

**WORKING IN NHS FIFE**

#### Consultant Psychiatrist in General Adult Psychiatry

#### Kirkcaldy, Central Fife

**Closing Date:**

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| **Contents** |

|  |  |
| --- | --- |
| **Section** | Page |
| **Section 1: Introduction to Appointment** | 3 |
| **Section 2: Departmental and Directorate Information** | 3 |
| **Section 3: Main Duties and Responsibilities** | 10 |
| **Section 4: Job Plan** | 12 |
| **Section 5: Person Specification** | 13 |
| **Section 6: Contact Information** | 14 |
| **Section 7: General Information for Candidates** | 14 |

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

Job Title: **CONSULTANT PSYCHIATRIST**

Department: **ADULT PSYCHIATRY MENTAL HEALTH SERVICES**

Base: Kirkcaldy

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

**FIFE PSYCHIATRIC SERVICES**

The NHS Fife Mental Health Service is a Fife wide service operating within the Fife Health & Social Care Partnership (Fife HSCP) delivering a full range of inpatient and community care and treatment for patients of all ages experiencing mental illness and a range of mental health problems, supported by a range of specialist services including Addictions Services, Eating Disorders Advanced Intervention Team (EDAIT), Perinatal Mental Health Services (PNMH), and Huntington’s Disease Specialist Services (HDSS).

It is a large and complex service organised into operational and functional service units in order to provide secondary, tertiary and specialist services, and to link with primary care and the Acute Division. The service is geographically organised to provide inpatient and community general adult and older adult psychiatric care, and functionally organised to provide general and specialist community services for children and young people, and those with addictions.

The Adult Psychiatric Service in Fife is divided into 6 sectors aligned to the 7 locality areas within the HSCP, with inpatient and out patient care being delivered by a nominated sector consultant. –

**Levenmouth Sector** *(pop 39,867)* Inpatients and medical offices based in Whyteman’s

Brae Hospital, Kirkcaldy

Community team base Leven Health Centre, Leven

**Kirkcaldy Sector***(pop 66,721 )*  Based in Whytemans Brae Hospital, Kirkcaldy

**Glenrothes Sector** *(pop 55,181)* In-patients based in Stratheden Hospital, Cupar ,

Team base Glenwood Health Centre, Glenrothes

**North East Fife** *(pop 75,997)* In patients based in Stratheden Hospital, Cupar

Team base Weston House, Cupar

**West Fife team** 1 *(pop 65, 846)* Based in Queen Margaret Hospital, Dunfermline

**West Fife team 2** *(pop 96025)* Based in Queen Margaret Hospital, Dunfermline

**Inpatient services**

In-patient services are at Queen Margaret Hospital, Dunfermline, Whyteman’s Brae Hospital, Kirkcaldy, and at Stratheden Hospital, Cupar. There are three general adult acute wards, one on each site. Ward 2 at Queen Margaret hospital, Dunfermline has 22 beds, Ravenscraig Ward in Whytemans Brae Hospital, Kirkcaldy has 21 beds, Lomond Ward in Stratheden Hospital Cupar has a further 22 beds. At the time of writing surge beds are also in use pending further development of CMHTs and alternative to admission pathways.

There is a newly built eight bedded IPCU based on the Stratheden site, offering both male and female inpatient intensive care for the whole of Fife.

Rehabilitation beds are on the Stratheden site, located in Dunnino ward. Older adult beds are spread across Queen Margaret Hospital (wards 1 and 4) and the Stratheden sites (Cairnie, Muirview and Elmview).

A low secure forensic unit with 10 beds in available on the Stratheden site and has associated down stream beds (x2) in Chestnut lodge also on the Stratheden site.

Learning Disability beds are located in Lynebank Hospital, Dunfermline, including a regional low secure unit.

**Community Mental Health Teams**

There are two CMHTs in West Fife, two in Central Fife and two in North East Fife. The multidisciplinary teams comprise of community psychiatric nursing staff, psychology, psychiatry and occupational therapy. Teams broadly follow the GP clusters and Local Authority area boundaries. Multidisciplinary care planning and key working are in place and the teams are supported by Acute Lead Psychiatrists, Band 7 Team Leaders, supported by Lead Nurses, Head of Nursing, and Clinical Services Managers reporting to the Senior Manager and Clinical Director, to provide a cohesive, progressive leadership team and management support structure.

Weekly multidisciplinary meetings take place at the CMHT bases.

We have established a primary care community nursing Mental Health Triage service across all GP clusters. The self-referral Access Therapies for Fife service complements primary care initiatives and includes a range of interventions from self-help psychoeducational materials to therapy groups. Developments are progressing with local area coordinators, community hubs, peer support cafes and expanding the third sector trauma informed project, Better the Well and employability initiatives which are well underway.

Older adult CMHTS are in development and are aligned to the adult CMHTs with two corresponding adult teams to each older adult one.

**Community Rehabilitation Teams**

There is an additional multidisciplinary Community Rehabilitation Team which offers a Fife wide service covering some of the supported accommodations and patients discharged from the rehabilitation wards. The teams is overseen by 2 Consultant Rehabilitation Psychiatrists.

**Additional Resources**

There are three resource centres, one for each site, Hillview at Queen Margaret, Dunikier at Whytemans Brae, and Weston in Cupar, offering an environment for team based interventions such as nurse delivered psychological therapies, both individual and group based, in addition to running Clozapine clinics. There are plans in place to expand physical health monitoring within the day resources.

**Occupational Therapy**

Occupational Therapy is integrated into the CMHTs and other teams. It provides a service to acute, rehabilitation and community for both over and under 65 year old patients. The clinicians includes assessment of functional capacity and deficits, therapeutic activity, specific evidence based interventions and discharge planning.

**Department of Psychology**

The department of Clinical Psychology is led by the Area Head of Psychology Services based at Lynebank Hospital and Stratheden Hospital. It is operationally managed separately to Mental Health Services but sits alongside it under the Complex and Critical Care Division within the HSCP. There is a comprehensive range of services providing primary mental health psychological care in addition to secordary care provision. Social Work Department (Fife Council). Social Work Services are provided by a generic team.

**Mental Health Officer Team**

There are specialists Mental Health Officer teams. The Social Work Deparment commissions supporting care from a number of providers.

**Specialist Pharmacy Services**.

Specialist mental health pharmacy managers work closely with clinicians, provide information to patients and carers and work on local protocols. There is regular attendance at ward clinical meetings.

**Specialist Services**

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| **Unscheduled Care Assessment Team** | This is a 24 hour nurse lead team with medical input from duty trainee doctors and an FY2 training post. It is a Fife wide service and is based at Whytemans Brae Hospital. It provides urgent assessments, management and signposting for unscheduled presentations including A&E at the Victoria Hospital Kirkcaldy and has close links with the sector teams. It provides a bed management role to the acute wards.  In addition there is close working with SAMS cafes and FRASAC |
| **Old Age Psychiatry** | Whyteman’s Brae Hospital (Day Hospital only), Kirkcaldy  Stratheden Hospital, Cupar  Queen Margaret Hospital, Dunfermline |
| **Rehabilitation** | Stratheden Hospital,Cupar (Fife wide inpatient care). West and East Fife community rehabilitation team |
| **Intensive Psychiatric Care Unit** | Stratheden Hospital, Cupar (Fife wide). |
| **Addictions** | Cameron Hospital, Windygates.  Whyteman’s Brae Hospital, Kirkcaldy  Lynebank Hospital, Dunfermline |
| **Eating Disorder Advanced Intervention Team (EDAIT)** | Cardenden Health Centre, Cardenden |
| **Child and Adolescent Mental Health Services** | Playfield House, Stratheden Hospital, Cupar (Fife wide). |
| **Learning Disabilities** | Lynebank hospital, Dunfermline (Fife wide). |
| **Forensic** | Forensic Community Mental Health Team, Lynebank Hospital, Dunfermline  Radernie Low Secure Unit, Stratheden Hospital, Cupar |
| **Liaison Psychiatry** | Victoria Hospital (offices in Whyteman’s Brae Hospital) |
| **Perinatal Psychiatry** | Based at Whytemans Brae Hospital |

**Non statutory/Voluntary Organisations**

Fife has many such organisations, which include:-

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| **Scottish Association for Mental Health** | Evergreen Project, Kirkcaldy (Horticulture)  SAMH’s Pantry, Dalgety Bay (Catering).  SAMs Café, Kirkcaldy, offering out of hours social contact |
| **National Schizophrenia Fellowship Scotland** | Fife Families Support Project (carers)  Fife Hearing Voices Network. |
| **Supporting People Initiative** | Independent providers commissioned by Social Work  Housing Associations e.g. Richmond Fellowship, Penumbra, Barony etc. |
| **Substance misuse** | DAPL (Drug and Alcohol Project Leven)  FAAS (Fife Alcohol Advisory Service)  FIRST (partly NHS - Fife Intensive Rehabilitation & Substance Misuse Team)  Forensic Drug Treatment Team (NHS)  Community Drugs Team (NHS)  Community Alcohol Team. |
| **Day Centre** | Contact Point in Kirkcaldy and Buckhaven (Barony) |
| **Vocational Training / Employment** | FEAT (Fife Employment Access Trust)  FACET (Fife ARTS & Crafts Enterprise Training)  Castle Furniture Project  Individual Placement and Support |
| **Activities** | Boomerang Project, Glenrothes |
| **Miscellaneous** | Kingdom Abuse Survivors Project  Express Group (Fife)  Relationships Scotland  CRUSE, Bereavement Care, Scotland.  Fife One Stop Shop for Autism |

**Development Plans:**

* Mental Health Services are working towards increasing services in the community and reducing dependence on beds.
* Health and social work are now integrated with one Integrated Joint Board established in 2016 covering all of Fife under Complex and Critical Care division.
* Clinical Lead posts are established with an aim of enhancing medical input into the Mental Health service development. All consultants have adequate SPA provision to facilitate active involvement in relavant service development and consultants are actively encouraged to participate in this.
* Community Mental Health Teams throughout Fife are now established. There is on going work developing primary mental health care resources, further delineating the role of secondary care and enhancing services in the voluntary sectory. Links are being established within locality areas and CMHTs map onto these.
* Multidisciplinary care planning is in place with key working and a culture of goal focused treatment with emphasis on encouraging and developing self management skills.
* An integrated care pathway for Personality disorders is established with phase based treatments in keeping with Royal College of Psychiatrists and MWC publications. Supporting this work a skills training programme, The Decider, (CBT and DBT based) has been purchased to roll out service wide to enable a consistent approach in addition to Structured Clinical Management ( SCM).
* The rehabilitation service is being redesigned with particular focus on community provision being enhanced.
* The voluntary sector is currently being reviewed with the establishment of peer support workers, local area coordinationer roles and projects such as Better than Well (life skills coaching and trauma informed).
* Primary mental health triage CPNs have been employed within primary care . The Fife Access Therapies website has recently been launched further enhancing supports within primary care.
* Restructuring has aligned services with the HSCP community services East and West divisions and community teams within the 7 localities and GP clusters.
* There is a strategic assessment process commenced developing plans for the mental health estate, both inpatient and community.
* Opportunities to engage in medical education are available with students from the universities of Edinburgh, St Andrews and Dundee. In addition further specific opportunities are associated with the Scotgem project delivered from St Andrews University.

**ORGANISATIONAL POSITION**

Director Fife Health & Social Care Partnership

Clinical Service Managers

Adult Psychiatrists

**THIS POST**

Clinical Lead

Adult Psychiatry

All other Mental Health Clinical and Admin Staff

Head of Service

Complex and Critical Care

Health & Social Care Partnership

Senior Manager Mental Health Service

Clinical Director

Complex and Critical Care

Health & Social Care Partnership

Associate Medical Director

Health & Social Care Partnership

NHS Fife Medical Director

Line management

Professional accountability

Professional accountability

**SOUTH EAST SCOTLAND PSYCHIATRIC TRAINING SCHEME**

Fife is part of the South East of Scotland Psychiatric Training scheme. Trainees rotate throughout the whole region, between Lothian, The Borders and Fife. Trainees spend one half day each week during the academic year attending the MRCPsych course in Edinburgh and an additional half day of postgraduate training in Fife. They also attend psychotherapy training (often on the afternoon of the training programme).There are GPSTs and FY2s on rotation with the service also. In total there are 18 trainee doctor posts. In addition there may be higher trainees on placement within Fife.

**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.

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

# This post holder would provide Consultant Psychiatrist input to the Kirkcaldy sector overseeing delivery of community and inpatient care. Kirkcaldy CMHT is supported by an Acute Lead and Team Lead, working alongside Consultant Psychiatrist colleagues, along with a number of Community Psychiatric Nurses, OT and Clinical Psychology.

# The post is a 10PA job. This will comprise 8 DCC and 2 SPA and be subject to supported job planning activity. Flexible working arrangements can be explored for the right candidate, depending on the needs of both the post holder and the CMHT & inpatient service. In addition, the use of SPA time can be flexible dependent on the needs and aspirations of the candidate – 1SPA will be devoted to local teaching CPD, appraisal and revalidation, while the other may be flexibly used, to pursue interests such as Quality Improvement, research, education, or a special interest.

Consultant cross cover arrangements will usually be with colleagues across the sector general adult services.

The post holder will participate in the consultant on call rota for psychiatry (1 in 20) on a pro rata basis. Time in lieu of out of hours in incorporated into the job plan.

The post holder will be a member of the Fife Division of Psychiatry and will be expected to participate in the broader activities of the Division.

Principal duties

* To work flexibly with colleagues of all disciplines to achieve best standard of patient care possible.
* Clinical care of patients requiring intensive psychiatric care
* Liaison with sector mental health teams regarding transfers of patient care at appropriate junctures
* Liaison with Mental Health Officers, Social Work colleagues and colleagues from other disciplines in NHS Fife and the Fife Health and Social Care Partnership
* Manage the treatment of patients using the Mental Health (Care & Treatment) (Scotland) Act 2003, Criminal Procedure (Scotland) Act 1995 and the Adults With Incapacity (Scotland) Act 2000 where appropriate and necessary.
* To undertake duties as an approved medical practitioner under the terms of the Mental Health (Care & Treatment) (Scotland) Act 2003.
* Attend CPA meetings and Mental Health Act tribunal hearings as necessary.
* Liaison with non-statutory service providers, for example third sector support services
* Liaison with other mental health services e.g. Addictions, Forensic
* From time to time the post holder may be required to provide inpatient clinical care to adolescent patients, learning disability patients and older adults. Appropriate specialist support will be in place.
* Occasional care of patients from other health board areas where local IPCU provision is not available
* Provision of court reports for patients where necessary – negotiable as to whether this is completed within NHS working time or on a private basis with time shifting
* The post holder is expected to participate in clinical governance activities.
* The post holder is expected to work with and provide support to the Clinical Service Manager and Clinical Lead but there are no specific management duties. Management responsibilities will be developed by discussion.
* To be responsible for the education, training, and supervision of the junior medical staff
* This post does not currently include Clinical/Educational Supervisor responsibility for the Core Trainee however the post holder will be supported to complete Clinical Supervisor and Educational Supervisor courses if the post holder wishes to do so.
* To provide opportunities for medical students on placement within NHS Fife mental health services e.g. informal teaching, shadowing, attendance at ward rounds etc.
* Share of annual leave, public holiday and study leave cover with colleagues. Sick leave as per LNC agreement with NHS Fife.
* To participate in the NHS Fife Consultant Psychiatrist on call rota. On call responsibilities cover Mental Health Services throughout Fife, currently on a 1:20 basis. Out of hours cover is provided by duty doctors in training and Mental Health Officers (Social Workers). Out of hours General Practitioner services are provided centrally by the Primary Care Emergency Service (PCES). Accident and Emergency services are based at Victoria Hospital, Kirkcaldy, and Queen Margaret Hospital, Dunfermline.
* To participate in the annual job plan review process

**Section 4: Job Plan**

**Proposed Job Plan – this indicative example is negotiable**

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|  | Monday | **Tuesday** | **Wednesday** | **Thursday** | **Friday** |
| 9 am – 1 pm | Ward work  (1PA) | Postgraduate programme  Division of Psychiatry meeting (monthly)  Management meetings  (1 SPA) | CMHT meeting  (1PA) | Assessment clinic (1PA)  9 am – 2 pm | Home visits/CPA  (1PA) |
| 1 pm – 5 pm | Outpatient Clinic  (1PA) | SPA  1 PA | MHRT, Flexible clinical session (home visits, CPA meetings, day hospital, reports, MHA work, etc)  CMHT admin  (1PA) | Ward work/admin  (1PA) | Outpatient Clinic  (1PA) |

Included within the x PAs is 0.5PA for on call and prospective cover. This can be scheduled in consultation with colleagues providing cross cover and subtracted from the above.

**Section 5 – Person Specification**

**Person Specification**

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| **REQUIREMENTS** | **ESSENTIAL** | **DESIRABLE** |
| Qualifications and Training | GMC registered medical practitioner.  Licence to practice  Applicants must be on the GMC Specialist Register for General Adult Psychiatry or Forensic Psychiatry, or within 6 months of the anticipated award of a CCT or CESR in General Adult Psychiatry or Forensic Psychiatry at the time of interview for the post  Eligible for recognition as Approved Medical Practitioner under the MH (C&T)(S) Act 2003 | Additional post-graduate qualifications, e.g. MD/ PhD/MSc |
| Experience | Experience in general adult or forensic psychiatry including recent experience of working in an inpatient setting | Evidence of leading team meetings, CPA meetings, family meetings etc  Experience of giving evidence at Mental Health tribunals  Experience of providing reports to the Court |
| Ability | Ability to take full responsibility for independent management of patients.  Ability to communicate effectively and clearly with patients, carers and team members  Ability to provide clinical leadership to the team | Evidence of complex case management |
| Academic Achievements | Supportive of research activity | Evidence of research and publications in peer reviewed journals |
| Teaching and Audit | Evidence of commitment to clinical audit  Formal and informal teaching and training of trainee doctors, medical students and other clinical staff.  Learning and continuing professional development | Experience of designing audits  Evidence of training in clinical and / or educational supervision  Completed audit leading to change in practice |
| Motivation | Evidence of commitment to patient-focused care  Continuous professional development and life-long learning  Effective and efficient use of resources | Experience of involvement in service development projects  Experience of involvement in accreditation/standards review processes |
| Team Working | Ability to work in a team with colleagues in own and other disciplines and develop good working relationships with colleagues  Ability to organise time efficiently and effectively  Reliability  Excellent communication skills | Ability to motivate colleagues |

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| **Section 6 - Contact Information** |

Informal enquiries and visits are welcome and should initially be made to: Dr Jackie Drummond Interim Clincial Director, [Jacqueline.drummond@nhs.scot](#) or 01334 696003

**Section 7 – General information for candidates**

**Training**

The post holder is expected to keep their CPD up to college standard.

A programme of Postgraduate lectures and journal club presentations is held on Tuesday mornings and rotates each term between sites (Dunfermline, Stratheden and Kirkcaldy, although currently being held virtually due to Covid considerations).

The Health Board 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.

**Research**

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

**Audit**

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

**Lines of Clinical Responsibility**

The post holder will be professionally responsible to the Clinical Lead.

**Resources**

The consultant will have an office of his/her own with personal computer and secretarial support.

**Management Role/Management arrangments**

The post holder will be managerially responsible to the Clinical Service Manager for Adult Services on a day-to-day basis.

**Data Protection Act 1988**

Please note that any personal information obtained from you throughout the recruitment process will be collected, stored and used in line with the Data Protection Act 1998. Information will be available to the recruiting manager and to Human Resources staff.