

**WORKING IN NHS FIFE**

#### Consultant Psychiatrist

#### Eating Disorders Advanced Intervention Team (EDAIT)0.9 PA

**Base: Cardenden Health Centre, Wallsgreen Road, Cardenden, Lochgelly, KY5 0JE**

**Cardenden Health Centre, Cardenden, Lochgelly, KY5 0JE**

**Closing Date:**





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

Job Title: **CONSULTANT PSYCHIATRIST**

Department: **ADULT PSYCHIATRY MENTAL HEALTH SERVICES**

**(EDAIT)**

Base: Cardenden Health Centre, Wallsgreen Medical Practice, Cardenden

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

**FIFE PSYCHIATRIC SERVICES**

The NHS Fife Mental Health Service is a Fife wide service delivering the full range of inpatient and community care and treatment for patients of all ages experiencing mental illness and a range of mental health problems, including alcohol and drug dependency. The service operates as a distinct, Fife wide service managed and governed within and by the Complex and Critical Care group in Fife Health & Social Care Partnership.

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 elderly psychiatric care, and functionally organised to provide general and specialist community services for children and young people, and those with addiction problems.

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

**In-patient 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:**

In the adult services there are two CMHTs covering specific GP s in West Fife, and one in each area of Kiricaldy, Levenmouth, Glenrothes and North East Fife. Teams comprise of community psychiatric nursing staff, occupational therapy, psychiatry and attendance at meetings by psychology. Teams broadly follow the GP clusters and local authority area boundaries. Multidisciplinary care planning and key working are in place.

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

Weekly multidisciplinary meetings occur in the team bases. Team lead posts are in place and links with the newly created GP clusters are being established in addition to links with the 7 localities.

Newly created primary care community nursing triage posts have recently been established. The self referral Access Therapies for Fife 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.

**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), KirkcaldyStratheden Hospital, CuparQueen 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, KirkcaldyLynebank 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, DunfermlineRadernie 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 WorkHousing 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 ProjectIndividual Placement and Support (IPS) |
| **Activities** | Boomerang Project, Glenrothes |
| **Miscellaneous** | Kingdom Abuse Survivors ProjectExpress Group (Fife)Relationships ScotlandCRUSE, 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**

The post holder will be based at Cardenden Health Centre and will provide Consultant Psychiatrist input to the Eating Disorder Advanced Intervention Team (EDAIT). The EDAIT is a team covering the whole of Fife delivering an intensive multidisciplinary treatment to those with moderate to severe risks as a consequence of their eating disorder. The post is available as 9 programmed activities (7 DCC : 2 SPA).

A Fife wide eating disorder pathway is being developed , delivering a stepped matched service dependant on patients needs. Self help resources are available on the Fife Moodcafe website , www.moodcafe.co.uk, complementing national resources provided by BEAT and SupportEDScotland.

Low risk patients needs are met at the primary mental health care level predominantely by clinical psychology. Patients requiring more regular physical health monitoring and with more complex moderate psychological needs will be seen within the CMHTs. Those with moderate to high physical risks are seen within the EDAIT.

The Team currently in comprosed of 1 WTE charge nurse post, 0.5 psychology, 0.5 dietetics, 1 WTE team lead (dietetics), 0.4 WTE consultant psychiatrist and two 0.8 team assistants (band 4) alongside 1 WTE admin support (band 4).

The Scottish Governments Recover and Renewal funds of approximately £300,000, have been allocated to this team to support an expansion. This post comes from these funds. Further posts being developed as part of this include an additional band 8B psychologist, a further nursing post, a peer support worker and occupational therapy. In addition funding has been set aside for training in MANTRA as a clinical model to be delivered by the team.

The team is operationally managed within Mental Health, Addictions & LDServices and reports to the adult mental health clinical governance group.

The team offers direct clinical care to a small case load of high risk patients. In addition shared care models with the CMHT and consultancy to the CMHT and psychology arrangements are in place. There is a keyworker model within the CMHT for patients with severe and enduring presentations who have no longer got active intervention needs and whose risks are stable with oversight provided by the EDAIT.

Close relationships are in place with colleagues within the acute division.

Specialist Eating Disorder admissions are to the Regional Eating Disorder Unit in St Johns Hospital in Livingston, which is a purpose build unit comprising of 10 inpatient beds shared across the region (Lothian, Borders, Forth Valley and Fife). The consultant along with the Team Lead would be anticipated to contribute to the clinical regional development forum which has recently been established. Close links with regional partners covering Fife, Lothian, Borders and Forth Valley exist.

The EDAIT gatekeep these regional beds in addition to overseeing community pathways within Fife supporting discharge.

The post is supported by a team secretary, and the postholder will be allocated an individual office at Cardenden Health Centre.

Consultant cross cover arrangements will usually be with colleagues within the team and with the consultant group within the Community Mental health teams.

The post holder will participate in the consultant on call rota for psychiatry (1 in 20) on a pro rata basis.

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 treatment for eating disorders
* Liaison with sector mental health teams regarding transfers/ consultancy/ shared care 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. adult CMHTs, CAMHS
* 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.
* 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 Core Trainese 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 (would be pro rata for post holder). 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 proces

**Section 4: Job Plan**

Proposed Job Plan

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| Monday | **Tuesday** | **Wednesday** | **Thursday** | **Friday** |
| DCC session | SPA session Postgraduate programme Division of Psychiatry meeting (monthly) | DCC session Team meeting consultancy | DCC session | DCC session DCC session Flexible clinical time – patient reviews, admin, tribunals, etc |
| SPA | DCC session Flexible clinical time – patient reviews, admin, tribunals, etc. | DCC session Flexible clinical time – patient reviews, admin, tribunals, | Time in lieu of OOH/flexible working | Non working |

(this is a draft and is negotiable – non-working days/half days can be changed)

Included within the 9PAs is 0.25 PA for on call and 0.25 PA for flexible cover.

**Section 5 – Person Specification**

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| **REQUIREMENTS** | **ESSENTIAL** | **DESIRABLE** |
| Qualifications and Training | GMC registered medical practitioner.Licence to practiceApplicants 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 postEligible 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 psychiatry including some experience of working with adults with eating disorders | Experience in general adult psychiatry including some experience of working with adults with eating disorders |
| 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 auditFormal and informal teaching and training of trainee doctors, medical students and other clinical staff.Learning and continuing professional development | Experience of designing auditsEvidence of training in clinical and / or educational supervisionCompleted audit leading to change in practice |
| Motivation | Evidence of commitment to patient-focused careContinuous professional development and life-long learningEffective and efficient use of resources | Experience of involvement in service development projectsExperience 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 colleaguesAbility to organise time efficiently and effectively ReliabilityExcellent communication skills | Ability to motivate colleagues |
| 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 |

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| **Section 6 - Contact Information** |

**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.