**Consultants in General Adult Psychiatry**

**Closing Date: 6 July 2023**

**Interview Date: 20 July 2023**

**Working for NHS Tayside**







Welcome from the Recruitment Team

Welcome to NHS Tayside

Thank you for your interest in working for NHS Tayside and we hope you are encouraged to apply for one of the many excellent employment opportunities we currently have on offer.

If you are new to making an application to NHS Tayside we ask you to take the time to read through this information to learn more about us. We have also included links you may wish to read.

NHS Tayside follows a fair and consistent recruitment and selection process to ensure recruitment decisions are based on candidate skills, knowledge, experience and qualifications. To ensure fairness to all applicants, decisions to shortlist you for interview will be based solely on the information you supply within your application. Therefore, it is important that you complete all sections of the application with as much information as possible.

If you have a disability or long-term health condition, the Board is committed to offering reasonable adjustments throughout the recruitment process and employment. If you require further information or support please contact the Recruitment Team.

If this is the first time you have applied for an NHS Tayside vacancy via our eRecruitment system (Jobtrain), you will be asked to create an account. Please make sure the email address submitted is correct as this will be our primary method of contact during each stage of the recruitment process. You will receive emails from our eRecruitment system throughout the process, you can reply to these and they will be received by our Medical Recruitment Team. Please ensure you check the email account, including junk/spam folders regularly.

We look forward to hearing from you and wish you success with your application.

NHS Tayside



Consultant Psychiatrist in General Adult Psychiatry (3 posts)

Full Time (10 PAs per week) or part time

We have exciting opportunities available in one of the UK’s most beautiful and vibrant areas to live and work

NHS Tayside seeks to appoint flexibly to 3 highly attractive consultant posts which offer excellent professional and personal opportunities for consultants at any stage of their careers:

**Post 1.**

**Full time/part-time Consultant in Community Psychiatry, Perth and Kinross**. (typical 6 - 7.5 DCC within a 10 PA full time post (pro rata for part time).

**Post 2.**

**Full time/part-time Consultant in Community Psychiatry, Angus**. (typical 6 - 7.5 DCC within a 10 PA post pro rata.)

**Post 3.**

**Full time/part time Consultant in Acute Inpatient Psychiatry, Carseview Centre, Ninewells Campus, Dundee.** (typical 6 - 7.5 DCC within a 10 PA post pro rata.)

NHS Tayside is supportive of continuous professional development, and all of our posts include 2.5 PAs for supporting professional activities (pro-rata). Additional PA’s are available up to a 6 DCC / 4 SPA split. Applicants are strongly encouraged to discuss the additional SPA opportunities which are fully available to support career progression

Enquiries on all posts and other opportunities in general adult psychiatry are strongly encouraged.

Applications will be considered from those wishing to work less than full time.

Applicants should have full GMC registration and a licence to practise, and be on the specialist register or be within 6 months of the anticipated award of a CCT or CESR (CP) at the time of interview. (Interview Date: 20 Jul 2023). If you have appropriate specialist training and experience but are not listed on the GMC Specialist Register you can be considered for a Locum Consultant post (up to 12 months) if no substantive Consultant appointment is made. Whilst in locum employment, you can apply to obtain a CESR and enter onto the Specialist Register.

Informal enquiries can be made to Dr Peter Le Fevre, Operational Medical director, [peter.lefevre@nhs.scot](#) and/or Dr Gordon Cowan, Clinical Director [gordon.cowan2@nhs.scot](#)

Closing Date for applications:

Interview Date:

We are a Skilled Worker visa sponsorship employer and as such, welcome applications from international candidates. Further information can be found at [https://www.gov.uk/skilled-worker-visa](#)

Short-listed applicants will be contacted by email.   Please check your emails regularly, including your junk/spam folder.

NHS Scotland is committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination. The aim is for our workforce to be truly representative and for each employee to feel respected and able to give their best. To this end, NHS Scotland welcomes applications from all sections of society.

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| **This post requires the post holder to have a PVG Scheme membership/record. If the successful applicant is not a current PVG member for the required regulatory group i.e. child and/or adult, then an application will need to be made to Disclosure Scotland and deemed satisfactory before the successful post holder can commence work.** |

Unfortunately we cannot accept CVs as a sole form of application. Only application forms completed via the Jobtrain system will be accepted. Please visit [https://apply.jobs.nhs.uk](#) for further details of how to apply.

All NHS Scotland and NHS Tayside Medical vacancies are advertised on our medical jobs microsite: [www.medicaljobs.scot.nhs.uk](#)

Please visit our Careers website for further information on what NHS Tayside has to offer [https://www.nhstayside.scot.nhs.uk/WorkingWithUs/index.htm](#)

**Section 1: Introduction**

NHS Tayside is looking to recruit flexibly to three general adult psychiatry posts across Tayside. These posts represent excellent opportunities to strike the perfect work / home life balance for enthusiastic and committed consultant general adult psychiatrists. The posts are fully flexible and it is widely expected that these will be hugely attractive to a wide range of candidates, from those stepping into their first consultant post, to consultants wishing to expand their professional interests across a range of fields including quality improvement, leadership, medical education and research..

Mental health services across NHS Tayside are undergoing a rapid and intensive period of service improvement and change, developing new models of care providing modernised first class services to the population of Tayside. We are committed to supporting and developing our medical workforce to ensure a lifelong fulfilling career pathway for all consultants. Job plans can be offered which are flexible, developmental and fully personalised to the individual consultant. As such we are able to offer substantive appointees greatly expanded time within the working week for supporting both their own professional and developmental requirements and the wider needs of the service that greatly exceed the standard offer.

The posts as described are indicative examples of the posts that are currently available. Whilst the standard job description provides for a 7.5 DCC / 2.5 SPA (Direct Clinical Care / Supporting Professional Activities) split, we fully support additional roles and responsibilities in quality and service improvement , medical management, medical education and research. These provide enhanced allocations of SPA/Additional Responsibility activity enabling a job plan with up to a 6 DCC to 4 SPA/AR split. For these two posts, clinical DCC sessions are available according to the personal professional interests and circumstances of the successful appointee.

We anticipate being able to be fully flexible for all three posts. Although the posts as described are full time posts based either in community or inpatient psychiatry we would also welcome applications from candidates interested in working on a part-time basis.

We would also encourage applications from candidates interested in a post working across both community and acute in-patient settings, so providing continuity of consultant care. Whilst the duties of such a combined post are not detailed, we would welcome further enquiry and development of a job plan which would be aligned to a dedicated catchment area and aligned inpatient beds. Whilst this isn’t the current general model of care delivery across Tayside, there are opportunities for developing mixed service models across the Tayside HSCP areas. Candidates interested in this model of care provision are strongly encouraged to enquire further.

**Post 1.**

**Full time/part-time Consultant in Community Psychiatry, Perth and Kinross**. (typical 6 - 7.5 DCC within a 10 PA full time post (pro rata for part time).

This post can be flexibly aligned primarily to either the Perth City Community Mental Health Team (based on the Perth Royal Infirmary site), or the North Perthshire team based in the small Highland town of Blairgowrie. You will join an enthusiastic team of consultants providing the specialist community mental health service to the aligned HSCP population. The core base for the post will be at the Murray Royal Hospital, clinical sessions will be within the aligned community mental health team. Patient contact is a blended model of multi disciplinary direct team supervision, virtual care delivered via video (Near-Me) / telephone and face to face contact either in clinic (Murray Royal Hospital or CMHT) or through domiciliary assessment as required.

**Post 2.**

**Full time/part-time Consultant in Community Psychiatry, Angus**. (typical 6 - 7.5 DCC within a 10 PA post pro rata.)

Additional dedicated SPA sessions (up to 4 in total)

This post will be based within the community mental health service providing secondary care services to the population of Angus. Clinical sessions are available within either the North Angus CMHT, based at Whitehills HCCC, Forfar, or the South Angus CMHT, based in Gowanlea, Arbroath.

Close links with primary care services are maintained with the development of the Advanced Nurse Practitioner role and GP lead roles. Innovative models of community MH care delivery have been developed in Angus generating considerable national interest within the new community mental health hub model. This model is a leading collaboration with the third sector and Addictions Psychiatry. The Mental Health Hub was recently awarded the Overall Award for 2021 at the Mental Health Nursing Forum Scotland and has been widely commended nationally as an exemplar service.

**Post 3.**

**Full time/part time Consultant in Acute Inpatient Psychiatry, Carseview Centre, Ninewells Campus, Dundee.** (typical 6 - 7.5 DCC within a 10 PA post pro rata.)

The clinical sessions for this post will be based with the acute inpatient service serving the population of Dundee (Ward 1 and 2). There are currently 1.5 wte consultant posts serving each of the two 22 bedded wards. This post will be based within one of the acute wards working within a team of 6 committed general adult psychiatrists providing comprehensive in-patient acute care to patients admitted to the Carseview Centre. The in-patient wards are fully supported by medical staff at FY, Foundation and Specialty Training grade levels.

**Supporting Professional Activities / Additional Responsibilities PA’s for each post.**

Each of the 4 full time (10 PA) posts will have available and include up to 4 SPA programmed activities. This will include 1 core SPA for job planning / appraisal and personalised CPD in addition to other agreed SPA activities. Although being fully negotiable, we would particular like to provide additional SPA PA’s in the following areas:

**Quality Improvement and Service Development**:

1. Community psychiatry – up to 3 dedicated PA’s providing leadership and support to the Taysidewide quality improvement / service development program. It is anticipated that these sessions will aligned to one of the two community based consultant posts
2. Acute care psychiatry – up to 3 dedicated PA’s providing leadership and support to the quality improvement programme across the general adult psychiatry acute care service, including intensive home treatment and the acute care pathway. These sessions will provide additional QI support to the current Clinical Director for Acute Mental Health (Dr Gordon Cowan).

It is anticipated that applicants may have varying degrees of exposure and knowledge of QI methodology. Training and support will be tailored and provided depending on the previous experience of the successful candidate. Additional training and CPD will be provided will be in liaison with NHS Tayside and Healthcare Improvement Scotland.

**Medical Education**

Dedicated SPA sessions are available for specific educational roles in liaison with the Associate Director for Medical Education, Dr David Rooke. The East of Scotland Training Scheme provides approximately 37 specific training placements for doctors at Foundation Year and Core/Specialty Training grade level, both in psychiatry and general practice. The psychiatry training scheme provides for a full range of posts at core specialty and higher training levels. The Scheme has recently been highly commended by NHS Education Scotland (NES) on the levels of support, supervision and training provided to trainee doctors. NHS Tayside is committed to the further development of the training scheme to ensure the highest level of training and supervision available. Dedicated educational PA’s are available to suitably authorised consultants in the roles of clinical and educational supervisors. In addition PA’s are available allocated for specified teaching roles at both undergraduate and postgraduate level. Honorary teacher status with the University Of Dundee may be available.

Candidates who are interested in additional PA’s in medical education may wish to discuss opportunities in greater depth with the Associate Director of Medical Education, Dr David Rooke. [david.rooke@nhs.scot](#)

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| **Section 2: Living in Tayside** |

When choosing somewhere to work and live, quality of life is key. Tayside is one of the few locations in the UK which combines the best of both worlds – city facilities in Dundee and Perth on a friendly community scale, and easy access to some of the most stunning countryside in Scotland. Set on the spectacular Tay Estuary, Dundee, the principal city in Tayside and the sunniest city in Scotland, sits in a landscape of wild beaches, championship golf courses, quaint coastal villages and beyond them, Scotland’s famous mountains and glens.

Dundee is conveniently located within easy reach of three other large cities in Scotland – Edinburgh, Glasgow and Aberdeen and within a 90 minute drive from 90% of Scotland’s population. There are excellent road, rail and bus links to all 3 cities and London is six hours by rail and just over an hour by air from Dundee airport, flying direct to London City Airport. There is a vibrant arts scene in Dundee and beyond. Scotland’s first design museum, The V&A Museum of Design, opened in 2019 as part of significant ongoing investment and redevelopment of Dundee waterfront including the forthcoming development of the Eden Project, Dundee. Dundee is the UK’s only UNESCO City of Design. Within Dundee, in addition to the new waterfront development, there are a number of attractions to suit all ages including Discovery point, the Dundee Contemporary Arts centre and the Dundee Science Centre.

Beyond Dundee, the River Tay and its estuary, the coasts of Angus and Fife and the nearby hills and mountains of Perthshire offer scope for almost any outdoor activity. Furthermore, St. Andrews home to a number of world famous golf courses, picturesque town and beach, is only a short drive away. Whether you want to live in the rural countryside, a seaside village or one of Tayside’s vibrant cities or towns, there is a variety of housing choices to suit all budgets. The salaries of employees in Dundee currently go further on the property ladder than almost any other city in the UK. There are a good variety of primary and secondary schools. There is also the option of private schooling with schools to choose from in Dundee City, St Andrews and Perth and Kinross. Further information about these areas can be found by clicking these links [Dundee](#) [Angus](#) [Perth & Kinross](#) [Fife](#) [Scotland](#)

These posts offer the opportunity to live and work in the Tayside region of central Scotland, widely regarded as one of the most scenic areas in the UK with a high quality of life.

**Section 3: NHS Tayside**

NHS Tayside is the 4th largest board in Scotland led by our Chief Executive, Professor Grant Archibald, our Medical Director, Dr Pamela Johnston and our Executive Director of Nursing, Claire Pearce.

Our NHS Tayside Vision

“Everyone has the best care experience possible”

Our NHS Tayside Aim

To be the best at getting better

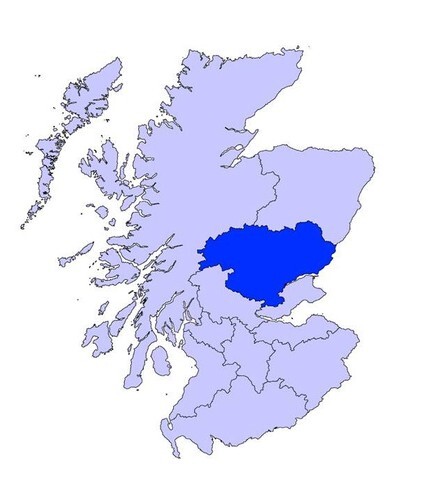
Our NHS Tayside Values

Care and Compassion

Dignity and Respect

Openness, Honesty and Responsibility

Quality and Teamwork

Tayside covers a wide area and three local councils (Perth & Kinross, Angus and Dundee City) and patients from North Fife also access services in Tayside. There are joint services between NHS Tayside and NHS Fife including ENT, Vascular Surgery and Interventional Radiology.

The approximate populations are:

* Tayside Population 410,000
  + Angus 116,000
  + Dundee 149,000
  + Perth and Kinross 148,000
* North East Fife 74,000

Ranked 1st in the UK for Medicine in the Complete University Guide 2021 and the Guardian University Guide 2021, the University of Dundee Medical School is integrated into the Ninewells Hospital campus and has an international reputation for excellence in teaching and high impact clinical research placing it amongst the best places in the world to study and to practice medicine.

Each of the three local councils now have a Health and Social Care Partnership (HSCP). Medicine for the Elderly is also hosted by the HSCPs and further development for other health services to be hosted by HSCPs rather than NHS Tayside is ongoing. NHS Tayside has a national reputation for models of service development, health informatics and quality improvement.

More information on the HSCPs can be found at

Angus: [https://www.angushscp.scot/](#)

Dundee: [https://www.dundeehscp.com/](#)

Perth & Kinross: [https://www.pkc.gov.uk/integration](#)

There are two hospitals which admit acute general medical patients and provide in-patient services; Ninewells Hospital, Dundee and Perth Royal Infirmary. Mental health in-patient facilities for general adult psychiatry are based within the Murray Royal Hospital in Perth and the Carseview Centre, Ninewells Hospital, Dundee. The hospitals are 20 miles apart and there is a direct bus service to facilitate travel. There are a number of intermediate care hospitals in Angus and Perth & Kinross which also provide out-patient services. Ninewells Hospital and Medical School is a large teaching hospital for the University of Dundee, and houses most medical and surgical disciplines with supporting laboratory services. Stracathro Hospital has been developed as an outpatient diagnostic and treatment centre.

Further information about NHS Tayside can be found at [https://www.nhstayside.scot.nhs.uk/](#)

If you are thinking about joining us from overseas, further information can be found at [https://www.scotland.org/work/career-opportunities/healthcare](#)

**Teaching and Training Opportunities**

NHS Tayside has one of the largest and most successful teaching hospitals in Scotland. The University of Dundee Medical School was ranked 1st in the UK 2021 Complete University Guide. We have a growing national and international reputation for medical teaching and research and are recognised as a centre of excellence.

We successfully train Doctors, nurses and other healthcare professionals from all of the UK and the world, many of whom choose to remain in employment with NHS Tayside and continue to contribute to the development of the organization, promoting new techniques and going on to train the doctors, surgeons and nurses of tomorrow.

NHS Education for Scotland (NES) and NHS Tayside recruits junior medical staff both UK and worldwide. We are committed to providing a high standard of medical education and are able to offer training in a variety of specialties at foundation and specialty level, with the majority of training posts in the East of Scotland rotating through our Tayside Hospitals and Raigmore in Inverness.

Information regarding training with links to the appropriate UK websites can be found at [https://www.scotmt.scot.nhs.uk/](#) and [https://nes.scot.nhs.uk/](#)

We enjoy close links with the University of Dundee ([https://www.dundee.ac.uk/](#)) whose Medical School is renowned for preparing its medical students to become world-class doctors. Alongside NHS Tayside, the University of Dundee offers start-of-the-art medical teaching facilities including lecture theatres, seminar rooms, clinical skills training area, simulation rooms, computing suites, as well as library facilities at the main campus and within UDOTS on the Ninewells Site.

**What we can offer you**

Working with NHS Tayside offers a variety of opportunities and benefits:

* Access to the NHS pension scheme
* Assistance relocating to Tayside
* NHS Tayside is an equal opportunities employer and promotes work-life balance and family-friendly policies
* A Beautiful setting to live and work and to take time out after a busy day or week
* A wide range of affordable housing and some of the best schools in Scotland
* Access to a transport network offering easy travel links to the rest of the UK
* Offers and discounts through [https://www.nhsstaffbenefits.co.uk/](#) and [https://www.bluelightcard.co.uk/](#)
* Access to corporate passes and staff lottery through Tayside TREATS
* Supportive staff health and wellbeing services
* On-site accommodation at Ninewells Hospital

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| **Section 4: Departmental and Directorate Information** |

**General Adult Psychiatry (GAP) services in Tayside**

Angus, Dundee and Perth & Kinross Integrated Joint Boards (IJBs) are responsible for the commissioning and provision of MH care to the population living in their catchment areas. The care is delivered through the respective Health and Social Community Health Partnerships (HSCPs) which work in collaboration with NHS Tayside under the oversight of the Mental Health and Wellbeing Integrated Leadership team providing support for all MH services across Tayside.

General Adult Psychiatric (GAP) community services in Angus are provided by two Community Mental Health Teams (CMHT), North and South, with an aligned 20 bed in-patient service provided within Mulberry ward at the Carseview Centre in Dundee; the Dundee GAP service is delivered by two CMHTs, East and West, with 40 in-patient beds identified for patients from Dundee within the Carseview Centre (Wards 1 and 2). Carseview also provides the base for the Crisis Resolution and Home Treatment Teams, as well as the 10 bedded Tayside Intensive Psychiatric Care Unit.

The Perth & Kinross GAP service is provided by three sector based CMHTs, North, South, and City teams. There are 22 acute in-patient beds in Moredun Ward at the Murray Royal Hospital.

The Murray Royal Hospital site also provides inpatient beds for Psychiatry of Old Age for Perth and Kinross; the Tayside Substance Misuse Service in-patient beds, and the regional services for Forensic Psychiatry.

The management structure for Mental Health Services in Tayside reflects a strong partnership approach to clinical leadership and management between the three Integrated Joint Boards (IJBs) for Perth & Kinross, Dundee and Angus; and NHS Tayside. The Leadership of Mental Health Services is supported by Tayside Integrated Leadership Group. Strategy development for mental health services across Tayside is led by Perth and Kinross IJB under the leadership of the Chief Officer, Jacquie Pepper.

**The Tayside Mental Health strategy**

‘Living Life Well’, the new Tayside-wide strategy to improve mental health and learning disability services was launched on 25 February 2021.

The strategy was developed following a programme of work with more than 600 local stakeholders, including people with lived experience, their families and carers along with voluntary and third sector organisations, NHS Tayside staff, local authorities and Police Scotland.

It is one of the key actions from Tayside’s Listen Learn Change action plan which was developed in response to the Independent Inquiry into mental health services in Tayside which was published in February 2020.

Stakeholders have been pivotal in the development and delivery of the strategy from the early idea stage where those with an interest in mental health and learning disability services initially came together to share what they wanted services to look like in the future.

The strategy’s title ‘Living Life Well – A Lifelong Approach to Mental Health in Tayside’ was chosen by stakeholders who are members of the Mental Health and Wellbeing Communications and Engagement group. The full strategy and a summary document are available to view on the Living Life Well website at [www.livinglifewelltayside.scot.nhs.uk](#).

In order to deliver Living Life Well, an exciting comprehensive transformational change process is currently underway across all mental health services delivered by partner agencies and services across the Tayside region in collaboration with service users, families/carers and persons with lived experience.

Applicants interested in the QI / service improvement roles will provide medical expertise and leadership support to this exciting change programme across the whole pathway of adult mental health, from community service delivery to acute hospital care.

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| **Section 5: Main Duties and Responsibilities** |

**Job Title: Consultant Psychiatrist in General Adult Psychiatry**

Newly appointed consultants will be fully supported at every stage of their personal development and future career pathway. Consultants appointed at the start of their consultant careers will be supported by the offer of individual mentorship. The development of close professional links with multidisciplinary colleagues working across Tayside wide health services will be strongly encouraged. You will join us at a pivotal and exciting point as we redesign our services to deliver the highest quality mental health service in Scotland.

**Post Summary (community posts):**

In collaboration with the multidisciplinary community mental health teams, to provide a comprehensive specialist general mental health service for a sector based working age adult population of Tayside (Perth and Kinross or Angus)

To provide consultant level psychiatric care for a defined population including routine outpatient assessment and treatment.

To undertake duties as an Approved Medical Practitioner under the terms of the Mental Health Care and Treatment (Scotland) Act.

To undertake duties as agreed through annual job planning and other duties with agreement of the leadership team.

The post may require the provision of psychiatric court reports and assessments in conjunction with incapacity legislation.

To participate in the Tayside consultant on-call rota

**Post Summary (inpatient posts):**

In collaboration with the ward based multidisciplinary community mental health teams and your fellow consultants, provide consultant level care to patients admitted to your aligned ward within the Carseview Centre.

To provide senior clinical leadership to the inpatient ward in collaboration with the ward managers and fellow consultants and clinical leaders

To undertake duties as an Approved Medical Practitioner under the terms of the Mental Health Care and Treatment (Scotland) Act.

To undertake duties as agreed through annual job planning and other duties with agreement of the leadership team.

The post may require the provision of psychiatric court reports and assessments in conjunction with incapacity legislation.

To participate in the Tayside consultant on-call rota

**Clinical:**

**Community based posts**

* General psychiatry outpatient clinics. Multidisciplinary care planning and review of patients engaged with the CMHT, including home assessments where necessary
* Special interest sessions may be available depending on the interests of the consultant and needs of the service.

**General inpatient post**

* Provide consultant level clinical care to patients admitted to the Carseview Centre within a defined catchment area.
* Cross cover on an equitable basis with other consultants providing inpatient acute care

**Out of Hours Commitments:**

* Out of hours cover is provided on a pan Tayside on call rota. Successful candidates would be expected to join this on call rota.

**YOUR ROLES**

**Provide high quality care to patients:**

* Maintain GMC specialist registration and hold a licence to practise
* Develop and maintain the competencies required to carry out the duties of the post
* Ensure patients and families are involved in decisions about their care and respond to their views

**Research, Teaching and Training:**

* Where possible to collaborate with academic and clinical colleagues to enhance NHS Tayside’s research portfolio, at all times meeting the full requirements of Research Governance
* To provide high quality teaching to medical undergraduates and members of other health care professions as required by the Operational Medical Director
* To act as educational and/or clinical supervisor and appraiser as delegated by the Clinical Director to ensure external accreditation of training posts with an appropriate allocation of SPA time for these roles

**Medical Staff Management:**

* To work with colleagues to ensure junior doctors’ hours are compliant in line with EWTD and New Deal
* To ensure that adequate systems and procedures are in place to control and monitor leave for junior medical staff and to ensure that there is appropriate cover within the clinical areas, including on-call commitments
* To participate in the recruitment of junior medical staff as and when required
* To participate in team objective setting as part of the annual job planning process

**Governance:**

* Participate in clinical audit, incident reporting and analysis and to ensure resulting actions are implemented
* Ensure clinical guidelines and protocols are adhered to by doctors in training and updated on a regular basis
* Keep fully informed about best practice in the specialty areas and ensure implications for practice changes are discussed with the Clinical Director
* Role model good practice for infection control to all members of the multidisciplinary team

**Strategy and Business Planning:**

* To participate in the clinical and non-clinical objective setting process for the directorate

**Leadership and Team Working:**

* To demonstrate excellent leadership skills with regard to individual performance, clinical teams and NHS Tayside and when participating in national or local initiatives
* To work collaboratively with all members of the team
* To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties
* Adhere to NHS Tayside and departmental guidelines on leave including reporting absence
* Adhere to NHS Tayside values

**Section 6: Person Specification**

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| **REQUIREMENTS** | **ESSENTIAL** | **DESIRABLE** |
| **Qualifications and Training** | MBChB or equivalent  GMC registered medical practitioner  Licence to practice  CCT or CESR in General Adult Psychiatry.  GMC UK Specialist Register or within six months of attaining CCT or CESR(CP)  Recognised equivalent overseas training, experience and qualification may be considered. | Post-graduate qualification e.g. MD/ PhD/MSc  Approval under section 22 of the Mental Health Care and Treatment (Scotland) Act. |
| **Experience** | Extensive experience in the assessment and management of mental health disorders affecting the adult population. | Experience working with complex presentations. |
| **Ability** | Ability to take full responsibility for independent management of patients.  Ability to communicate effectively and clearly with patients and other team members  Able to assess and manage risk.  Able to manage competing demands on time.  Able to work effectively and compassionately with families, carers | Able to formulate complex cases. |
| **Academic Achievements** | Evidence of understanding of research methodology. | Evidence of poster or oral presentations at national or international meetings  Evidence of research and publications in peer reviewed journals  Track record of peer-reviewed publications |
| **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  Higher Degree/ Diploma in teaching |
| **Motivation** | Evidence of commitment to:  Patient-focused care  Continuous professional development and life-long learning  Effective and efficient use of resources | Desire to develop services for patients |
| **Team Working & Management** | Ability to work in a team with colleagues in own and other disciplines  Ability to organise time efficiently and effectively  Reliability  Excellent communication skills | Ability to motivate team  Evidence of previous managerial training and experience  Ability to work in service development compatible with NHS Scotland drive to rationalise treatments in line with realistic medicine |
| **Circumstances of Job** | May be required to work at any of NHS Tayside’s sites.  Flexible approach to service delivery |  |

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| **Section 7: NHS Tayside – Indicative Job Plans** |

**Post:** 1 and 2 **Consultant in Community General adult Psychiatry**

**Specialty:** GAP

**Contract:** Full time

**Availability Supplement:** 5%

**Out-of-hours:**  c 1 in 14,

**Managerially responsible:** Operational Medical Director for MH and LD.

**Indicative Job Plan at 10 PA’s**

This timetable is purely indicative of an expected timetable at 7.5 PA’s DCC. The department fully supports the RCPsych guidance on job planning within College Report 207.

Out-patient work/home visits 4 PA’s

Clinical administration 1 PA

Multidisciplinary team meeting 1PA

/support for team members

Emergency Clinical work 1 PA

Mental Health Act work 0.5PA

/complex patient reviews 0.5

Supporting professional activities 2.5 PA’s

To include Thursday am departmental educational meeting, trainee supervision and teaching , ‘core’ QI activity related to the post, appraisal and job planning

**Additional SPA time is available depending on the aspirations of the appointee and needs of the wider service.**

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| **DAY** | **HOSPITAL/ LOCATION** | **TYPE OF WORK** |
| **Monday** |  | 09.00-9:30 Consultant meeting / weekly huddle  09.30-13:00 Flexible clinical work  13.00-1700 Out patient clinic |
| **Tuesday** |  | 0900-13.00 Team meeting and supervision  1400-1700 Clinical admin |
| **Wednesday** |  | 0900-1300 New OP clinic / with trainee  1300-1700 SPA |
| **Thursday** |  | 0900-13.00 Core SPA- Tayside CPD programme  13:00-17:00 OP Clinic |
| **Friday** |  | 0900-12.30 SPA  13.00-1500 Urgent DCC  15:00-1700 SPA |

**Post:** **3** **Consultant in Acute Inpatient General adult Psychiatry**

**4 (IPCU)** will reflect post 3 but including 6 DCC

**Specialty:** GAP

**Contract:** Full time

**Availability Supplement:** 5%

**Out-of-hours:**  c 1 in 14,

**Managerially responsible:** Operational Medical Director for MH and LD.

**Indicative Job Plan at 10 PA’s**

This timetable is purely indicative of an expected timetable at 7.5 PA’s DCC. The department fully supports the RCPsych guidance on job planning within College Report 207.

Ward-based clinical activity: 5 PA’s

including clinical decision meetings and interviewing patients and carers

Mental health legislation work 2 PA’s

Clinical administrative tasks 0.5 PA

Supporting professional activities 2.5 PA’s

To include Thursday am departmental educational meeting, trainee supervision and teaching , ‘core’ QI activity related to the post, appraisal and job planning

**Additional SPA time is available depending on the aspirations of the appointee and needs of the wider service as outlined in this job description**

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| **DAY** | **HOSPITAL/ LOCATION** | **TYPE OF WORK** |
| **Monday** |  | 09.00-9:30 Ward Huddle  09.30-17:00 Ward based clinical activity |
| **Tuesday** |  | 09.00-9:30 Ward Huddle  09.30-17:00 Flexible DCC |
| **Wednesday** |  | 09.00-9:30 Ward Huddle  09.30-13:00 Flexible DCC  1300-1700 SPA |
| **Thursday** |  | 09.00-9:30 Ward Huddle  09.30-13.00 Core SPA- Tayside CPD programme  13:00-17:00 Ward based work |
| **Friday** |  | 09.00-9:30 Ward Huddle  09.30-12.30 SPA  13.00-1500 Ward based DCC  15:00-1700 SPA |

The Job Plan is a provisional outline and will be negotiable and agreed between the successful applicant, and the Clinical Director / Operational Medical Director. The described post is a standard full-time post of 10 PAs. It would be expected that a number of Supporting Professional Activity (SPA) sessions would be available depending on the professional interests of the successful applicant. Clinical sessions and associated responsibilities will be correspondingly adjusted. A standard ‘tariff’ for appraisal/revalidation and for audit, clinical governance, job planning, internal routine communication and management activities included. As a major teaching and research contributor, NHS Tayside would expect to allocateadditional SPA time for activities to do with undergraduate education, educational supervision of trainee medical staff, research, service development and other activities. These are all areas where NHS Tayside has a strong commitment and we recognise the contribution that consultants are both willing and eager to make.

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| **Section 8: Contact Information** |

Informal enquiries on all opportunities are strongly encouraged and should initially be made to:

**Dr Peter Le Fevre, Consultant Psychiatrist**

**Operational Medical Director, NHS Tayside**

[peter.lefevre@nhs.scot](#)

**Dr Gordon Cowan, Consultant Psychiatrist**

**Clinical Director, Acute Adult Mental Health**

[gordon.cowan2@nhs.scot](#)

Application Process:

To apply for this post please complete the application via [https://apply.jobs.scot.nhs.uk/](#). NHS Scotland does not accept CV’s in addition to/instead of a completed application form. Your CV will not be provided to the interview panel for shortlisting. NHS Tayside is unable to accept written applications; all applications must be submitted via eRecruitment system, jobtrain.

All adverts will close at midnight on the advertised closing date.

**Regulatory Body: General Medical Council & General Dental Council:** In the UK, the General Medical Council (GMC) and the General Dental Council (GDC) are the public bodies that maintain the official register of medical and dental practitioners within the United Kingdom. Their chief responsibility is to “protect, promote and maintain the health and safety of the public” by controlling entry to the register, and suspending or removing members when necessary. It also sets the standards for medical schools in the UK. To practice medicine and dentistry in Scotland, you must have a valid GMC/GDC Registration with a Licence to Practice – this is known as Full Registration. To find out more visit the [GMC website](#).

Appointment to a substantive consultant post in the UK National Health Service requires the applicant to be listed on the [General Medical Council (GMC) Specialist Register](#). Doctors with a Certificate of Completion of Training (CCT) or a Certificate of Eligibility for Specialist Registration via the Combine Programme (CESR)(CP) who have completed an approved training programme in the UK and are eligible for entry onto the Specialist Register. Applicants can be short-listed if they are within six months of obtaining a CCT, CESR (CP) and must have written evidence of the confirmed date.

You may be eligible for direct entry onto the Specialist Register if you are a national of an EEA country (or Switzerland) and you have a specialist medical qualification that is acceptable for mutual recognition. Alternatively, the applicant should possess a Certificate of Eligibility for Specialist Registration (CESR). A CESR enables doctors who have not completed an approved UK training programme to demonstrate their knowledge, skills and experience are equivalent to the relevant CCT curriculum to join the Specialist Register. Further information is available for those interested in the CESR route: [https://www.rcpsych.ac.uk/international/CESR](#)

We are a Skilled Worker visa sponsorship employer and as such, welcome applications from international candidates. Further information can be found at [https://www.gov.uk/skilled-worker-visa](#)

NHS Tayside is proud to be a Disability Confident Employer and is committed to the employment and career development of people with disabilities and will interview applicants who consider themselves to have a disability and who meet the ‘minimum criteria’ for a job vacancy. A request under the ‘Job Interview Guarantee’does not guarantee a job. It allows the opportunity to apply for a vacancy and be interviewed.

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| **Section 9: Terms and Conditions of Employment** |

This appointment is offered on the terms and conditions of service of the Consultant Contract in accordance with the Hospital Medical & Dental Staff (Scotland) and current General Whitley Council. Further information can be found here [https://www.msg.scot.nhs.uk/pay/medical](#)

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| **JOB TITLE** | Consultant General Adult Psychiatrist |
| **TYPE OF CONTRACT** | Permanent / Fixed Term |
| **Hours of work** | 10 PAs (40 hours per week full time) |
| **Location** | To stated role. You may be required to work at any of NHS Tayside sites as part of your role. |
| **Salary** | £91,474 to £121,548 per annum (pro rata if applicable)  Placing on the salary scale will be on the minimum point unless the successful applicant has previous experience in a NHS Consultant post or previous non-NHS experience equivalent to that gained in a NHS Consultant post.  Salary is paid monthly by Bank Credit Transfer into a UK bank account |
| **Arrangement of Duties** | To be organised through Job Planning after appointment |
| **Leave** | 33 days annual leave and 8 public holidays |
| **References** | Jobs are offered following receipt of two satisfactory written references. At least one reference must be from your current/most recent employer. |
| **Occupational Health Check** | All appointments will be made subject to the receipt of a satisfactory Pre-Employment Occupational Health Check |
| **Superannuation** | New entrants to NHS Tayside who are aged over sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to “opt out” arrangements can be made to do this via [https://pensions.gov.scot/nhs](#) |
| **General Provisions** | You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions, you are expected to observe the organisation’s agreed policies and procedures and to follow the standing orders and financial instruction of NHS Tayside, in particular, where you manage employees of the organisation, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary. |
| **Removal Expenses** | Assistance with removal and associated expenses may be awarded |
| **Tobacco Policy** | NHS Tayside operates a No Smoking Policy in all premises and grounds |
| **Disclosure Scotland** | This post is considered to be in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership |
| **Confirmation of Eligibility to work in the UK** | NHS Tayside has a legal obligation to ensure that it’s employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdon. Before any person can commence employment with NHS Tayside they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until right to work in the UK has been verified. |
| Rehabilitation of Offenders Act 1974 | The Rehabilitation of Offenders Act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section $ of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment. Failure to disclose such convictions could result in dismissal or disciplinary action by NHS Tayside. Any information given will be completely confidential. |
| **Medical Negligence** | In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board indemnity will cover only Health Board responsibilities. Paragraph 63 of the General Medical Council’s Good Medical Practice requires you to have the adequate insurance or indemnity cover. You may wish to consider taking out additional medical indemnity e.g with a Medical Defence Organisation to ensure that you have indemnity for the whole of your practice. |
| **HEALTH AND SAFETY** | 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 Tayside 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. |
| **Notice** | Employment is subject to three months’ notice on either side, subject to appeal against dismissal |
| **Social Media Policy** | You are required to adhere to NHS Tayside’s Social Media policy, which highlights the importance of confidentiality, professionalism and the acceptable behaviours when using social media. It sets out the organisation’s expectation to safeguard staff in their use of social media |
| **Responsibility for Records Management** | All records created in the course of the business of NHS Tayside are corporate records and are public records under the terms of the Public Records (Scotland) Act 2011. This includes email messages and other electronic records. It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with the NHS Tayside Records Management Policy and with any guidance produced by NHS Tayside specific to your employment. |