#### JOB DESCRIPTION

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| **JOB IDENTIFICATION** |
| Job Title:Clinical Fellow    Accountable to: Clinical Lead - LD Psychiatry Service, Lynebank Hospital.  Location: Lynebank Hospital, Dunfermline  Term: 1 year  Time Commitment: Full Time  Remuneration: £36,472 - £48,251 (plus banding supplement for out of hours rota)  Qualifications: Completion of Foundation Programme (UK)  Full Registration GMC |

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| **2. JOB PURPOSE** |
| This is a fixed-term 12 month full-time post based at Lynebank Hospital in Dunfermline, offering the opportunity to work in both hospital and community-based settings. Part time may be considered.  Opportunities are available to work in the following:  1 - Mayfield ward – an Assessment and Treatment unit for adults with ID who present with mental disorder (including psychosis, depression, anxiety, OCD, EUPD, ASD, ADHD and genetic syndromes) and/or behavioural challenges needing admission for assessment and treatment. Opportunities could also be available to work with those with forensic problems.  The established Mayfield MDT includes Psychiatry, Nursing, Clinical Psychology, Speech and Language Therapy, Occupational Therapy, Dietetic, Pharmacy and Art Psychotherapy. We also have close links with our partners in Social Work.  2 – A Community LD Team – either East or West Fife CLDT as well as with the Additional Support Team.  There will be opportunities to observe and contribute to the setting up of Positive Behavioural Support Plans, communication guidelines and Functional Skills Assessments and person-centred activity timetables.  Reflective practice is encouraged. You will have an opportunity to attend a Balint group as well as participate in trauma informed formulation meetings, ‘how’s it going’ meetings and undertake ‘Keeping Trauma in Mind’ training.  Systemic practice is also encouraged, an example being the use of the Care Programme Approach for complex cases.  Opportunities will be available to learn more about legal frameworks e.g. the Mental Health Act, AWI Act as well as Adult Support and Protection guidelines.  Experience with the LD Epilepsy service and also with the Child LD Service may also be available depending on learning needs.  Weekly supervision is encouraged with your named Clinical supervisor for one hour involving clinical discussions, pastoral support, career advice and WPBAs.  Dedicated secretarial support is available as is PC and laptop, mobile phone, digital dictation and a shared office. Working from home on occasion could also be possible. |

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| **3. DUTIES OF THE POST** |
| The timetable specific to the post holder will be agreed on appointment. Most of the time is scheduled for clinical commitments in Lynebank Hospital as well as in the allocated community patch – both under the clinical supervision of a Consultant Psychiatrist.  This post also encompasses a hybrid out-of-hours rota component which attracts top-up remuneration, offering the applicant extensive and varied mental health experience with the Fife Unscheduled Care Assessment Team (UCAT), based at Whyteman's Brae Hospital.  Additionally, the post-holder will also contribute to the daytime rota at Lynebank Hospital during core hours 9am-5pm, and attend the daily 'huddle' when available.  4 hours per week are devoted to Personal and Professional Development, including the following (all of which can attract valuable points when applying for subsequent training in Psychiatry:  (i) Teaching medical students (with opportunities to develop, implement and provide regular teaching to medical students);  (ii) Clinical teaching skills development via the Clinical Educator Programme (CEP);  (iii) Participation in Quality Improvement work (with opportunity to develop, lead, monitor and present QI work locally).  Previous Clinical Fellows have developed substantial interests in these areas culminating in CEP accreditation, nomination for teaching awards, national presentations and publications, and participation in undergraduate examinations etc.  Please do not hesitate to contact Dr John Russell, Clinical Lead for LD Psychiatry at Lynebank Hospital for further information on [john.russell4@nhs.scot](#). |

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| **PERSON SPECIFICATION** | | | |
|  | **ESSENTIAL** | **DESIRABLE** | **WHEN EVALUATED** |
| **Qualifications** | Successful completion of UK Foundation Programme at time of application | Distinction, prizes or honours during Postgraduate training | Application form |
| **Experience** | Recent development in areas of acute care and a medical specialty and have an interest in Psychiatry. | Well-presented log book or professional portfolio  Experience working in Psychiatry  Experience in working with those with an intellectual disability | Application  form/Interview |
| **Eligibility** | Eligible for full registration with the GMC at time of appointment and hold a current licence to practice.  Evidence of achievement of postgraduate medical training in line with GMC standards/Good Medical Practice. |  | Application form/Interview |
| **Teaching** | Enthusiastic in teaching clinical skills in the workplace or training environment.  Evidence of contributing to teaching & learning of others | Has successfully completed a ‘training the trainers’ or ‘teaching skills’ course | Application  form/Interview |
| **Fitness To**  **Practise** | Is up to date and fit to practise safely |  | Application form  References |
| **Academic/ Research Skills** | Research Skills:  Demonstrates understanding of the basic principles of audit, clinical risk management & evidence-based practice  Understanding of basic research principles, methodology & ethics, with a potential to contribute to research  Audit: Evidence of active participation in audit | Evidence of relevant academic & research achievements  e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements  Evidence of participation in risk management, research or leading QI projects. | Application Form  Interview |

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|  | **ESSENTIAL** | **DESIRABLE** | **WHEN EVALUATED** |
| **Personal**  **Skills** | **Judgement Under Pressure:**  • Capacity to operate effectively under pressure & remain objective In highly emotive/pressurised situations  • Awareness of own limitations & when to ask for help  **Communication Skills:**  • Capacity to communicate effectively & sensitively with others  • Able to discuss treatment options with patients in a way they can understand  • Excellent written and verbal communication skills  **Problem Solving:**  • Capacity to think beyond the obvious, with analytical and flexible mind  • Capacity to bring a range of approaches to problem solving  **Situation Awareness:**  • Capacity to monitor and anticipate situations that may change rapidly  **Decision Making:**  • Demonstrates effective judgement and decision- making skills  **Organisation & Planning:**  • Capacity to manage time and prioritise workload, balance urgent & important demands, follow instructions  • Understands importance & impact of information systems | Motivated and able to work with distant supervision as well as within a small team under appropriate guidance | Application Form  Interview  References |
| **Personal**  **Skills contd…** | Excellent interpersonal skills  Evidence of ability to present oneself in an organised, professional manner  Evidence of understanding of the importance of team work  Experienced with Microsoft Word including PowerPoint, word-processing and spreadsheet software |  | Application Form  Interview  Reference |
| **Probity** | **Professional Integrity:**  Takes responsibility for own actions  Demonstrates respect for the rights of all  Demonstrates awareness of ethical principles, safety, confidentiality & consent |  | Application Form  Interview  References |

Author : John Lowe, Medical Education

Adapted January 2018, Kerri Baker, Clinical Lead for Acute Medicine

Adapted June 2021 by Dr John Russell, Clinical Lead for LD Psychiatry.