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| Grade | Consultant Psychiatrist in Medical Psychotherapy |
| Location | Coatbridge Health Centre, Coatbridge |
| Hours / PA’s | 8PAs per week |
| Salary Scale | £96,963-£128,841 |
| Interview Date | 08/03/2024 |

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| Your application | Thank you for expressing an interest in the above job within NHS Lanarkshire.  All applications for the job are made through [https://apply.jobs.scot.nhs.uk/vacancies.aspx](#) Guidance notes for the completion of the Medical & Dental Application Form are available on the advert. Please note CV’s will not be accepted.  Please follow the link below should you wish any further information on NHS Lanarkshire  [Recruitment | NHS Lanarkshire (scot.nhs.uk)](#)  NHS Lanarkshire are happy to consider requests for this publication to be in another accessible format i.e. large print, braille, etc.  Please contact us via either of the undernoted methods clearly stating which format is required:  **For any application queries, please contact**  **Nicole Hetherington, Senior** **HR Assistant on 01698 754350 or email** [**medical.dentalconsultant@lanarkshire.scot.nhs.uk**](#)  Should you require further information regarding this post you can contact the HR Medical & Dental team or make informal enquiries with the department using the contact details below: | | |
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| Additional Arrangements | Informal enquiries regarding this post will be welcomed by: - | | |
| Dr Adam Brodie | Associate Medical Director | 01698 753 820 |
| Ms. Tracy Coyle | General Manager | 01698 366 915 |
| Dr Christopher Sheridan | Clinical Director | 01698 366 740 |
| Dr Richard Taylor | Consultant Psychiatrist | 01698 754 435 |
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| Date when the post is Vacant | The post is vacant immediately and a start date will be agreed with the successful candidate. | | |
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| NHS Lanarkshire | For further information regarding NHS Lanarkshire and its hospitals, please visit our website: - https://www.nhslanarkshire.scot.nhs.uk/ | | |
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| We are an Equal Opportunities Employer and Disability Confident Employer. | | | |
| **Integrated Health and Social Care Partnerships**  Legislation requiring the integration of health and social care came into effect in April 2016. This resulted in significant change to the way we care for and improve the health of our people in their community. NHS Lanarkshire has 2 Health and Social Care Partnerships one in the North and one in the South.  NHS Lanarkshire, our Local Authority Partners in North and South Lanarkshire Councils, our third sector partners and the people of Lanarkshire recognise the importance of a system of health and social care that is robust, effective and efficient and which reliably ensures a high quality of support and care which is the right of the people of Lanarkshire.  Further details on the Integration of Adult Health and Social Care are available at: www.scotland.gov.uk/publications/2012/07/5082/0  **The Monklands Replacement Project team welcome approval of Wester Moffat as preferred site for new hospital**  The Monklands Replacement Project (MRP) team are delighted that Wester Moffat has been selected as the preferred site for the new, state-of-the-art University Hospital Monklands. This will be Scotland’s first digital hospital and through the use of available technologies, we will enhance the patient journey and staff experience. The project team look forward to working with all stakeholders and will share our exciting plans in the coming months to ensure the public and our staff are fully aware of developments and can continue to provide input.  Exciting plans to replace University Hospital Monklands with a new landmark facility have taken a giant leap forward following Scottish Government approval of the outline business case.  The approval gives NHS Lanarkshire and the people of Lanarkshire an extra special reason to celebrate the NHS’s 75th Anniversary as they look to a future with a trailblazing fully digital hospital set to be the most advanced in Scotland when it opens.  The new hospital is a hugely significant capital project with massive benefits for healthcare, the economy and local community across Lanarkshire and Scotland.  Following a thorough review at the highest levels, including support from the First Minister, the Scottish Government has invited NHS Lanarkshire to submit a full business case for the Monklands Replacement Project (MRP). The final programme timescales and cost will be agreed when the full business case is submitted in 2024. | | | |

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| **Management Structure** | The supporting operational and clinical management structures are focused on enhancing patient safety, quality improvement and local delivery at hospital level, with visibility of clinical leadership and support for individual professional accountability. Our Medical Managers will provide professional leadership to medical staff, ensuring that they are effectively developed, organized, integrated and managed to support the strategic aims of each Division and meet the needs of the patient. |
| Management Structure Overview (HSCPs) | |

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| **POST INFORMATION** | |
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| The Post | This is an 8PA, substantive vacancy for a Consultant Psychiatrist in Medical Psychotherapy with an exciting opportunity to be involved in the delivery, and further development of Medical Psychotherapy services, in North Lanarkshire. Applications are invited from holders of the Certificate of Completion of Training (CCT) (or those within six months of obtaining CCT at time of interview). Also, Certificate of Eligibility for Specialist Registration (CESR) route doctors in Medical Psychotherapy (CESR must be awarded at time of interview).  The North Lanarkshire Psychotherapy Service is based in Coatbridge Health Centre, Coatbridge. It offers a tertiary psychotherapy service for all patients within the North Lanarkshire catchment area. Referrals come from the aligned North Lanarkshire General Adult CMHTS, Older Adult Psychiatry patients under 70-years with no cognitive impairment, and Clinical Psychology colleagues in the North Lanarkshire PTTs.  The theoretical orientation of the department is Psychodynamic. Following assessment, patients are seen for brief (16 to 24 sessions) or longer-term psychodynamic individual therapy or group therapy.  The catchment area for the North Psychotherapy Team covers approx. half the population of Lanarkshire (approx. 280,000). Referrals come from consultant psychiatrists, clinical psychologists and from senior members of the Community Mental Health Teams. Close working relationships exist with consultant colleagues across North Lanarkshire. At present, the service does not take direct referrals from primary care.  In addition to direct clinical work, the psychotherapy service in Lanarkshire has always placed a strong emphasis on supporting therapeutic work of other staff working in the mental health field through liaison work, teaching and supervision. It is expected that the successful candidate would provide medical leadership to the department.  The successful candidate will also be able to partake in a well-established academic internal teaching programme which takes place fortnightly. This is well attended by Consultants from all specialties, and Core and Higher Psychiatry trainees. This programme supports CPD requirements for appraisal purposes.  NHS Lanarkshire understands the importance of and is committed to supporting attendance at peer supervision. There are supervision networks and groups that the successful candidate is likely to be invited to attend and the development of close links with the Consultant psychotherapist in the South team is encouraged.  The precise details of the job plan will be dependent on the successful candidate’s subspecialty training and interests. The successful candidate will also take part in the Lanarkshire wide Consultant on call rota (with an on-call frequency of 1/40). The post holder will cover colleagues in line with arrangements set out in the National Terms and Conditions.  The job is offered as a part-time post on an 8 PA basis. EPA’s may be available to undertake additional outpatient and/or procedure sessions or management activity.  All new substantive Consultants (including this 8PA post) are initially offered a minimum of 1 PA for personal development in relation to appraisal and revalidation, but this will be reviewed within 3 months (or earlier if required) of appointment and revised upwards if additional responsibilities have been undertaken. NHS Lanarkshire is supportive of applications from individuals with well-developed ideas for improving services who can demonstrate a commitment to quality improvement, patient safety (including human factors training), Medical Education and Research & Development. Additional SPA time (up to 2 PAs in total) can be incorporated into the job plan depending on the time required to support the successful candidate’s professional activities and the needs of the service  The Board has a well-established, bespoke Medical Education and Training Centre with simulation facilities and is developing a faculty for Human Factors training. We have a strong commitment to Patient Safety and Quality Improvement with an increasing number of consultants who are trained Patient Safety Fellows.  Applicants who can demonstrate a commitment to any of the above areas and wishing to commence on more than 1 PA for SPA duties should discuss proposals with the identified Lead contact and Service Medical Manager (Associate Medical Director or Divisional Medical Director). |
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| General Provisions | NHS Lanarkshire Medical Psychotherapy Services are managed as an area wide service but have autonomous, independent, North and South Medical Psychotherapy Departments, reporting to the Executive Director for North CHP which hosts both Mental Health and Children’s Services. The service management team comprises the General Manager, Clinical Director and Service Manager. Service accountability is through regular performance review meetings with Executive Directors and the Mental Health and Learning Disability Service Improvement Board. The Service has its own Clinical Governance structure and reports to the MH and LD Clinical Governance Committee.  The North Lanarkshire Psychotherapy Service has a strong psychodynamic therapeutic orientation, offering individual and group therapy modalities. Currently, it comprises a 2 PA Consultant Psychiatrist in Medical Psychotherapy offering CBT, 3 members of nursing staff who are trained, psychodynamically as nurse therapists, and admin support. The successful applicant will join this team as an 8PA Medical Psychotherapist in Psychodynamic Psychotherapy. Coatbridge Health Centre has adequate space for both individual and group interventions/ team meetings, as well as office space for staff with access to the appropriate IT facilities. There are facilities to undertake therapy sessions by Near Me, if needed.  You will be directly accountable to the Clinical Director, who'll negotiate your indicative and ongoing job plan, on a yearly basis. |
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| Health and Safety | You are required to comply with NHS Lanarkshire Health and Safety Policies. | |
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| Junior Medical Staff | You will be responsible for the training and supervision of Junior Medical staff who work with you, and you will be expected to devote time to this on a regular basis. In addition, you will be expected to ensure that staff have access to advice and counselling. If appropriate, you will be named in the contracts of doctors in training grades as the person responsible for overseeing their training and as the initial source of advice to such Doctors on their career. | |
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| Resources  Other Consultants | The following department resources are available: - | |
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| **South Lanarkshire Psychotherapy Service** | |
| Dr Richard Taylor | Consultant Psychiatrist in Medical Psychotherapy |
| Ms. Caroline Lennon | Consultant Nurse Therapist |
| Mr. Gordon Russell | Consultant Nurse Therapist |
| Ms. Hannah McIlvean | Senior Nurse Therapist |
| Ms. Nicola Storey | Team Secretary |
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| **North Psychotherapy Team** | |
| This Post | Consultant Psychiatrist in Medical Psychotherapy: Psychodynamic |
| Dr Christopher Sheridan | Consultant Psychiatrist in Medical Psychotherapy: CBT |
| Ms. Lorraine McGuiness | Senior Nurse Therapist |
| Mr. William Bruce | Senior Nurse Therapist |
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| Ms. Susan Whyte  General Adult  North  General Adult  South  Rehabilitation Services  Forensic Services  Old Age Psychiatry  Learning Disability  Liaison Psychiatry  The Eating Disorders Service | Team Secretary  Dr Stephen Davidson (IPCU)  Dr Farkhanda Hassan (Bellshill)  Dr Matthew Cordiner (Motherwell)  Dr Irfan Jehangir (Coatbridge)  Dr Sudhir Vusikala (Coatbridge)  Dr Ana Lopez (Airdrie)  Dr Fayyaz Ahmad (Cumbernauld)  Dr Elizabeth Spence (Cumbernauld)    Dr Anshu Bhatia (Clinical Director, East Kilbride)  Dr Dipayan Roy (East Kilbride)  Dr Raj Jayawardena (Locum Consultant East Kilbride)  Dr David Semple (Hamilton)  Dr Eugene Wong (Hamilton)  Dr Ana Slowianska (Locum Consultant Clydesdale)  Dr Arthur Calnan (Locum Consultant Clydesdale)  Dr Shoshana Cross (North Lanarkshire)  Dr Maire Cooney (South Lanarkshire)  Dr Robert Gibb  Dr Ayesha Raja  Dr Laura Steven (Clinical Director)  Dr Fiona Mohammad  Dr Craig Morrow  Dr Jeremey Burley  Dr Adam Daly  Dr Rajdeep Routh  Dr Sowmya Munishankar (Clinical Director)  Dr George McDermid  Dr Rekha Hedge  Dr Andrew Donaldson  Dr Susan Telfer  Dr Sujatha Maiya  Dr Gillian Docherty  Dr Karli Dempsey  Dr Martin Carlin  Dr Christine Carswell  Dr Craig Patrick  Dr Damian Lynch  Dr Alison Gordon  Dr Jo Franz  Dr Rajdeep Routh (Clinical Director)  Dr Khalid Nawab  Dr Laura Cameron  Prof Arturo Langa  Dr Marina Klimov  Dr Louise Bradley  Dr Miriam Brown  Dr Dan Hackley  Dr Anshu Bhatia (Clinical Director)  Dr Katherine Morton |

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| **DUTIES AND RESPONSIBILITIES** | |
| Main Duties | The main duties and responsibilities include: -   * Working in conjunction with operational management to develop and deliver psychotherapy services for North Lanarkshire. The post holder will join the team to meet with the operational manager, monthly. The post holder will work in joint- partnership with the operational manager bringing clinical leadership/expertise where required. * To provide clinical leadership to the North Lanarkshire Psychotherapy Services team: -   + By facilitating weekly staff supervision for all therapists in the team. The supervision will be framed for psychodynamic psychotherapy.   + By facilitating a weekly team meeting to discuss department business; facilitate partnership working with other services; department CPD and new clinical development initiatives; audit and other quality improvement projects; deal with any issues of governance, complaints, or significant adverse event reviews.   + To facilitate the provision of the assessment of new referrals, and treatment services in psychodynamic psychotherapy via a range of treatment modalities including individual and group psychodynamic interventions, and/or highly modified psychodynamic interventions such as MBT for more complex patients. To carry an individual caseload that balances with commitments to other parts of the post. * To partner with the Consultant Psychotherapist in Medical Psychotherapy of South Lanarkshire Psychotherapy Services to share the responsibilities for the supervision of Core Trainees in Psychiatry, and Specialist Trainees in Medical Psychotherapy. This will include completing Work Based Assessments, supervising the long cases in psychodynamic psychotherapy, and running the weekly Balint Group. To also partner with the South Consultant to attend the quarterly Adult Clinical Quality Group. * To provide clinical advice and supervisory input for other mental health practitioners working for NHS Lanarkshire e.g. Clinical Consultancy to CMHTs looking for help with very complex cases. * To develop and progress effective liaison with other professional groups, including community mental health teams**.** |
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| Work Programme | As required under Section 3 of the Terms and Conditions of Service, the duties and responsibilities are supported by a job plan and work programme detailed as follows:  **Job Planning/Programmed Activities**  The job plan will be dependent on the successful candidate’s subspecialty training and interests.  A minimum of 1 SPA will be included in the job plan but please refer to the guidance above under the general description of the post.  On taking up post a Job Plan will be agreed between the person appointed and the Clinical Director/Associate Medical Director. This job plan is subject to review at least once a year by the post holder and the Clinical Director/Clinical Lead as noted in the terms and conditions. The procedures set out in the ‘Terms & Conditions of Service’ must be followed if it is not possible to agree a job plan, either initially or at an annual review.  The timetable is indicative and subject to negotiation with the Clinical Director / Associate Medical Director and a compressed working pattern and undertaking sessional work from home can be considered. The core 8 PA working week will be based on 7 PAs of Direct Clinical Care (DCC) duties and 1 PA of SPA time for a part-time post-holder.  The indicative weekly timetable included in the work programme shows likely elective PAs within the 8 PA post and indicates the location where each activity will be undertaken, and the type of work involved. | | | |
| Fixed Commitments | **Days** | **Hours** | **Type of Work** | **Location** |
| Monday | AM | NOT WORKING | Sample timetable |
|  | PM | NOT WORKING | for negotiation with |
| Tuesday | AM | Supervision /DCC | Clinical Director |
|  | PM | DCC |  |
| Wednesday | AM | Team Supervision /Team Business Meeting |  |
|  | PM | Supervision of Core Trainees |  |
| Thursday | AM | CPD-Progamme Teaching//Appraisal  Revalidation |  |
|  | PM | DCC |  |
| Friday | AM | Balint Group/ Trainee Supervision |  |
|  | PM | Admin |  |
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| In addition, other activities do not occur at fixed times. | * Liaising with mental health colleagues * CPD and Appraisal * Audit | | | |
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| Audit and research | The successful candidate will be expected to participate in audit processes and there is an active clinical audit department available to assist. NHS Lanarkshire is ambitious to build a portfolio of research projects backed by enthusiastic and dynamic individuals. It has an active Research and Development department and would welcome discussion regarding a potential research interest. | | | |
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| Continuing Professional Development | Study leave is available within the terms and conditions of service with the approval of the Clinical Director/Clinical Lead. The appointee will be required to fulfill such demands for continuing professional development as the Royal College of Psychiatrists (or other relevant bodies) may make. | | | |
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| Honorary Academic Status | The University of Glasgow enjoys close links with NHS Lanarkshire, and our medical students benefit greatly from the excellent educational opportunities provided by the board in both primary and secondary care. Those who are or who will be involved in teaching our students, or in any other activity which involves a contribution to teaching, research or scholarship within the University are eligible for honorary status at the University of Glasgow.  Applications can be made via the Hospital Sub-dean and then to the appropriate academic department within the University. | | | |

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| **PERSON PROFILE** | | |
| Attributes | **Essential** | **Useful** |
| Qualifications | MBChB or equivalent.  MRCPsych or equivalent.  Current full registration with GMC with a license to practice.  Inclusion on GMC’s Specialist Register or within 6 months of CCT at interview. CESR route doctors must be awarded CESR at time of interview. | M. Phil or Similar.  Higher Degree or another Diploma.  Further educational certificates, diploma etc.  Other e.g. ALS Provider. |
| Training | In possession of CCT or awarded CESR at the time of interview in medical psychotherapy (or equivalent) or be within 6 months of CCT.    Eligible or in receipt of approval of Section 22 of the Mental health (Care and Treatment) (Scotland) Act 2003.  Advanced training in psychoanalytic psychotherapy or group psychotherapy leading to a post graduate qualification. | Advanced Training in additional psychotherapeutic modalities.  Training at ST/SPR level in communication, teaching or management.  Experience within UK training establishments.  Human Factors Training. |

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| Experience | Minimum 3 years as ST or equivalent.  Experience in a range of psychodynamic modalities including individual and group and relevant experience in supervising other practitioners in this work.  Experience of assessing and working psychotherapeutically with complex patients either directly or through consultation.  Ability to supervise the clinical work of doctors in training and relevant staff in other disciplines.  Confident with indirect supervision of varying grades of doctors in training.  Previous experience in organizing NHS Services or equivalent. | Well-developed subspecialty interest.  Administrative / Management experience. |
| Audit/Research | Understanding of the principles of medical audit.  Evidence of contribution to audit at least at local level.  Awareness of principles of research with an ability to critically analyze medical literature. | Experience and interest in Audit of psychotherapeutic practice and experience of design of audit.  Research within a relevant sphere of psychiatry.  Involved in design of research relevant to psychiatry. |
| Publications | Presentations relevant to the practice of psychiatry. | Previous publications relevant to the practice of psychiatry.  Presentations at national meetings relevant to the practice of psychiatry. |

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| Teaching | Previous involvement in the delivery of undergraduate or postgraduate teaching.    Experience of providing supervision and or mentorship. | Interest in and commitment to teaching and training.  Experience of providing problem-based teaching.  Experience of organizing teaching programs.  Formal training in educational/clinical supervision. |
| Knowledge and  Skills | Broad based knowledge and skills in diagnosis and clinical management within the Specialty and encompassing most sub-disciplines. | Further educational certificates, diplomas, etc.  Good IT skills. |
| Disposition | Committed to Quality Patient Care.  Able to be understanding of and sensitive to the needs of patients.  Excellent communication skills (verbal and written)  Ability to work under pressure.  Ability to work effectively in a multidisciplinary team.  Responsive to change and innovation, promoting a culture for organizational development.  A flexible approach to duties, which satisfies the needs of the Service in a changing environment.  Ability to demonstrate reflective practice with evidence of regular appraisal with clear Personal Development Plan relating to Continuing Professional and Personal Development. | Problem solver/diplomat/counsellor.  A natural leader. |

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|  | Good time management and organization.  Demonstrates commitment and enthusiasm for service delivery.  Demonstrable skills and commitment to working in a multi-disciplinary team. |  |
|  | Sufficient knowledge and skills to provide supervision to practitioners at differing levels of knowledge, training and experience.  The ability to contain anxiety and remain thoughtful and engaged without prematurely needing to take action.  A commitment to high quality work in terms of patient care, teamwork and service development. |  |
| Managerial | Knowledge of service provision at a local level.  Awareness of the principles and core practices involved in service management, project management and effective meetings. | Involvement in service re-design.  Involvement in project delivery.  Involvement in NHS-related meetings. |
| Leadership | Awareness of the principles of team leadership and effective people management.  Commitment to the Values of NHS Lanarkshire: - Fairness, Respect, Quality, Working Together. | Evidence of role as leader within groups. |

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| Other | Satisfactory medical clearance by NHS Lanarkshire Occupational Health Service.  Satisfactory PVG Check.  Fluent in medical English and evidence of ability to communicate in stressful situations. | | | | Preference to work in a District General Hospital.  Current full driving license. |
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| **PERSON PROFILE** | | | | | |
| **Demonstrated at Pre-Employment Check** | | | | | |
| Attributes | **Essential** | | | | **Useful** |
| Other | Satisfactory medical clearance by NHS Lanarkshire Occupational Health Service.  Satisfactory PVG Check.  Current full driving license and access to a vehicle (required for jobs where an immediate return to site or travel between sites is required) | | | |  |
| If there is any reason why a disabled person should not be considered suitable for this post, please provide details: | | | **The post requires physical dexterity. Uncorrected visual or hearing defects would be incompatible with the nature of the work**. | | |
|  | | **Prepared By: -** | | **Approved By: -** | |
| Name | | Dr Richard Taylor | | Dr Adam Brodie | |
| Designation | | Consultant Psychiatrist | | Associate Medical Director | |
| Date | | September 2023 | | September 2023 | |

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| **TERMS AND CONDITIONS**   1. This appointment is offered on the Terms and Conditions of the Consultant Contract.   Additional NHS Lanarkshire Policies which support the Contract are listed below and are available on request:   * Non-Direct Clinical Care Activities * Fee-Paying Work in the New Consultant Contract * On-Call Availability and Payment of Supplement * Generic Objectives * Resident On-Call Duties * Waiting List/Additional Sessions * Job Plan Review  1. This appointment is superannuable under the NHS Superannuation Scheme. New eligible entrants to NHS Lanarkshire who are not already in a pension scheme will normally be enrolled automatically into membership of the NHS Pension Scheme.   Our pension scheme is provided by Scottish Public Pensions Agency, and all benefits are explained on the SPPA website (http://www.sppa.gov.uk/). Here you can also access an annual statement showing how much service has built up in your pension. If you wish to opt out or have previous NHS Service, you should refer to the SPPA website for further information about any implications for your pension benefits.  Superannuable pay will include basic salary (up to 10 programmed activities, but not any extra programmed activities above this level), on-call availability supplements, discretionary points, distinction awards, and any other pay or allowances agreed by the Scottish Government, to be superannuable. Superannuable pay will be subject to HMRC legislation.   1. The employment is subject to 3 months’ notice on either side subject always to the appeal and other provisions of paragraphs 10.4 & 10.5 of the Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health and the Community Health Service Consultant Grade. 2. The successful candidate must be contactable throughout any on-call period. NHS Lanarkshire will provide the facility for this. 3. The successful candidate, if not already employed by NHS Lanarkshire, will be required to complete a medical questionnaire to obtain medical clearance from the Occupational Health Physician. 4. The successful candidate will be required to complete a Disclosure Scotland PVG (Protecting Vulnerable Groups Scheme) form. An e mail link will be sent to the successful candidate for completion. No approach will be made without written permission of the successful applicant who will be asked to sign and complete a disclosure PVG application, giving authorization for the check to be undertaken. If you are a non-EEA National and are currently based out with the UK a Country-of-Origin check/criminal records certificate will also be required from each country in which you have resided continuously or cumulatively for 12 months or more in the last 10 years. 5. NHS Lanarkshire does not negotiate salary placements. On commencement the salary will be in line with paragraph 5.1 of the terms and conditions of the new consultant contract. Appointees start on the minimum scale except in the circumstances of paragraphs 5.1.2 – 5.1.7 of the terms and conditions of service. 6. From 1st April 2023 the starting salary for the post is £96,963 per annum (based on 10 Programmed Activities per week). The successful candidate’s total salary will be dependent on his/her previous service history. Remuneration for any extra programmed activities will be dependent upon the job plan agreed at the time of appointment. 7. Dependent upon present place of residence, NHS Lanarkshire may require the successful candidate to undertake to move home to a distance acceptable to NHS Lanarkshire, normally within 10 miles of the base Hospital, in which case removal expenses will be payable in accordance with NHS Lanarkshire Policy. In some cases, however, a residence more than 10 miles distant from the base hospital will be acceptable and in this case removal expenses will be subject to the prior approval of the Associate Medical Director for such a residence. The position will be made clear to the successful candidate on application. |