

Consultant Child and Adolescent Psychiatrist Forth Valley CAMHS

Applicant Information



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Consultant Child and Adolescent Psychiatrists
Full time (40 hours per week) or part time (1.2 WTE of funding available)

Substantive post

Salary Scale - £91,474 - £121,548 per annum (pro rata)

Forth Valley – where exceptional Psychiatrists can flourish and really feel at home

In NHS Forth Valley we know the radical and transformational difference Psychiatrists make to the lives of their patients. This is why we have developed, and will always strive to maintain a system that allows them to do this work. In NHS Forth Valley we passionately believe in joined-up, holistic care across the whole patient journey. We have resisted the fragmentation of our services. We have a dynamic Consultant workforce and due to the relatively small size and adaptability of our health board our Psychiatrists are able to become effective leaders that can drive through positive changes. In recent years our Consultants have led in reconfiguring our service to provide consistent, tiered, evidenced based treatments.

These posts are substantive posts for up to 1.2 WTE Consultant Child and Adolescent Psychiatrists to work within the multi disciplinary Child and Adolescent Mental Health Service (CAMHS). In Forth Valley CAMHS sits within the Women & Children's Directorate but maintains close links with colleagues in adult mental health. The successful applicants will be part of an experienced multidisciplinary team delivering comprehensive mental health care to children, adolescents and their families in NHS Forth Valley.

You can look forward to a warm welcome and strong support from colleagues. Our hospitals are situated in the heart of Scotland, nestled against the Loch Lomond and Trossachs National Park, and close to vibrant towns that are richly endowed with excellent cultural and sporting facilities, offering good transport links to Edinburgh and Glasgow.

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 in possession of the Membership of the Royal College of Psychiatrists or equivalent, registered with the General Medical Council and on the Specialist Register or be within 6 months of the anticipated award of a CCT at the time of interview or have a certificate of Eligibility for Specialist Registration (CESR). Applicants are required to have evidence of recent continued

academic and professional development. Excellent, communication, listening and organisational skills are essential. Part time applications are also welcomed.

Informal enquiries should be directed by telephone to Dr Juan Perez-Olaizola, Consultant C&A Psychiatrist and Clinical Lead, on 01786 454546 or Mr Brian McAuley, Head of Service on 01324 567079.

Please quote reference number 140624 on all correspondence.

Closing date: 30th March 2023

Interview date: 14th April 2023

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



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

Job Title:	Consultant, Child and Adolescent Mental Health
Posts:	Full time or part time substantive posts (1.2 WTE available)
Hours of Work	40 hours per week for full time. LTFT applications welcomed

Background to the Post

These are new posts designed to help us deliver the CAMHS access target, and fully comply with the Scottish Government's CAMHS Specification and the Children and Young People - National Neurodevelopmental Specification: Principles and Standards of Care. The successful applicants will join existing consultants and multi-disciplinary colleagues in ongoing work to re-shape our service delivery models to ensure we deliver the best possible care for patients. There are opportunities to be work in more specialist areas of practice, for example, liaison psychiatry depending on the successful applicants experience and interest.

You will have clinical duties at Stirling Community Hospital and at The Manor, Brown Street, Camelon, plus occasionally at Forth Valley Royal Hospital. Multi-site working will be supported by the use of video-conferencing and moveable media to minimise the need to travel.

The posts are available on a full-time basis or part time basis, and the Board welcomes applications from individuals who are unable to undertake a full time commitment and who may wish to work on either a part-time or job share basis.

A full time (ten programmed activities) post will include 1 session for Supporting Professional Activities (SPA) for activities relevant to CPD, licensing, and revalidation. Part time posts will also include 1 session for SPA.



Departmental Information

The Child and Adolescent Mental Health Service is provided from 2 bases; one in Falkirk (The Manor, Brown Street, Camelon) the other in Stirling Community Hospital.

The Falkirk base is in a community setting about a mile from Falkirk Community Hospital. These premises were specifically purchased and extended with the needs of the Child and Adolescent Mental Health Service in mind and offer excellent quality clinical facilities. All offices have computers with internet access.

Facilities in Stirling are based Stirling Community Hospital which has recently undergone considerable development. This space has been specifically designed for Child and Adolescent Mental Health Service and has screening facilities, and excellent clinical and office accommodation.

Establishment

Consultants

Currently CAMHS have 3.9 wte Consultant Child and Adolescent Psychiatrists, and a 0.7 Associate Specialist who works mainly with children and young people with intellectual difficulties. There is the opportunity to negotiate with existing consultants whether your preference would be to work in either Stirling or Falkirk as there is flexibility from existing consultants regarding base sites. We envisage that all consultants will lead in service development and delivery models for different clinical areas.

There is a Service Manager for Child and Adolescent Mental Health Services who also covers Paediatrics and a Department Manager is in post. We also have a Head of Child Psychology, a Clinical Nurse Manager and a Lead Nurse. Forth Valley have recently appointed to the post of Clinical Director for CAMHS.

Consultant Psychiatrists receive professional supervision by the Associate Medical Director, Mental Health and Learning Disabilities and are supported by a Clinical Director who is a Paediatrician. Overall management is via the Director for Women & Children's Directorate and Head of Service.

There are regular multi disciplinary clinical team meetings of the Child and Adolescent Mental Health services team. There is also a CAMHS Clinical Management Group with an important role in reviewing and developing the service. It is composed of members of the Child and Adolescent Mental Health Service and links closely with Senior Management within NHS FV. Additionally CAMHS have a weekly operational management meeting and a clinical governance group. As the Service is in the process of working towards fully embedding a Choice and Partnership Approach (CAPA), the above meetings will be reviewed to provide fidelity to the CAPA model.

A variety of therapeutic skills and interests are present in the department. These include CBT, Family Therapy, Solution Focussed Therapy, Play Therapy, Interpersonal Therapy, EMDR, Psychopharmacology, Neuro-psychology and Parenting Skills Training.

We are actively involved in service redesign to take account of demand and capacity issues and emergent service pressures. All consultants participate in the on call day time duty rota. This includes cases in the general hospital and joint management of any crisis Child and Adolescent Mental Health admissions to the general adult IP unit.

Consultant Psychiatrist are responsible for contributing to case management/risk management decisions, discharge planning and liaising with inpatient units when Forth Valley children or young people are admitted. As part of a West of Scotland Consortium, Skye House is our regional adolescent inpatient unit situated at Stobhill Hospital in Glasgow. Skye House has 24 beds for 12-18 year olds from the West of Scotland. Patients under 12 years old requiring inpatient mental health care are usually admitted to The National Children's Inpatient Unit situated at the Queen Elizabeth University Hospital Campus, Glasgow. There will be occasions when patients are admitted to other units, NHS or private sector, in other areas of Scotland or the UK due to either bed shortages or the need for specialist support for e.g. forensic or learning disability specialist services.

Administrative Support

You will have appropriate administrative support and office accommodation including a computer with access to the NHS network. A laptop will be provided to support working offsite.

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 new Learning, Education and Training Centre is located within Forth Valley Royal Hospital.

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.

Glasgow and Edinburgh with their Royal Colleges, University medical schools and postgraduate facilities are in easy reach. There are regular division of psychiatry meetings.

Teaching, Audit and Research

Consultants will be expected within their NHS responsibilities, to undertake audit, and to partake in undergraduate and postgraduate teaching as required. The consultants will be expected to take an active part in the teaching of psychiatry trainees on placement within Child and Adolescent Mental Health Services.

Responsibilities

- As agreed with the Associate Medical Director, to provide, with consultant colleagues a comprehensive Child and Adolescent Mental Health service. The aim of the service is the timely assessment, diagnosis and appropriate treatment and management of referred children and young people. Over recent years the service has averaged 1,800 referrals per year.
- You will have a responsibility for the prevention, diagnosis and management of mental health problems, and for the proper functioning of the service;
- To provide cover for consultant colleagues during annual and study leave or at such other times as agreed with the Associate Medical Director;
- To provide timely communication with GPs, referrers and other agencies.
- To liaise with adult psychiatry colleagues and other partnership agencies.
- To offer professional supervision, training and appraisal of junior medical staff, nursing and other staff as appropriate, to enhance role extension and job skills within the Child and Adolescent Mental Health service, in order to improve the service provided to patients;
- 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 service as appropriate and as requested;
- To undertake teaching, accreditation and examination duties, and contribute to postgraduate and continuing medical education activity across the Area service;
- To contribute to service audit, and recording of patient contact data required for reporting on HEAT targets.
- To participate fully in consultant appraisal, revalidation and personal development planning activities;

- To ensure the efficient and effective use of NHS Forth Valley's resources;
- To work with Child and Adolescent Mental Health 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 with the Director of WCSHS or his / her deputy and the Associate Medical Director.

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. As detailed above, job planning will utilise CAPA methodology.

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:

- Peer appraisal
- Educational supervision of trainees
- Adverse Event Review Chairing
- Service development
- Clinical Governance
- Work for professional bodies (e.g. Royal College of Psychiatrists)

Subject to completion of job planning, an example of a full time weekly job plan is shown below:

DAY	HOSPITAL/ LOCATION	TYPE OF WORK
Monday From/To 09.00 – 17.00	FVRH/ Stirling Community Hospital	09.00 – 13.00 Psychiatric Liaison/New Follow up Out Patients 13.00 – 17.00 New/Follow up Out Patient Clinic
Tuesday From/To 09.00 – 17.00	Stirling Community Hospital	09.00 – 13.00 Clinical administration 13.00 – 17.00 New/Follow up Out Patient Clinic
Wednesday From/To 09.00 – 17.00	Stirling Community Hospital/FVRH	9.00-11.00 Service/Team meetings 11.00 -12.00 icamhs meeting 12.00 -17.00 duty/emergency work
Thursday From/To 09.00 – 17.00	Stirling Community Hospital	09.00 – 12.00 Clinical Team meeting 12.00 – 17.00 New/Follow up Out Patient Clinic
Friday from/To 09.00 – 17.00	Stirling Community Hospital	09.00 – 13.00 SPA 13.00 -17.00 – New/Follow up Out Patient Clinic
Saturday From/To		
Sunday From/To		

You are entitled to a 20 minute break on each day you work more than 6 hours. You are not required to remain at your place of work or to remain available to work during this break, other than on-call availability (if rostered)

Contractual Details

Contracted activities for this appointment will be defined and agreed with the post holder and the Director for the Women and Children's Directorate.

The post holders will be professionally responsible to the Associate Medical Director and managerially responsible to the Director for the Women and Children's Directorate.

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

This Consultants post is also available on a part time basis. The option of working 1 late night is available with the option of either compressing hours to provide time off or later start/finish time, subject to negotiation with peers and Directorate management.

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.

These posts as are offered on a substantive basis.

NHS Forth Valley requires each Consultant to agree with the Director of WCSHS and 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 30 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 10% 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.

This appointment 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

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 Psychiatry 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 jacqui.crilley2@nhs.scot
Lynsey Doherty	Deputy Medical Workforce Manager	01786 457388 lynsey.doherty@nhs.scot
Elsbeth Gillespie	Medical Workforce Adviser (Contracts)	01786 457382 elsbeth.gillespie@nhs.scot
Hunter Rice	Medical Workforce Adviser	01786 457376 hunter.rice@nhs.scot
Katrina Vernon	Medical Workforce Adviser	01786 457387 katrina.vernon@nhs.scot
Leiane Hall	Medical Workforce Adviser	01786 457307 leiane.hall2@nhs.scot

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
Qualifications	<p>MBChB, or equivalent</p> <p>MRCPsych (UK), or equivalent</p> <p>Full GMC registration with licence to practise</p> <p>Certificate of Completion of Training (CCT) in Child & Adolescent Psychiatry or Certificate of Eligibility for Specialist Registration (CESR).</p> <p>Candidates who are within six months of achieving CCT, at the time of interview are also eligible to apply.</p>	<p>Higher degree e.g. MSc, MD or PhD higher degree</p> <p>MBA or other relevant diplomas</p>
Knowledge and Skills	<p>Experience of working in community based Child and Adolescent Mental Health service.</p> <p>Eligible for S.22 approved under MH Act.</p> <p>Experience of MDT working.</p> <p>Demonstrated ability to work unsupervised and make decisions</p> <p>Excellent written and oral communication & listening skills.</p> <p>Demonstrated ability to manage time effectively</p> <p>Demonstrated ability to work effectively a multi-disciplinary team</p> <p>Empathy to the needs of patients anxious and or in pain.</p> <p>High level of competence in the clinical aspects of CAMHS and evidence of an ability to develop new skills and train colleagues as appropriate.</p> <p>Good information technology and administrative skills.</p>	<p>Experience of assessment and treatment of Looked After and Accommodated /Care Experienced Children.</p> <p>Management/leadership experience</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>

Criteria	Essential	Desirable
Academic	<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>
Management	<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>
Other	<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>Must pass Occupational Health Screening and have a suitably up to date immunisation record (e.g. Hep B, C etc)</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 140624 on all correspondence.

Please note the following dates:

Closing Date: 30th March 2023

Interview Date: 14th April 2023

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

Living & Working in Scotland

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