



NHS HIGHLAND JOB PACK

**Title: Consultant in General Adult Psychiatry
Community Post, Caithness & NW Sutherland
Location: New Craigs Hospital**

Job Reference: MS14 170655

Closing Date: 17/12/2023

**APPOINTMENT OF CONSULTANT IN GENERAL ADULT PSYCHIATRY
COMMUNITY POST CAITHNESS & NW SUTHERLAND**

INFORMATION PACK

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Section 1 – Welcome

Introduction

Thank you for your interest in joining NHS Highland. This information package contains details relating to the local area, this post and the Terms and Conditions of Service.

NHS Highland is committed to becoming a learning organisation, recognising that staff require access to opportunities to learn, maintain and develop skills and knowledge, and we recognise the importance of valuing and supporting our staff throughout their time here.

We offer:

- Policies to help balance commitments at work and home and flexible family friendly working arrangements
- Excellent training and development opportunities.
- On-site library services at the Centre for Health Sciences
- Access to NHS staff benefits/staff discounts
- Cycle to Work Scheme
- Excellent student support
- Access to NHS Pension scheme

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.

Recruitment Process

Applicants are expected to make contact with the department before applying and we would **strongly** encourage those that are shortlisted to ensure they have spoken to the informal contacts and other relevant senior colleagues. You can ask for a Teams meeting to be set up through the department contact.

Department Contact:

Amy MacAskill, Clinical Lead, General Adult Psychiatry, New Craigs Hospital
amy.macaskill@nhs.scot
01463 704650

How to Apply

- Applicants should complete an Application Form on the NHS Scotland National Recruitment portal. <https://apply.jobs.scot.nhs.uk/>. Please note we do not accept CVs.
- All candidates and employees are afforded equal opportunities in the recruitment and selection process and in employment irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
- Your personal information will not be sent with the application for shortlisting. The application form will be identified by the candidate number only to ensure that no applicant will be unfairly discriminated against.
- NHS Scotland is exempt from the 1974 Rehabilitation of Offenders Act (Exclusions & Exceptions) (Scotland) Order 2003. As part of any offer of employment in regulated work candidates will be subject to Protection of Vulnerable Groups Scheme membership.

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For further information on NHS Highland, please visit our website on www.nhshighland.scot.nhs.uk

PLEASE NOTE - You should apply for this post by completing the application process on Job Train. We suggest you use Internet Browser "Google Chrome" or "Microsoft Edge"

DO NOT upload a CV as this will not be used for short listing purposes.

Once you have submitted your application form you will be unable to make any amendments.

For help to complete an application on Job Train please click [here](#).

Please contact nhsh.medicalrecruitment@nhs.scot for any queries regarding submitting your application to the NHS Scotland National Recruitment website.

ELIGIBILITY SUBSTANTIVE NHS CONSULTANT

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. The CESR application requires you to prepare evidence and it can take six to nine months to process. You should submit your evidence to the GMC who will forward on to the Royal College for consideration. You will be advised that you will hear an outcome within 3 months. You cannot be considered for a substantive appointment during this process, you must be on the specialist register.

Applications from doctors with appropriate specialist training and experience who are not listed on the GMC Specialist Register can be considered for a locum consultant post (up to two years) if no substantive consultant appointment is made. Whilst in locum employment, an application to obtain a CESR and entry onto the Specialist Register can be made.

Further information can be obtained at <https://www.gmc-uk.org/registration-and-licensing/the-medical-register/a-guide-to-the-medical-register/specialist-registration>.

Section 2 – Advert

**NHS HIGHLAND
NEW CRAIGS HOSPITAL, INVERNESS
CONSULTANT GENERAL ADULT COMMUNITY PSYCHIATRIST
CAITHNESS & NW SUTHERLAND
1.0 WTE PERMANENT POST
£96,963 - £128,841 per annum**

We seek to appoint a self-motivated Clinician with an enthusiasm for General Adult Community Psychiatry to join our team of Psychiatrists in NHS Highland. This post offers an opportunity to be a Psychiatrist to a population spread across a number of remote and rural and urban communities in the far north of Scotland. The communities are well supported by community health teams, colleagues in Primary care and a Rural General Hospital. The capacity to deliver the service using digital technology is well developed, which opens up further opportunity to potential post holders. The service can be flexible about how this post could operate; part time posts would be considered.

Applicants must be on the GMC specialist register in General Adult Psychiatry or within 6 months of award of CCT by date of interview as consideration can be given to appoint on a proleptic basis.

This post requires participation in the Consultant on call rota at New Craigs Hospital. Applications for flexible working will be considered

Interested applicants should contact Dr Amy Macaskill, Clinical Lead, General Adult Psychiatry, New Craigs Hospital, Inverness on amy.macaskill@nhs.scot. Prospective applicants are most welcome to contact us in order to arrange an informal visit.

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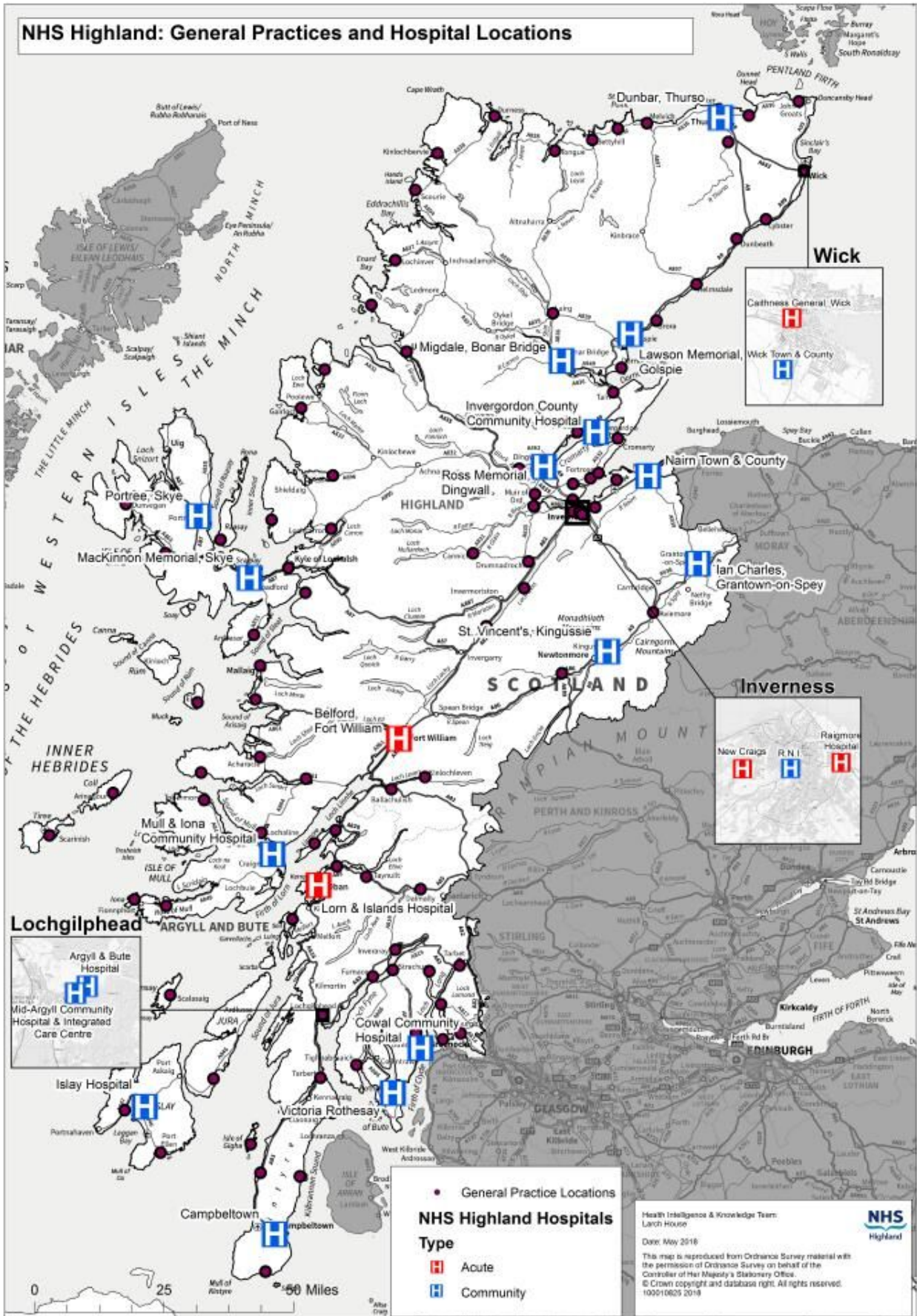
PLEASE NOTE - You should apply for this post by completing the application process on Job

Train. We suggest you use Internet Browser "Google Chrome" or "Microsoft Edge"

DO NOT upload a CV as this will not be used for short listing purposes.

Once you have submitted your application form you will be unable to make any amendments.

NHS Highland: General Practices and Hospital Locations



• General Practice Locations
NHS Highland Hospitals
Type
H Acute
H Community

Health Intelligence & Knowledge Team:
 Larch House
 Date: May 2018
 This map is reproduced from Ordnance Survey material with the permission of Ordnance Survey on behalf of the Controller of Her Majesty's Stationary Office.
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 100010625 2018



Section 3 – Job Information

This post is offered under the Consultant Contract. The post holder will be expected to provide medical input to the CMHT that supports the delivery of Mental Health care and treatment to the communities within the sector.

The Caithness and NW Sutherland sector has a population of around 30,000 covering the communities from Lybster round the north coast to Tongue and Durness in the west. This post is also part of a well-established and experienced community mental health team based in Wick and Thurso. The team also has input to the Caithness General Hospital where there is an A+E service and acute medical assessment unit.

The Caithness multidisciplinary CMHT uses a recovery focused model to deliver care and treatment and offers a range of therapeutic interventions including STEPPS, Decider and Survive and Thrive groups. These can be delivered via digital means but individual patient needs are taken into account. The team works collaboratively with primary and secondary care colleagues implementing a single point of contact for referrals into the team. NHS Guidelines for General Adult Psychiatry Community Mental Health Teams are followed. The team comprises of CPNs, OT, SW, and Support Workers and a team of Administrative staff. We have dedicated Psychology and Pharmacy input and have a MDM weekly which all attend.

The Caithness and NW Sutherland teams are also recovery focused teams. The Caithness teams work across bases in Wick and Thurso to deliver care and treatment. This includes an Urgent Care practitioner to support timely assessment of urgent/acute presentations: this service is relatively new but with potential for further expansion. Skilled CPN's, Mental Health Social Worker Housing support officer, support workers and an OT who cover General and Older Adult presentations in the medium and longer term are also part of the team. Psychology services come directly from New Craigs Psychology service on a weekly basis but there is a local CBT therapist and Guided Self Help Worker. A Clinical Pharmacist based in New Craigs contributes weekly to the team.

The CMHT are able to run Decider Skills groups and STEPPS groups and are currently aiming to start delivering this online as part of the treatment of Personality disorder in keeping with the NHS Highland Integrated Care Pathway for Personality Disorders. The team are expecting to be able to deliver the Supporting Self Management and Survive and Thrive groups online also pending the outcome of pilot programmes. The NW Sutherland service is small but well supported to deliver care and treatment to patients in association with the Caithness team. The Primary Care team have recently recruited an Advanced Nurse Practitioner (Mental Health) to cover 3 GP practices. The post holder would have opportunity to develop robust working relationships with GPs to facilitate patient care.

The Covid-19 pandemic has accelerated NHS Highland's existing capacity to deliver assessment and treatment remotely. This offers further flexibility to the post holder as can be seen by the job plans below. Despite this it is expected that the post holder will continue to conduct work on a face to face basis in the communities in which patients live on a regular basis. Travel time for this is factored into the job plan. When accommodation is required as part of the post this will be arranged by the NHS Highland Travel Team. Travel Expenses can be claimed back on a monthly basis.

Clinical Aspects of the Post

The post holder will primarily work with the CMHT to process all referrals and where indicated provide specialised medical assessment making recommendations for treatment and further follow up. This can be delivered in outpatient clinics either directly in the community or remotely. NHS Highland will provide robust digital platforms to enable remote consultations along with necessary equipment.

The post holder will be expected to participate in CPA meetings and work closely with the CMHT staff to provide timely expert input to patients referred to or on the team caseload. Close liaison with CMHT team leads will be expected to ensure the smooth running of the service as well as to give opportunity to develop it further. All Mental Health Act Work will be undertaken by the post holder. The post holder will be expected to develop close working relationships with GP's in the sector by regular meetings to discuss clinical care and service related issues.

The post holder will attend weekly CMHT Allocation meetings and also have time allocated for discussion with the inpatient team to allow discussions relating to current psychiatric in-patients who are working towards discharge, when this is required. Attendance at CPA review meetings for inpatients nearing discharge is also encouraged where possible. The timing of such meetings would be agreed between the local inpatient consultant and post-holder. This post also includes additional sessional responsibility for collaborative MDT working to promote the recovery of patients with complex mental disorders in community supported accommodation units which form part of our rehabilitation pathway.

The post holder will be supported by junior medical staff either in Core psychiatric training, GP training, Clinical Development Fellows or at FY2 grades. The Consultant will take on a Clinical Supervisor role to their trainee and support the trainee appropriately throughout their placement. The trainee will be expected to conduct weekly clinics, appropriate to their level of experience, under Consultant supervision.

The post holder is required to participate in the Consultant on call rota (current frequency is 1:16.5 at most). There is occasional middle-grade cover, depending on the number of Higher Trainees in post; usually Consultant on call is the first point of senior contact. On-call requires the Consultant to be within 30 minutes of the hospital at all times during the 24 hour period of on call.

It is expected that the post holder will be approved under Section 22 of the Mental Health (Care & Treatment) (Scotland) Act 2003, or will undergo the appropriate training to carry out work of this kind when eligible.

The post holder will be supported by a medical secretary based at New Craigs Hospital.

Non Clinical Aspects of the Post

CPD, Appraisal and Revalidation

NHS Highland supports CPD and attendance at appropriate internal and external educational events is encouraged. We have departmental peer groups to support college CPD certification and an in-house teaching program. We also link with consultant psychiatrist^{ist} colleagues in Aberdeen for regular CPD events. Consultants are expected to join a peer group for CPD and Supervision.

Regular supervision of doctors in training and team medical staff as appropriate is included in the job plan. The post-holder will be supported to access appropriate professional supervision to maintain skills and accreditation with professional bodies.

The post holder will be expected to participate in annual job plan reviews, Appraisal and Revalidation processes.

Education and Training

The post holder will be expected to attend, participate and contribute to the weekly case conference/ journal club teaching programme that runs throughout the year in the department. They will also be

expected to participate in the teaching and assessment of trainees and facilitate the placement of medical students including conducting assessments of clinical skills

Working Digitally

The facility to use technology as part of our work and training has existed in Highland for some time but has been accelerated significantly during 2020. Consultants will have access to a variety of systems to allow them to communicate with patients, clinical teams and the organisation alike. We use Microsoft Teams, Near Me/Anywhere technology as well as video conferencing. We use digital dictation to complete administrative tasks. PMS Trakcare, SCI Gateway, SCI Store and Care Portal support patient contact. While we are working towards a live Electronic Patient record, we still rely on patient notes particularly in our inpatients settings.

Special interest

A special interest appropriate to the needs of the service would be supported and can be discussed at interview. The Job Plan can be adjusted to reflect this as either DCC or SPA dependent upon the nature of the Special Interest.

Service Development, Management and Clinical Governance.

The post holder will be expected to take an active role in regular departmental meetings and projects instructed by these, in order to play a role in the planning and development of future mental health services. The post-holder will be invited to join in regular management meetings, including monthly General Adult Service meetings, Clinical Governance meetings and monthly formal Consultant meetings. Involvement of clinicians in service development is encouraged by our Clinical Director and Head of Mental Health Services.

Research

A Mental Health Research Strategy is currently being developed in Highland and we have strong links with Aberdeen University, Stirling University and the University of the Highlands and Islands. Research educational meetings occur on a regular basis.

Contractual Obligations

Along with other General Adult consultants, the post holder will provide specialist reports as required, e.g. to the Court, local authority and other agencies, including working as an Approved Medical Practitioner under the Mental Health (Scotland) (Care and Treatment) Act 2003 and the Adults with Incapacity (Scotland) 2000.

On-Call Responsibilities will be included within the contract. The post holder will supervise and support doctors in training.

Cross cover arrangements with appropriate medical colleagues for holidays and study leave will be included on a reciprocal arrangement.

Consultants may be asked to participate in the SAER process, and will be provided with appropriate training and time to do this.

SERVICES AND FACILITIES

New Craigs Site

The Mental Health service in Highland employs 25 WTE Consultant staff supported by Associate Specialists, Staff Grades, Clinical Assistants, Specialist Registrars, Psychiatric trainees, GP trainees and FY2 doctors. There are 216 registered nursing staff, 134 nursing assistants, a range of Allied Health Professionals and a team of Clinical Psychologists. There is emphasis on supporting multidisciplinary working and staff governance approaches to corporate decision making are well established.

The service is based at New Craigs Hospital in Inverness. This has been a substantial PFI project for the redevelopment of Psychiatric and Learning Disability inpatient facilities across Highland and originally opened in July 2000. The current inpatient provision on the New Craigs site is as follows:

- 22 general adult acute psychiatric beds (this is under regular review with the goal of increasing these beds)
- 8 ICU beds
- 2 addictions/ detox/ dual diagnosis beds
- 24 dementia assessment beds
- 12 functional elderly beds
- 14 rehabilitation beds in a community setting
- 8 rehabilitation beds in a secure setting
- 6 learning disability assessment and treatment bed

Wider Service Organisation and Additional Community Facilities

Psychotherapy Department

This department currently provides the Eating Disorder Service and Personality Disorder Service for Highland and provides DBT, CBT and IPT. It is based at Greenfields House on the New Craigs campus.

Personality Disorder Service

Along with Consultant input, this service includes a Dialectical Behavioural Therapy team which assesses referrals of patients with personality disorder with a view to inclusion in a DBT treatment programme. In addition, it has recently opened a Personality Disorder Service Day Service, which operates one day a week providing practical help and training to patients as part of Phase 3 interventions of the Integrated Care Pathway.

The treatment of Personality Disorder in NHS Highland follows the phased approach to treatment, and the majority of all in-patient and out-patient clinical staff have now been trained in The Decider, which is a life skills based stabilisation programme of therapy. CMHT's also deliver the STEPPS training programme as part of Phase 1 interventions. The Personality Disorder service has also developed the Post Diagnosis group and Supporting Self Management group. Group work has been redeveloped in order to deliver this in a remote, online format. Some groups have restarted while others remain under redevelopment.

Clinical Psychology

The aim of the department is to improve the mental and physical health of the population of the Highlands through efficient delivery of psychology services and through the dissemination of psychological knowledge. The clinical psychology department is the central organisational structure with responsibility for delivering all applications of psychological principles to health care (clinical, health and counselling psychology). The service also provides support, consultancy and training to other professional colleagues who are engaged in psychological therapy or who use psychological principles in their work. The department is a Training Department for the East and South of Scotland Doctoral course in Clinical Psychology. Current staffing consists of 13 WTE psychologists, 12 guided self-help therapists; 7 CBT therapists.

Liaison/ Crisis Services

At Raigmore Hospital there is a well-established liaison psychiatry team. The team provides specialist psycho-social assessment for all patients referred from the wards at Raigmore Hospital, and those seen in the A & E Department.

Mental Health Assessment Unit

Existing crisis services were combined in late November 2020 to form a Mental Health Assessment Unit (MHAU). The MHAU is nurse-led at present, with urgent medical cover provided by the duty junior doctor and Consultant. It is anticipated that the service will complete the process of organisational change and review in 2022. The MHAU is a specialist service which will provide an assessment and management plan to patients who are presenting in mental health crisis. This results from a government directive to review and implement changes to assessment for mental health crisis presentations for a variety of purposes including:

- Taking mental health assessments out of A&E departments (ensuring any relevant physical health assessment and interventions have been completed)
- Enabling police and ambulance to have direct access to mental health assessment where appropriate and in line with referral criteria
- At a local level, consolidating the current same day / crisis services to enhance the overall provision
- Ensuring local provision for access to crisis mental health assessment is maintained across the 24 hour period

Rehabilitation Service

The Highland Mental Health Rehabilitation Service has recently been redesigned and now includes an 8 bed secure rehabilitation unit (Bruar) and a 14 bed community based rehabilitation unit (Aonach Mor). A full multidisciplinary team (including input from nursing, OT, social work, psychology, psychiatry and pharmacy) supports both units.

Drug and Alcohol Recovery Service

The drug and alcohol recovery services are an adult service structured to include a specialist centre, Osprey House (see below) situated near the Raigmore Hospital campus and well established community teams across all of North Highland. There are also staff covering homeless healthcare, Housing First, dual diagnosis and Drug Testing & Treatment Order staff working in partnerships. The service also delivers a dedicated Harm Reduction Service from the Highland Alcohol & Drugs Advice & Support Service (HADASS) covering all aspects of harm reduction, needle exchange, IPED and Naloxone programme as well as general advice and support. There is a dedicated detoxification in-patient resource within New Craigs. DARS operate an open referral service.

Osprey House

This is a dedicated Highland wide resource based in Inverness on the Raigmore Campus, operating over a 6 day rota. Due to the geography in Highland, the majority of people who attend are from within the Inner Moray Firth area but not exclusively so. Osprey House offers specialist input when community based interventions are not an option.

Forensic Psychiatry

There are currently two part time Forensic Psychiatrists who are responsible for the care and treatment of patients with significant forensic issues: undertaking regular visits to the prison and co-ordinating the management of forensic cases through liaison with the courts, The State Hospital and the criminal justice system.

NHS Highland Adult Learning Disability

The service provides assessment and treatment for adults with learning disability throughout Highland. There are Community Learning Disability Nurse Teams based in Inverness, Nairn, Fort William, Skye, Easter Ross, Golspie and Caithness with strong links with specialist LD services in Inverness. These include dietetics, epilepsy specialist nurse, occupational therapy, physiotherapy, psychiatry, psychology and speech & language therapy. There is joint working with Social Work services and a learning disability nurse based in the SW Joint transitions team.

Inpatient services are provided at New Craigs Hospital in Willows Assessment and Treatment Unit which is a 6 bedded specialist service for people with learning disability and mental disorder.

Local Demographics and Services

Overview

The population in the Highlands is dispersed and at only 7 people per square kilometre, is almost the lowest population density in the European Union. Apart from the city of Inverness and towns such as Fort William, Nairn, Thurso and Wick, most people live in small rural communities. The region has variations in infrastructure in terms of public services, transport, employment, amenity and retail. Although much of the area has a buoyant economy, there is evidence of rural deprivation and pockets of urban deprivation can be found within Inverness and some of the larger outlying towns.

Ageing Population

The percentage of the population aged 65 plus is likely to increase very considerably over the next few years. This has implications not only for Learning Disabilities Services, Glenview Unit and the local hospitals, but also for psychiatric inpatient and community provision. The organisation is very aware of these impending pressures, and the Older Adult Psychiatric Service is undergoing re-design in order that it might meet these challenges.

Suicide and Alcohol/Drug Use

The Highland suicide rate has been shown to be the highest in Scotland and this has been the subject of extensive research. A number of "Choose Life" initiatives have been taken forward in Highland and there is an extensive training programme for staff and the general community around suicide prevention. Alcohol use in the region is significant and impacts on the demand for services. There is an increased use of drugs by younger people including those under sixteen. There are well developed addiction services and a liaison

psychiatry team to focus on this vulnerable group.

Out of Area Patients

The population of the Highlands increases during the tourist season with a consequential impact on drug/alcohol and psychiatric services. As with permanent residents, a primary requirement is prompt access to services when required. There is a designated Consultant who holds responsibility for out of area patients.

Current Consultants

Consultant	Speciality
Dr Neil McNamara	Clinical Director & Rehabilitation Psychiatrist
Dr Amy MacAskill	General Adult Community (Fort William & Lochaber) & Clinical Lead for General Adult Psychiatry
Dr Jenny Hyland	Community General Adult (Inverness Sector A)
Dr Sharon Brown	Community General Adult (Inverness Sector B)
New post	Community General Adult + Community Rehabilitation (Inverness Sector C)
Dr Lewis Thomson	Community General Adult (Nairn, Badenoch & Strathspey)
Dr Calum Laird	Community General Adult (Mid Ross)
Locum Psychiatrist	Community General Adult (Skye, Lochalsh and Wester Ross)
Locum psychiatrist	Community General Adult (Easter Ross & Sutherland)
Locum psychiatrist (this post)	Community General Adult (Caithness)
Dr Andy Gajda	Inpatient General Adult (non-Inverness)
Dr Lisa Johnstone	Inpatient General Adult (Inverness and Out of Area)
Dr Tim Agnew	Medical Psychotherapy, Lead for Personality Disorder Service
Dr Heather Ireland	Highland Eating Disorders & Psychotherapy (including Psychotherapy Tutor)
Dr Nikki Thomson	Forensic Psychiatrist
Locum psychiatrist	Forensic Psychiatrist
Locum psychiatrist	Addictions/Liaison Psychiatry
Dr Alexander Keith	Addictions Psychiatry
Dr Dirk Maliepaard	North Sector Older Adult Psychiatry & Clinical Lead for Older Adult Psychiatry
Dr Fiona McGibbon	South Sector Older Adult Psychiatry
Dr Mo Laditi	West Sector Older Adult Psychiatry
Locum Psychiatrist	East Sector Older Adult Psychiatry
Locum Psychiatrist	Central Sector Older Adult Psychiatry
Locum Psychiatrist	Inverness Sector Older Adult Psychiatry
Dr Ashwin Bantwal	Learning Disability
Vacant post	Learning Disability

Wellbeing

There is local Occupational Health Support, based at Raigmore Hospital (Osprey House, Raigmore Hospital, Old Perth Road, Inverness, IV2 3UJ) This can be accessed by either self- or management referral, including via the hospital intranet or telephone. This department includes Specialist Consultants in Occupational Health, Specialist Nursing and Psychological practitioners.

Job planning is annual with the Clinical Lead for General Adult Psychiatry (GAP), but can also be triggered if there are to be changes in the pre-agreed workload.

A post holder will be part of a Consultant Peer Group, meeting regularly to discuss clinical and other issues, including those relating to well-being. NHS Highland has Mentoring and Coaching schemes, accessible to Consultants in the department.

Living and working in the Highlands

The Highlands offer an excellent quality of life with particularly good facilities for leisure and recreation. Good housing can be bought and schooling (primary and secondary level) is excellent. The Board does not operate a crèche, but there are a number of good nurseries in the area. Road, rail and air links have developed considerably in recent years and can be very economic. NHS Highland operates a leased car scheme.

The city of Inverness, as the capital of the Highlands, is a thriving shopping and services centre. As one of the UK's newest cities, Inverness is expanding rapidly and has ambitions to be European City of Culture. In the summer, tourists from around the world make the city a very cosmopolitan place.

Inverness has increasingly good sports facilities, including a major leisure/swimming complex adjacent to which there is an athletics track and a number of all-weather pitches.

There are also excellent facilities for activities such as golf, skiing, hill walking, fishing, orienteering, tennis, cricket and water sports. Inverness is the home to Inverness Caledonian Thistle FC, and there are also other local clubs for sports such as rugby (men's and women's), athletics, rowing and shinty. A major extension to the city's main shopping centre has been completed, and most of the major multiples are already represented in the city. There is also a wide range of small specialist shops. There are also several major supermarkets, in some cases offering 24 hour shopping.

There is an ever-increasing variety of cuisine available. There is an increasingly vibrant nightlife and a good live music scene.

Eden Court Theatre attracts performers of international repute, and it also shows a wide range of mainstream, art-house and classic films. There is also a seven screen multiplex on the outskirts of the city showing all the major releases.

The local area boasts some of the finest scenery in the country, with a diverse (and often unique) flora and fauna.

Section 4 – Job Plan

Please see below for a sample job plan.

Outline Job Plan – Community General Adult Psychiatry Caithness and Sutherland – to be adjusted according to Post holder needs in discussion with Clinical Lead at time of appointment

10 session Job Plan 8 DCC +2 SPA

	Mon	Tues	Wed	Thurs	Fri
AM	Travel to Caithness Meet with CMHT/ OPC Urgent slot	Caithness OPC	Caithness OPC	Caithness OPC CMHT team meeting 1030 – 1200 (via Teams)	SPA
1230-1300	Lunch	Lunch	Lunch	Lunch	Lunch
PM	Admin	SPA	Caithness OPC	Caithness OPC Sp Dr supervision One hour Admin	Admin

Section 5 – Person Specification

Essential Criteria - these are attributes without which a candidate would not be able to undertake the full remit of the role. Applicants who do not clearly demonstrate in their application that they possess the essential requirements will normally be eliminated at the short listing stage.

Desirable Criteria - these are attributes which would be useful for the candidate to hold. When short listing, these criteria will be considered when more than one applicant meets the essential criteria.

Requirement	Essential	Desirable
1. Qualifications	<ul style="list-style-type: none"> • MB, ChB or equivalent. • MRCPsych. • Alternative equivalent qualification route – e.g. CESR • Approved Medical Practitioner status, obtained by undergoing Section 22 training (Mental Health Scotland Act 2003) 	
2. GMC/Specialist Registration	<ul style="list-style-type: none"> • Completed appropriate Higher specialist training with appropriate CCT/on the GMC Specialist Register or within six months of obtaining it at time of interview. 	
3. Clinical Experience	<ul style="list-style-type: none"> • Overall clinical knowledge and experience commensurate with Consultant responsibility. • Proficient in effective communication with multiple professional disciplines leading to clear decisions being agreed, documented and acted upon. • Up to date knowledge of guidelines and pathways. • Knowledge of Mental Health Act and associated duties. 	<ul style="list-style-type: none"> • Experience of working with complex mental disorders within a rehabilitation framework
4. Teaching & Training	<ul style="list-style-type: none"> • Commitment to continuing teaching and training responsibilities consistent with Consultant role. 	
5. Research & Audit Experience	<ul style="list-style-type: none"> • Research skills and evidence based training. • Understands principles of audit and experience of using audit in practice. 	<ul style="list-style-type: none"> • Participation in research or ideas regarding future participation. • Experience of using Quality Improvement tools to develop the efficient and sensitive delivery of a service.

6. Staff Management	<ul style="list-style-type: none"> • Experience of management training at level of Higher Training or equivalent. 	
7. Team Working & Interpersonal Skills	<ul style="list-style-type: none"> • Commitment to clinical excellent and team working. • Ability to cope with stressful situations and undertake appropriate responsibility. • Highly developed communication skills. • Good time management. • Self motivated. 	<ul style="list-style-type: none"> • Initiative. • Leadership skills.

Section 6 – Terms and Conditions

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: <http://www.msg.scot.nhs.uk/pay/medical>

Job Title	CONSULTANT IN GENERAL ADULT COMMUNITY PSYCHIATRY, CAITHNESS & NW SUTHERLAND
Type of Contract	Full time Permanent
Location	NEW CRAIGS HOSPITAL
Salary	£96,963 - £128,841 per annum pro rata 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 an NHS Consultant post. Your salary will be credited monthly, in arrears, at 1/12th of the annual rate to an account at a bank/building society of your choice on the 27 th of each month.
Arrangement of Duties	See separate Job Plan.
Medical Negligence	NHS Highland takes responsibility for expenses and damages arising from medical negligence where they, as the employer, are vicariously liable for the acts and omissions of their medical and dental staff. However, the appointee is strongly advised to maintain separate medical defence or insurance cover for all work which does not fall within the scope of the Board's indemnity scheme, details of which are given in NHS Circular 1989(PCS) 32.
Registration with General Medical Council	Prior to commencement in post, successful candidates must have full registration with the General Medical Council, a licence to practise, and be eligible for inclusion on the GMC Specialist Register. Those trained in the UK should have evidence of higher Specialist Training leading to a CCT or be within six months of confirmed entry from the date of interview or obtained specialist registration through CESR (CP). Non UK applicants must demonstrate equivalent training.
Disclosure of Criminal Convictions	Appointment to this post will be made subject to satisfactory screening by Disclosure Scotland. This post is considered to require Registration with the Protecting Vulnerable Groups (PVG) Scheme as it involves substantial access to children and / or vulnerable adults. A PVG Scheme Record will contain details of all convictions on record, whether spent or unspent. This means that even minor convictions, no matter when they occurred will be included in the Scheme Record. It may also contain non conviction information held locally by the police, where this is considered relevant to the post. Following the selection interview only the "successful" candidate will be subject to registration with the PVG Scheme. Offers of appointment will be made subject to satisfactory PVG Scheme screening and medical fitness. Please note that a commencement date will only be issued once this clearance has been received.

Rehabilitation of Offenders Act 1974	The Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences the opportunity to have no need to refer to these convictions or the circumstances relating to them in the course of their daily lives. Certain convictions can, therefore, be regarded as “spent” after the lapse of a period of years under the terms of the Act. The National Health Service employment for which you are applying is excluded in the provisions of the Act unless otherwise stated in the job description. If the post is excluded you are required not to withhold information about convictions which for other purposes are “spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by your employer. Any information given, however, will be completely confidential and will be considered only in relation to the post for which this application form refers.
Medical Fitness	All prospective members of staff are asked to submit a confidential health questionnaire to the Occupational Health Service. On the basis of this, they may be passed fit, or an appointment for further information or screening may be required. All entrants must be certified medically fit and employment is conditional on such certification. All appointees are expected to comply with NHS Highland’s Immunisation Policy. Those posts classified as Exposure Prone Procedures appointments are dependent on satisfactory proof of immunity or freedom from Hep B infection prior to appointment.
Right to Work	NHS Highland has a legal obligation to ensure that it’s employees, both EEA and non EEA nationals are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS Highland 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 the right to work in the UK has been verified. You will be required provide appropriate documentation prior to any appointment being made.
Annual Leave & Public Holidays	The leave year shall run from date of taking up appointment and in a full year the postholder will be entitled to 33 days annual leave (pro rata per annum) plus eight statutory and public holidays as agreed by NHS Highland (pro rata per annum).
Superannuation	New entrants to NHS Highland who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme.
Notice	The postholder will be required to give and is entitled to receive a minimum of three months notice of termination of employment.
Removal Expenses	Assistance with Removal expenses will be given in accordance with the NHS Highland Relocation Policy. It is compulsory that you discuss any arrangements relating to your relocation with us before arranging anything. Failure to do so may result in limited or no assistance being given.
Private Residence	If your post includes on-call duties, your private residence shall be maintained in contact with the public telephone service and shall be not more than 10 miles or 30 minutes by road from your hospital base, unless the Board gives specific approval to you residing at a greater distance.
Identity Badge Policy	NHS Highland has a policy that all staff will be issued with and required to wear an Identity Badge at all times when on duty. If your badge needs replacing for any reason you are required to contact the Fire/Security Office, Estates Department to arrange for a replacement. All identity badges are the property

	of NHS Highland and must be returned when you terminate your employment.
Smoke Free Policy	NHS Highland operates a No Smoking Policy of tobacco products or e-cigarettes in any of our properties, vehicles or grounds. When selecting new staff NHS Highland does not discriminate against applicants who smoke but applicants who accept an offer of employment will in doing so agree to observe and familiarise themselves with NHS Highland's Smokefree policy.
Confidentiality	<p>In the course of your duties you may have access to confidential material about patients, members of staff or other health service business. On no account must information relating to patients be divulged to anyone other than authorised persons - for example medical, nursing or other professional staff, as appropriate who are concerned directly with the care, diagnosis and/or treatment of the patient.</p> <p>If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature you must seek advice from your superior officer. Similarly no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe this rule will be regarded by your employers as serious misconduct, which could result in serious disciplinary action being taken against you including dismissal. The unauthorised disclosure of official business under consideration by the Board Management Team or one of its Committees by an employee is also regarded as a breach of confidence and may lead to disciplinary action.</p>
Scottish Workforce Information Standard System (SWISS)	<p>The information that staff provide will be used for employment purposes and where necessary to comply with legal obligations. The purpose of holding this information is for administration i.e. employment and pay amendments, superannuation, workforce management/planning and other personnel matters in relation to employment. Any requests for information out with the above will only be processed with individual consent (e.g. building society mortgage applications etc.)</p> <p>Staff information will be held securely, and will be accessed at a local, regional and national level to meet the requirements outlined above. Managers may also hold information within your department. There will be no unauthorised access.</p>