Committee and a range of Service wide steering groups. The Mental Health Board oversees the delivery of services, and this group includes a wide range of managerial and clinical staff including a number of consultant psychiatrists.</p> <p><u>Adult Mental Health Services</u></p> <p>These have undergone more than a decade of development following the closure of Dingleton Hospital. The Adult Mental Health Services consist of 3 Community Mental Health Teams (CMHTs) based geographically throughout the Borders (Hawick, Duns and Melrose). There is also access to day services and voluntary organizations throughout the Borders area.</p> <p>The CMHTs accept referrals of adults aged 18 to 69 years who present with a range of acute psychiatric disorders, including major mental illness, severe adjustment disorders and emotional and behavioural disturbances requiring psychiatric assessment, and with more specialist patient groups such as dual diagnosis, alcohol misuse and eating disorders. Borders CMHTs provide an assessment and treatment service, either in team base clinics, their own homes, or a community venue of their choice.</p> <p>A dedicated Liaison Psychiatry service for the Borders General Hospital was started early in 2005, with emergency/same day referrals dealt with by a rota of team members. In addition, there is a Crisis Team which assesses emergency referrals and provides safe and effective community based assessment, treatment and social interventions as an alternative to in-patient care.</p> <p>The Inpatient Service offers 19 acute admission beds in the newly refurbished</p>
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Huntlyburn House, Melrose, in a unit originally opened in 2001 for individuals requiring 24-hour specialist nursing care. All bedrooms are single, with en-suite facilities. There are 2 sitting rooms with dining areas, additional sitting areas and one outdoor smoking area on the unit. Bed occupancy averages 85%.

Borders Addictions Service (BAS)

BAS provides assessment and care planning for Borders adults with mental health problems related to alcohol or substances misuse. The Team works closely with primary care services, with agreed shared care detoxification and stabilisation programmes. The team work within a broad philosophy of harm reduction, which recognises the right of clients to make informed choices regarding their lifestyles and changes they wish to make within this.

Child and Adolescent Mental Health Services

The Child and Adolescent Mental Health Team are based at the Andrew Lang Unit in Selkirk. It provides assessment and treatment of mental health problems relating to children and young people under the age of 18 years, and promotes the understanding of issues affecting the mental health of this age group. In-patient provision is available at the Young People's Unit in Edinburgh.

Learning Disability Service

The Community Learning Disability Service, based in Newtown St. Boswells, provides a service to adults (18+ years) with a learning disability who require a specialist service. It is an integrated Health and Social Care Team, and includes a wide variety of professionals (nursing, psychiatry, psychology, social work, physiotherapy, Speech and Language Therapy, Occupational Therapy, Music Therapy and dietetics) within the multidisciplinary team.

There are no learning disability beds in the Borders, with patients with Mild Learning Disability accessing Adult Mental Health Care and Older Adults Mental Health Beds when required. Patients with more significant Learning Disability require out-of-area specialist inpatient assessment and treatment beds to be commissioned individually. The Learning Disability Service is part of the regional Learning Disability Managed Care Network for South East Scotland region.

Mental Health Services for Older Adults

The Mental Health for Older Adults Service (MHOAS) is a Borders-wide multi-disciplinary service, which operates around two team bases: The West / Central Team in Melburn Lodge, adjacent to our continuing complex care unit (Melburn) and opposite the dementia acute care unit (Cauldshiels); and the East / South Team based at Poynder View in Kelso. Lindean, the inpatient facility for functionally ill older adults, is adjacent to Cauldshiels, and has six beds. The community teams operate during the hours of 9am to 5pm, Monday to Friday, at present.



	<p>There is also a team of senior nurses who form an Older Adults Mental Health Liaison Service covering the Borders General Hospital, Community Hospitals and Care homes.</p> <p><u>Referral</u></p> <p>MHOAS provides a Borders-wide specialist Mental Health Service for all people aged over 70, and for those of any age with progressive dementia. MHOAS provides community assessment, often in the patient’s own home, with treatment and ongoing support for those with complex needs. Approximately four fifths of referrals are for dementia assessment, and one fifth for functional psychiatric illness, mainly depression. The teams work closely with Primary Care Services, and with Social Work and the voluntary sector. In 2013 the teams received around 650 referrals, 195 of which were for the South team.</p> <p><i>Inpatient facilities include:</i> A 14 bed dementia acute care ward (Cauldshiels); a 16-bed continuing complex needs ward for dementia patients requiring 24-hour NHS care (Melburn); 6 beds for functionally ill older people (Lindean). There are also four NHS Dementia Resource Centres, which include non traditional ‘Day Care’, in Galashiels, Peebles, Hawick and Kelso.</p> <p><u>Scottish Borders Council</u></p> <p>Good working relationships exist between NHS Borders and the Local Authority, who are working together to implement joint strategies for mental health. A shadow Pathfinder Health and Social Care Partnership Committee was established in 2013 and considerable work is underway to progress the Integration of Health & Social Care agenda in a way that will result in genuine improvements in the delivery of joint services.</p> <p><u>Social Services</u></p> <p>There is specialist Mental Health Social Work input into most CMHTs, fostering excellent working relationships. The MHO service can be contacted 24 hours per day, seven days per week.</p>
<p>POST INFORMATION</p>	
<p>The Post</p>	<p><u>Learning Disability Service</u></p> <p>The Scottish Borders Learning Disability Service (LDS) is a Borders-wide multi-disciplinary community service, which operates around two teams: The West Team, covering the area West of the A68, and including Galashiels, Selkirk, Peebles and surrounding areas, and the East Team, which includes Jeurgh, Kelso, Duns, and Eyemouth, as well as Hawick. Both teams are based at SBC Headquarters in Newtown St. Boswells, although there is still a model of hybrid working for most team members. The LDS operates normal working hours: 9am to 5pm, Monday to Friday.</p> <p>There is also an LD Liaison nurse, covering the Borders General Hospital and</p>

	<p>Community Hospitals. Currently this post is held as a job-share.</p> <p><u>Referral</u></p> <p>The LDS provides a Borders-wide specialist service for people aged over 18 who have a diagnosed Learning Disability and require specialist input from one or more of its professionals. Some team members also work with under 18s but do so outwith their LDS time. The LDS provides community assessment, management and treatment where required, often in the patient’s own home. The teams work closely with Primary Care Services, and the voluntary sector.</p> <p>Referrals can be from other members of the LDS, from other health or social care providers, or from third sector partners. They can be to any member of the health and social care team, and people are often open to more than one member of the team at a time. Many referrals are for individuals who have previously been open to a member of the team, but some are for individuals unknown to the service. In such cases, a screening process is carried out, to ascertain whether the individual meets the team eligibility criteria (presence of Learning Disability, and requirement for specialist input)</p>
<p>Health and Safety</p>	<p>You are required to comply with NHS Borders Health and Safety Policies.</p>
<p>Medical Staffing within Unit</p>	<p>1 WTE Consultant Psychiatrist 0.8 WTE Associate Specialist 0.2 WTE Consultant Forensic Psychiatrist</p> <p>Currently Dr. Hughes is also providing the 0.2 Consultant Forensic Psychiatrist sessions, with Dr. Sirisena providing backfill for the 0.2 Consultant Psychiatrist sessions.</p> <p>The full team includes staff from: Clinical Psychology, Team Manager, Community Learning Disability Nursing, Occupational Therapy, Speech and Language Therapy, Dietetics, Social Work, Music Therapy, Physiotherapy, and Administrative Staff:</p> <p>You will be provided with an NHS laptop, which will be set up to allow you to work both at home and in NHS and SBC office settings. The team is based in an open plan office at SBC Headquarters in Newtown St. Boswells, with a hotdesk, monitor, and internet access. It is strongly advised that you base yourself at the office as much as possible, to allow you to get to know the rest of the team and the various systems in use, but you will also be able to work from home, with agreement from your clinical supervisor.</p> <p>Patients are seen at home, in health centres, day hospitals, inpatient settings and residential nursing homes. There is access to secretarial time for clinical work and to assist with rotas, education programmes and other training matters etc.</p>

DUTIES AND RESPONSIBILITIES	
Main Duties	<p data-bbox="430 422 537 449"><i>Clinical</i></p> <p data-bbox="430 485 1455 548">You will work closely with the Learning Disability services in the community and in-patient wards.</p> <p data-bbox="430 604 1438 800">A high standard of service is provided with an emphasis on domiciliary assessment, patient-centred assessment, and multidisciplinary care and treatment. Most patients receive support from family or a support provider and working closely with involved third parties is essential to meet patients' needs. Much of the work will involve liaising with other professionals, agencies and families, and will involve familiarity with non-medical aspects of the patient.</p> <p data-bbox="430 842 846 869">However, core work will include:</p> <ul data-bbox="430 911 1484 1927" style="list-style-type: none"> <li data-bbox="430 911 1484 1003">• Undertaking psychiatric and risk assessments, and treatment planning in conjunction with the multi-disciplinary team, both for community patients and inpatients. <li data-bbox="430 1052 1484 1178">• promoting a multi-disciplinary/multi-agency approach and providing support and consultation to other team members, Primary and Secondary Care staff, families and third-sector workers. This will include completing timely correspondence for GPs for patients that have been assessed. <li data-bbox="430 1220 1484 1247">• taking clinical responsibility for an outpatient caseload of appropriate patients. <li data-bbox="430 1289 1484 1352">• providing liaison consultation for patients receiving treatment in other areas of NHS Borders (e.g. admission to general hospitals). <li data-bbox="430 1394 1414 1486">• participating in audit, critical incident reviews and the clinical governance infrastructure, educational meetings, appraisal, Continuing Professional Development and Revalidation. <li data-bbox="430 1528 1289 1556">• providing psychiatric court reports if requested and appropriate <li data-bbox="430 1598 1398 1661">• participating in Revalidation, Continuing Professional Development and annual Appraisal, including 360-degree appraisal (MSF) <li data-bbox="430 1703 1484 1766">• participating in cross cover arrangements for other colleagues during periods of annual leave, study leave and short term sick leave. <li data-bbox="430 1808 1484 1927">• participating in the local post-graduate education and training programme. There is also an opportunity to become involved in the MRC Psych Teaching Course and the General Practice Psychiatry Course for Vocational Trainees in Edinburgh with which the Borders has close links.

NHS Borders

Why work for us?

Our Values are at the heart of all that we do:

- Care and Compassion
- Quality and Teamwork
- Dignity and Respect
- Openness, honesty and responsibility

Patients are at the centre of everything we do in our daily working lives at NHS Borders ensuring they are safe, cared for efficiently, effectively by suitably experienced and qualified staff driving quality at the heart of patient care. We are a dynamic and forward thinking team with a wealth of clinical and leadership experience. We aim for an open and honest culture and believe in nurturing future stars in NHS.

NHS Borders has an entirely integrated structure for management of health services. Decision-making is firmly embedded within an integrated Clinical Executive, part of a natural evolution towards more integrated care, which has seen health and social services within the Borders develop nationally recognised joint initiatives. From January 2013, the SGHD announced a consultation for legislation on integration of adult health and social care services, with a particular focus, via performance management, on improving outcomes for older people.

The Clinical Executive (CE) is the body responsible for ensuring the overall management of services, operational service planning and service redesign. The CE is chaired by the Chief Operating Officer and includes the Medical Director, Director of Nursing, Clinical Chairs and General Managers from each of the Clinical Boards across NHS Borders (including the Mental Health Clinical Board)

The Clinical Executive therefore has the authority to manage resources across the area and to design care from a “whole system” perspective.

Clinical Governance is well established, forming part of the Risk Management of the whole organisation. Clinical Governance is seen as a positive support to all clinicians with active participation by all professions. There is a wide range of opportunities for the post-holder to be involved in this area of work.

Educational Facilities

There is an excellent library within the Borders General Hospital grounds with good Internet access. Post graduate and continuing medical education is actively encouraged and supported.

The Scottish Borders

Scottish Borders covers a large and scenically beautiful area of the Southern Uplands of Scotland. Predominately rural, it is historically a unique part of the country, the home of the Border Reivers, where annually each town in the Borders maintains its links with the past during the season of Common Ridings. Seven-a-side rugby originated in Melrose, and the Melrose event in particular draws large crowds each year. The Borders has tremendous facilities for sport and leisure.

Glentress and Innerleithen mountain bike parks are world renowned for both cross country and down hill biking. The beautiful Berwickshire coast provides options for sea kayaking, surfing, diving and sea fishing. In addition there are facilities for fishing, golf, swimming, horse riding, cricket, football, hiking and many other activities. The Borders has excellent cultural opportunities in terms of music and art societies, drama, and small theatres in Melrose, Selkirk, Peebles and Hawick as well as amateur opera. There are excellent restaurants, cinemas and shops. The Hospital also has corporate membership of an excellent Fitness Centre in Galashiels. There is a purpose built nursery in the grounds of the hospital for hospital employees' children.

The Scottish Borders offers all the benefits of rural life with very easy access to major cities such as Edinburgh (37 miles) Glasgow (75 miles) Newcastle (75 miles). Edinburgh is renowned for its cultural activities in music, including opera and ballet, theatre, cinemas (including a film theatre) and visual arts, and of course every year there is the world famous Edinburgh International Festival and Fringe Festival. Glasgow also runs an annual festival in the early summer. Train services to central Edinburgh run every thirty minutes (journey time 50 minutes approx). Tweedbank Station is a few minutes walk from the Borders General Hospital.

By the way MELROSE has now taken the title of the best place to live in Scotland in a new national ranking - <https://www.thetimes.co.uk/article/melrose-in-the-borders-is-best-place-to-live-in-scotland-says-sunday-times-survey-8hrlq8lqb>

As part of our policy there is assistance with temporary housing costs and relocation allowances if applicable.

Please see Websites:

Scottish Borders Tourist Board - www.scot-borders.co.uk

Southern Reporter - www.borderstoday.co.uk

NHS Borders – <http://www.nhsborders.co.uk>

See the micro site for the views of some of your prospective colleagues on living and working in the Scottish Borders or see the video at <http://www.nhsborders.scot.nhs.uk/recruitment-fair>

PERSON SPECIFICATION		
Attributes	Essential	Desirable
Qualifications	<p>Primary Medical Degree – MBBS or equivalent.</p> <p>Full GMC Registration with a licence to practice.</p>	
Training and Experience	<p>Achievement of FY2 competencies.</p> <p>Worked in psychiatry at least ST1 or SHO or equivalent level.</p> <p>Sufficient experience to exercise an intermediate level of clinical responsibility.</p> <p>Continuing medical education record.</p>	<p>Training record.</p> <p>Previous medical experience in psychiatry at post FY2 level in a long term post (4 months or more)</p>
<p>Skills, abilities and knowledge</p> <p><u>Managerial</u></p>	<p>Thorough understanding of healthcare governance.</p>	
<p>Skills, abilities and knowledge</p> <p><u>Audit</u></p>	<p>Thorough understanding of principles of clinical audit and healthcare governance.</p>	<p>Experience in undertaking and completing audit projects</p>
<p>Skills, abilities and knowledge</p> <p><u>Research and Publications</u></p>	<p>Thorough understanding of recent psychiatry literature.</p>	
Personal Attributes	<p>Effective communicator with patients, relatives, colleagues across primary and secondary care.</p> <p>Able to work in multi-disciplinary teams</p> <p>Reliable and resilient.</p> <p>Professional approach to work.</p>	

Specification of NHS Values		Method of Assessment
NHS Values	<p>Care and Compassion</p> <p>Expectations</p> <ul style="list-style-type: none"> • Treat people as though they matter • Involve people • Consider people as individuals and acknowledge diversity • Puts the patient first • Shows they care 	<p>Structured Competency Based Interview.</p> <p>Multi Disciplinary Team Discussion</p> <p>Response to Scenarios (Desk Top)</p>
NHS Values	<p>Dignity and Respect</p> <p>Expectations</p> <ul style="list-style-type: none"> • Team player • Manages own attitudes and behaviour • Addresses concerns with colleague as they arise • Communicates respectfully, openly and professionally • Listens and turns that into action • Sees things from another person's perspective 	<p>Structured Competency Based Interview.</p> <p>Multi Disciplinary Team Discussion</p> <p>Response to Scenarios (Desk Top)</p>
NHS Values	<p>Openness, Honesty and Responsibility</p> <p>Expectations</p> <ul style="list-style-type: none"> • Takes person responsibility for actions • Sharing of ideas for improvement • Observes processes • Ability to work across boundaries • Commitment to work to best of their ability 	<p>Structured Competency Based Interview.</p> <p>Multi Disciplinary Team Discussion</p> <p>Response to Scenarios (Desk Top)</p>
NHS Values	<p>Quality and Teamwork</p> <p>Expectations</p> <ul style="list-style-type: none"> • Works as part of a team to support others and improve service provision • Acknowledges mistakes • Takes responsibility • Inspires the team 	<p>Structured Competency Based Interview.</p> <p>Multi Disciplinary Team Discussion</p> <p>Response to Scenarios (Desk Top)</p>

MAIN TERMS AND CONDITIONS – Specialty Registrar

The Terms and Conditions of Service With the exception of terms specifically reserved for doctors in the training grades, the Terms and Conditions of Service for the post are drawn from the Hospital Medical and Dental Staff and Doctors and Dentists in Public Health Medicine and the Community Health Service Terms and Conditions of Service (TCS) - **PCS(DD)2007/10**. For the avoidance of doubt, paragraphs 18 – 24 inclusive (banding supplements) and paragraph 251 (study leave) do not apply to this post as you would not be appointed to a post in the training grades.

A copy is available from Medical Staffing, Human Resources Department, Borders General Hospital. In addition, they can be found on the NHS Scotland website (SHOW) on the following link:
<http://www.show.scot.nhs.uk/publicationsindex.htm>

The appointment will be made by NHS Borders. As a Locum Specialty Registrar (StR LAS lower) appointment it is for fixed term duration of a period of maximum of 6 months

The full-time salary is £984.70 per week, £51,204 per annum (pro rata if applicable). There is flexibility and applicants who wish to work part-time, lesser hours or a job share arrangement are welcome.

Duration: The appointment is a 6 month placement.

Residence

There is no residency requirement attached to this post. Subject to availability, on-site single accommodation may be available in the Huntlyburn Terrace Residences.

If participating in on-call. Alternatively should your main place of residence be elsewhere we will make the facility of a temporary on-call room or similar available when you are allocated on-call shifts on your rota pattern. When on-call, you are not obliged to be resident in the Hospital. In accordance with the Working Time Regulations, for non resident on-call, working time will commence from the point at which you receive a call to go to work or from the point at which you are required to undertake a work-related activity. Otherwise, on-call time is your own time and you are free to pursue your own personal activities. The minimum recall time is 20 minutes and if your main home is local e.g. Galashiels, Melrose etc you could stay at home to undertake on-call. A facility is provided in the Huntlyburn residences to enable psychiatry trainees to be on-call within the local area, whilst their main residence is outwith the 20 minute recall limit. There is no charge for this facility but doctors are free make their own arrangements in the local area within the 20 minute recall time. There is no income tax liability for this facility.

Excess Travel Costs If your place of permanent residence is more than 10 miles from Melrose, and you choose to travel each working day by private vehicle; NHS Borders will reimburse public transport mileage rate minus ten miles for each journey or alternatively the full public transport costs - para. 289 of the Terms and Conditions (PCS DD 2007/10) applies.

Superannuation The post is superannuable unless the postholder opts out of the scheme or is

ineligible to join and remuneration will be subject to deduction of Superannuation contributions in accordance with the NHS (Superannuation) (Scotland) Regulations.

Leave Entitlement 18 days combined annual leave / public holidays in the duration of this appointment.

Study Leave and Development

This post is not recognised for training purposes but there is an excellent Postgraduate educational programme, good library facilities on site and Locum Specialty Registrars in the service are supported to participate in CPD. You will be able to access protected development time / study leave and a pro rata study leave grant similar to a training grade doctor approx £500. An educational supervisor (a senior clinician) will be appointed to support you. If it supports your career intentions you may formulate a Personal Development Plan after discussion with your supervisor. The content will be agreed with you and is flexible according to your needs and interests as there are multiple opportunities for your development.

General Medical Council All medical staff must be registered with the General Medical Council with a licence to practice or they cannot legally practice as a doctor in the U.K. This certificate may be required when you commence work and on subsequent occasions as requested.

Occupational Health All entrants to NHS Borders must be certified medically fit, and the appointment is conditional on such certification; therefore the applicant will require to be assessed by an Occupational Health Service (normally by questionnaire but occasionally an appointment will be required.)

Medical Indemnity You are normally covered by the NHS Hospital and Community Health Services indemnity against claims of medical negligence. Health Departments advise that employees maintain membership of a defence organisation, as in certain circumstances (especially in services for which a fee is paid) the doctor may not be covered by the indemnity).

No Smoking Policy for Staff NHS Borders operates a No Smoking Policy. It is a condition of your employment that you must not smoke whilst you are on duty. Failure to observe this rule could result in disciplinary action. When selecting new staff, NHS Borders does not discriminate against applicants who smoke but applicants who accept an offer of employment will, in doing so, agree to observe NHS Borders' policy on smoking.

Equal Opportunities in Employment NHS Borders Equal Opportunities Policy affirms that all applicants should be afforded equal opportunities in employment, irrespective of their age, gender, marital status, race, religion, creed, sexual orientation, colour or disability.