

# Working for NHS Lothian

JOB TITLE: Consultant in General Adult Psychiatry

JOBTRAIN REFERENCE: 177558

CLOSING DATE: 13/03/2024

INTERVIEW DATE: 27/03/2024



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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.**

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## Section 1: Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
<b>Qualifications/Education</b>	<p>MRC Psych (or equivalent)</p> <p>Full GMC Registration</p> <p>Included on the General Medical Council (GMC) Specialist Register, or Specialist Registrars within 6 months of completing their CCT.</p> <p>Applicants should hold Section 22 of the Mental Health (Scotland) Act approval or be willing to gain the approval once in post.</p>	
<b>Experience</b>	<p>Relevant experience in speciality.</p> <p>Experience of and skills in multi-disciplinary community-based &amp; inpatient working.</p>	Working in a CMHT.
<b>Skills and Abilities</b>	<p>Clinical expertise in community and inpatient team.</p> <p>Knowledge of modern treatment options.</p> <p>Ability to take full responsibility for independent management of patients</p> <p>Ability to train and supervise junior medical staff/medical students/staff from other disciplines.</p> <p>Good written, verbal and interpersonal communication skills.</p> <p>A commitment to developing services and working in partnership with service users and carers.</p>	<p>Skills in Pharmacological and Psychological Therapies.</p> <p>Intensive Home Treatment Team experience</p>
<b>Motivation</b>	Committed to patient focused care, learning and continuing professional development, effective and efficient use of resources	Desire to develop services for patients
<b>Academic Achievements</b>	Commitment to research, publications and presentations	Previous experience in research desirable
<b>Teaching and Audit</b>	<p>Committed to formal and informal teaching and training of SpRs, junior doctors and medical students.</p> <p>Participation in audit projects</p>	<p>Experience in teaching.</p> <p>Previous experience of teaching and designing and effecting audit</p>



		programmes
<b>Personal Attributes</b>	Able to work in a team with colleagues in own and other disciplines Able to organise time efficiently and effectively	Able to motivate colleagues  Previous managerial training and experience

## Section 2: Introduction to Appointment

**Job Title:** Consultant Psychiatrist, General Adult Mental Health

**Department:** Directorate of Midlothian Health & Social Care Partnership

**Base:** Midlothian

You may also be required to work at any of NHS Lothian sites in exceptional circumstances

### Post Summary:

- Lothian is an attractive place in which to work. The advantages and amenities of Edinburgh are on your doorstep. There are varied residential areas in the vicinity offering an excellent choice of both new and period housing.
- Education facilities are excellent at both local and fee-paying schools.

## Section 3: Departmental and Directorate Information

### 1. Outline of the post

This is a replacement post, following the resignation of the previous consultant who leaves at the end of August 2024. It will be based in Midlothian Community Health Partnership. In exceptional circumstances the post holder may be required to work across NHS Lothian.

### 2. NHS Lothian

NHS Lothian is an integrated NHS Board in Scotland providing primary, community, mental health and hospital services. Callum Campbell is Chief Executive and Tracy Gillies is Medical Director.

The NHS Board determines strategy, allocates resources and provides governance across the health system. Services are delivered by Lothian University hospitals division, the Royal Edinburgh hospital and Associated mental health services, 4 community health (and social care) partnerships (CH(C)Ps) in City of Edinburgh, West Lothian, East Lothian and Midlothian, and a Public Health directorate.

NHS Lothian serves a population of 900,000.



The Department of Plastic Surgery provides a supraregional service to Fife, the Borders and Highland regions and serves a population of 1.4 million.

### University Hospitals Division

The University Hospitals Division provides a full range of secondary and tertiary clinical services to the populations of Edinburgh, Midlothian, East Lothian and West Lothian. The Division is one of the major research and teaching centres in the United Kingdom.

Hospitals included in the Division are:

The Royal Infirmary of Edinburgh  
The Western General Hospital  
The Royal Hospital for Sick Children, Edinburgh  
St Johns Hospital  
Royal Victoria Hospital  
Liberton Hospital  
The Princess Alexandra Eye Pavilion.

The **Royal Infirmary** (RIE) is a major teaching hospital on a green field site in the South East of the city of Edinburgh built in 2003. It comprises 25 wards, 869 beds, and 24 operating theatres, and is equipped with modern theatre and critical care equipment and monitoring. Within the main building is a dedicated, multidisciplinary, 5 theatre day surgery complex. The hospital provides for most specialities and is the centre for:

- General surgery with a focus on the upper GI tract
- Vascular surgery
- Hepato-biliary and Transplant medicine and surgery
- Cardiac and Thoracic surgery
- Elective and trauma Orthopaedics surgery
- Neonatology
- Obstetrics & Gynaecology
- Cardiology
- Renal Medicine
- Sleep Medicine
- Regional major Accident and Emergency centre.

There is a Combined Assessment Unit which takes unselected GP or direct emergency referrals, and from A&E. CAU includes the Dept of Liaison Psychiatry and the Scottish Poisons Bureau and Treatment Centre. There are full supporting Laboratory and Diagnostic Radiology Services (including CT, MR, Ultrasound and NM and PET scanning will be available in 2008). There is a full range of lecture theatres, a library and AV facilities.

The **Western General Hospital** (WGH) has 600 beds and 5 operating theatres and is equipped with modern theatre and critical care equipment and monitoring. The Anne Ferguson building was completed in 2001. The hospital provides for most specialties and is the centre for:

- Neurology, Neurosurgery and neuropathology
- UK CJD unit
- Colorectal Surgery



- Urology and Scottish Lithotripter Centre
- Breast Surgery and Breast screening
- Gastro-Intestinal disease
- Rheumatology
- Infectious Diseases
- Haematology Oncology
- Medical Oncology
- Radiation Oncology (including 6 LINACs)
- Dermatology (Inpatient)
- Medicine of the Elderly/Stroke Medicine

There is an Acute Receiving Unit, which accepts GP referrals and 999 ambulance medical cases on a zoned basis within the city, and a nurse led Minor Injuries Unit. There is no trauma unit at this hospital. There are full supporting Laboratory and Diagnostic Radiology Services (including CT, MR, Ultrasound and NM). There is a full range of lecture theatres, a library and AV facilities.

**St John's Hospital** opened in 1989 and is located in the centre of Livingston, a new town about 30 minutes drive west from Edinburgh. The hospital provides for most common specialties but does not have emergency general surgery or orthopaedic trauma operating. The hospital has a paediatric ward and is the centre for:

- General Medicine with specialists in Cardiology, Diabetes & Endocrinology, Gastroenterology, Respiratory Medicine and Care of the Elderly
- Obstetrics & Gynaecology
- Child Health including Paediatrics and community child health
- The supraregional Burns and Plastic Surgery unit.
- Oral and Maxillofacial Surgery
- ENT
- Critical Care (ITU, HDU and CCU)
- Accident and Emergency
- General Surgery
- Orthopaedics
- Anaesthetics
- Mental Health including ICCU and ICU

Since 2005 general surgery and orthopaedics have been reconfigured in NHS Lothian with SJH being developed as a major elective centre for the region. Lothian's ENT service was relocated to SJH to create an integrated head and neck unit with OMFS and Plastic Surgery.

Recent developments at SJH include a new endoscopy suite, an Intensive Psychiatric Care Unit, a digital mammography unit, an oncology (cancer care) day centre, a satellite renal dialysis unit and a £2.75m reprovion of A&E. There are full supporting Laboratory and Diagnostic Radiology Services (including CT, Ultrasound and NM).

The hospital has been accredited full teaching hospital status by the University of Edinburgh. There is a full range of lecture theatres, a library and AV facilities.

The **Royal Hospital for Sick Children (RHSC)** is a 141 bedded hospital providing general and specialist services for children. The hospital is situated in a residential area close to the centre of Edinburgh and is approximately 3 miles from the site of the New Royal Infirmary



and the co-located University of Edinburgh Medical School and 3 miles from the Western General Hospital. The RHSC is a 151-bedded Hospital, and is the main paediatric teaching hospital for the South-East of Scotland providing general and specialised services on a local, regional and national basis. It acts as the local paediatric referral centre for the children of Edinburgh and surrounding areas, and as a tertiary referral centre for intensive care patients; gastroenterology, hepatology & nutrition; respiratory medicine; cardiology; nephrology; neurology; oncology; haematology; neonatal surgery; plastic surgery; orthopaedic surgery; urological surgery and aspects of general surgery.

Hospital accommodation encompasses five theatres, a critical care unit comprising a 6/8 bedded Paediatric Intensive Care Unit, 4/6 bedded High Dependency Unit and a 3 bedded Neonatal Intensive Care Unit. There is an excellent library facility and a modern lecture theatre with a full range of audio-visual equipment.

All services are supported by comprehensive radiology, neurophysiology, laboratory and therapy services. The local radiology department provides on site Magnetic Resonance Imaging, CT Scanning, nuclear scanning and ultrasound. On site laboratories provide biochemistry, haematology, pathology and neuropathology services

## 2.1 Health & Social Care Partnerships

The four established Lothian Health & Social Care Partnerships serve the population of Edinburgh, Midlothian, East Lothian and West Lothian.

Hospitals in the H&SC Partnership include:

- The Astley Ainslie Hospital in Edinburgh
- Midlothian Community Hospital
- Herdmanflat Hospital
- East Lothian Community Hospital in East Lothian.

The four H&SCP's are coterminous with Edinburgh, Midlothian, East Lothian and West Lothian Councils bringing together those responsible for planning, managing and providing community-based health services and social care for the population of Edinburgh and the Lothian's.

There are 7,500 members of staff. In addition, there are approximately 1,000 independent contractors in General Medical and Dental Practice, as well as pharmacists and opticians. A population of 900,000 people is served across health board area. The range of services care of the elderly, medical rehabilitation, community mental health, substance misuse and learning disability, district nursing and health visiting, family planning, well woman, , comprehensive dental care and those provided by Professions Allied to Medicine, such as physiotherapy, pharmacies and optometrists. Specialist services provided include brain injury rehabilitation, bio-engineering and prosthetics, drugs and alcohol misuse and harm reduction, AIDS/HIV and Children and Family Psychiatric Services.

### Royal Edinburgh Hospital and Associated Services

The Royal Edinburgh and Associated Services provides a range of Mental Health services to the population of Lothian and other Boards within Scotland.



The Royal Edinburgh Hospital is located on the south side of the City of Edinburgh. It comprises some 20 wards, 420 beds, day hospitals and outpatient facilities. The hospital provides the following range of specialities:-

- Acute Mental Health
- Rehabilitation
- Psychiatric Emergency Team 24/7
- Outpatients
- Assessment Psychiatry of Old Age
- Forensic Medium Security Unit
- Inpatient facilities for under 18s
- Psychotherapy Service
- Psychology Services
- Services for Eating Disorders
- Day Hospitals – Psychiatry of Old Age

There are an additional 46 bed and 1 day hospitals for Psychiatry of Old Age in the north of the city at the Royal Victoria Hospital.

The hospital is currently housed in a mix of accommodation ranging from 19<sup>th</sup> century to present. There is a major project now in place to take forward a re-provisioning programme in line with the strategic vision with the “Delivery for Mental Health” Scottish Executive 2006; the new Royal Edinburgh Building is scheduled to open in June 2017 and inpatient beds for Midlothian will be located here

## 2.2 Department of Public Health Medicine

The aim is to improve the health of the people of Lothian in collaboration with many other partners. Using our range of knowledge, experience and networking capability, our distinctive contributions are:

the promotion of specific measures to monitor and improve health;

the collation and interpretation of health related information.

The following objectives have been agreed as the basis for the Department’s work plans:

1. To monitor the health status and health needs of people in Lothian;
2. To promote improvements in the health of Lothian people directly, and by providing information and advice to the public on health matters;
3. To assist Lothian NHS Board to fulfil its statutory obligations;
4. To contribute to strategic changes within the NHS in Lothian by providing information on clinical effectiveness;
5. To facilitate improvements in health and health care services directly, and through ‘managed clinical networks’ and wider alliances;
6. To contribute on a 24 hour basis to the control and prevention of communicable diseases and environmental hazards;



7. To maintain commitments to teaching, training, professional development, audit and research.
8. To enable efficient management of the Department: there are at present four groups in the Directorate. These are; Healthy Communities, Healthcare; Health Protection and Health Information.

### 3. University of Edinburgh

The University of Edinburgh was established in 1582 and is one of the largest in the United Kingdom located on a number of prominent sites in Scotland's capital city. It is Scotland's premier research University and within the top 5 Universities in Europe for its Biomedical Sciences.

The University of Edinburgh's College of Medicine and Veterinary Medicine (CMVM; Head Professor Sir John Savill) is an internationally leading force in basic-to-clinical translational research. The College has a consistent 30-year strategy of interdisciplinarity and integration of basic and clinical sciences. In the most recent Research Assessment Exercise (2008), the University of Edinburgh was top in the United Kingdom within the UoA4 category of Hospital-based Clinical Subjects. In 2008/9, CMVM attracted over £120 million in external peer-reviewed grant funding.

It has established several major interdisciplinary research Centres:

- i. MRC Centre for Inflammation Research (Director, Professor John Iredale)
- ii. Centre for Cardiovascular Science (Director, Professor Brian Walker) incorporating the BHF Centre of Research Excellence (Director, Professor John Mullins)
- iii. Centre for Reproductive Biology (Director, Professor Phillipa Saunders) and MRC Human Reproductive Sciences Unit (Director, Professor Robert Millar) including the Tommy's Centre (Director, Professor Jane Norman).
- iv. MRC Centre for Regenerative Medicine (Director, Professor Sir Ian Wilmut)
- v. Centre for Molecular Medicine (Director, Professor David Porteous)
- vi. Centre for Cancer Research (Director, Professor David Harrison)
- vii. Centre for Population Health Sciences (Director, Professor Harry Campbell)
- viii. MRC Human Genetics Unit (Director, Professor Nick Hastie)

These Centres are predominantly based at two sites: the Queen's Medical Research Institute at the Royal Infirmary, and the Institute of Genetics and Molecular Medicine at the Western General Hospital. The co-location of basic science and clinical groups within state-of-the-art infrastructure and technology provides an excellent and exciting opportunity to conduct translational research at the highest level.

This academic power base is supported by clinical research infrastructure that includes:

- i. Wellcome Trust Clinical Research Facility
- ii. Clinical Research Imaging Centre
- iii. Edinburgh Clinical Trials Unit (UKCRN Registered) and Health Services Research Unit



- iv Scottish Brain Imaging Research Centre
- v Experimental Cancer Medicine Centre
- vi Academic and Clinical Central Office for Research and Development

**4. NHS Library and Postgraduate Facilities**

There are excellent facilities on all sites.

**5. Departmental Information – (to be inserted)**

**Key Personnel:**

**Midlothian H&SCP**

Clinical Director  
 Head of Health  
 Chief Nurse

Dr Rebecca Green  
 Mr Nick Clater  
 Ms Fiona Stratton

**Mental Health**

Dr Nathan Langsley  
 Dr Neelom Sharma  
 Dr Derek Dickson  
 THIS POST  
 Karen Darroch  
 Kevin Hodgson

General Adult Psychiatry – Esk team (East)& in-patients  
 General Adult Psychiatry –Pentland Team (West)& in-patients  
 General Adult Psychiatry – Esk (East) Team  
 General Adult Psychiatry – Pentland (West) Team  
 Integrated Services Manager Mental Health  
 Senior Charge Nurse, Hermitage Ward, REH



## **The Population and Services**

### **1. Catchment area**

The county of Midlothian has a mixed rural-urban population, lying directly south of the City of Edinburgh. The county is bounded by the East Lothian to the east, West Lothian to the west and the Borders Region to the south. The population of 100,000 is projected to increase by at least another 10,000 over the next ten years. The mental health locality boundaries are coterminous with those of the Local Authority. There are good working links between health and social work, general practices and the voluntary sector. The post-holder's catchment area will comprise approx 30,000 (total population).

### **2. Midlothian H&SCP**

Midlothian HSCP, one of 4 in the Lothian area, came into existence in April 2015. The H&SCP is responsible for all local health and social care provision including Mental Health in Midlothian, Primary Care Services, Older Peoples Services and local Learning Disabilities Services. The HSCP is committed to the delivery of a patient focused service, which is achieved through strong multi-disciplinary and multi-agency working partnerships. Midlothian HSCP is generally regarded as being a dynamic place to work with a supportive and enterprising working culture.

### **3. Local Psychiatric Services**

Midlothian first developed Community Mental Health Teams in the 1970's and developments and adjustments to the model have taken place regularly since integrated. Community Rehabilitation was particularly successful in the 1990's, resulting in only a very small number of patients requiring more than very occasional in-patient stabilisation and reassessment. The service today manages a very varied and interesting caseload via a flexible and dynamic community team with 7.0 w.t.e. consultant psychiatrists working in Midlothian.

This post	Community Psychiatry
Dr Nathan Langsley	Community Psychiatry
Dr Neelom Sharma	Community Psychiatry
Dr Derek Dickson	Community Psychiatry
Vacancy	Substance Use Service
Dr Anna Beaglehole	Older People's Mental Health
Dr Natalie Limet	Older People's Mental Health

The consultant will work in a single team, with one other consultant colleague, covering the daytime psychiatric needs of Midlothian patients in the East half of the locality. The successful applicant will be expected to play an active role in consolidating and refining services. At present most of the patient care is delivered the integrated multi-agency building, No.11 in Dalkeith. This model is being expanded and enhanced, building on the good working links between NHS mental health services, local authority, voluntary sector and primary care.

Currently the consultants are supported by a multidisciplinary and multi-functional team. In addition to consultants and junior medical staff, the team comprises CPNs, social workers, MHOs, psychologists, occupational therapists, and administrative support. There is sessional input from physiotherapists and dieticians.



Since November 2006, the inpatient resource has been 8 beds located at the Royal Edinburgh Hospital site, with Intensive Home Treatment team support arranged to facilitate short stays and early discharge, and to prevent admissions by offering intensive home treatment. There is a network of well-developed community services for patients with severe and enduring mental health problems, and a range of community psychological therapies, including CBT, delivered by trained nurse therapists in primary care settings. There is also a community based resource available from a non-NHS provider which provides 8 places for rehabilitation.

The specific responsibilities of the Community Psychiatrists are as follows:

	Practice Name	Approx List
Consultant 1 (This Post )	<b>Bonnyrigg:1/strathesk+ 2/Dalhouse + 3/Quarryfoot</b>	22,380
	<b>Loanhead</b>	6,368
	<b>Roslin</b>	7,674
		<b>36,422</b>
Consultant 2 (Dr Dickson)	<b>Gorebridge (Newbyres)</b>	8,314
	<b>Pathhead</b>	6,293
	<b>Dalkeith</b>	10,408
	<b>Danderhall (now a branch surgery of Newbattle)</b>	4,466
		<b>29,481</b>
Consultant 2 (Dr Langsley)	<b>Newbattle</b>	<b>18,772</b>
Consultant 3 (Dr Neelom Sharma)	<b>Penicuik</b>	11,653
	<b>Eastfield</b>	6,182
		<b>17,835</b>

This configuration is not fixed and colleagues may agree to reconfigure the jobs as required.



## Section 4: Main Duties and Responsibilities

### Clinical:

#### Details of the Post:-

i) *Clinical* – To provide a consultant service in Adult Psychiatry (18-65 years) to a population of approximately 35,000 who are resident in Midlothian and/or registered with one of Midlothian General Practices. The clinical duties will include consultant responsibility for this population, via both the community based mental health services and the inpatient resource at the Royal Edinburgh Hospital. Most patient care is delivered at No.11 in Dalkeith. The consultant will share in the arrangements for the cover of consultant colleagues during periods of leave or during unforeseen illness.

The consultant will be expected to undertake home visits as required when clinically indicated, and within the constraints of an expected 10 session job plan, the consultant will extend the close working links with local GPs with specific responsibility for a GP practice–defined population.

The consultant will provide psychiatric reports as requested by the Procurator Fiscal and the Courts. (This may involve visits to penal institutions and the State Hospital, Carstairs).

The consultant will be a Responsible Medical Officer and Approved Medical Practitioner in terms of the Mental Health (Care and Treatment) (Scotland) Act 2003, and undertake all associated duties.

ii) *Liaison with other agencies* – The consultant will also be expected to develop and maintain good working relationships with the local Social Work Department, the Voluntary Sector and local users and carers groups and their representatives.

iii) *Management* – The consultant will be expected to take a full part in local management as permitted by a 9:1 job plan, subject to negotiation. This includes representation on relevant local planning and management groups, the Lothian Area Division of Psychiatry and others.

iv) *Education and Training* – The psychiatric services of the Midlothian HSCP are committed to high quality education and training. The consultant is expected to maintain a level of continuing professional education equivalent to that expected by the Royal College of Psychiatrists for the purposes of re-accreditation. The HSCP will support this, and indeed expects this to be evidenced.

#### Number of Sessions Allocated:

The post is expected to be a full-time post of 10 Programmed Activities (9.0 Direct Clinical Care and 1.0 Supporting Professional Activities). The consultant will be expected to negotiate a job plan with the management of the HSCP and relevant colleagues, which will include a weekly timetable of fixed commitments.

#### On-call responsibilities:

The post is responsible for covering General Adult Consultant on-call rota which covers Edinburgh, East & Midlothian. Operated via switch board at REH. Currently there are



approximately 24 Consultants in the rota. Total PAs for out-of-hours work are 0.1341 = 0.24 hours, with availability supplement of 3%.

### **Specific requirements:**

The successful applicant must hold a valid driving licence and must reside within 30 minutes travelling time of the boundaries of Midlothian when on call.

### **Support Staff and Facilities**

#### **1. Junior Medical Staff**

At present Midlothian has four junior doctor posts. The new consultant currently has an allocated junior doctor post, either a GPST or FY2 (with some flexibility within the service). We sometimes have a Higher Trainee, depending on availability.

#### **2. Administrative Support**

There is dedicated secretarial support within the admin team identified to support this post and the consultant will have his or her own office-base at No.11 plus full use of local teaching facilities.

#### **3. The Voluntary Sector (those with closest working links only)**

##### **Penumbra**

Penumbra currently run Park Cottage in Newtongrange which is an 8 bedded place rehabilitation facility, this is a collaborative approach with health and social care

##### **3.2 CAPS (Consultancy and Advocacy Promotion Service)**

This agency has been very active in Midlothian playing a full role in the development and redesign of Midlothian's mental health services. A CAPS representative is a full member of the local NHS Mental Health Management Group.

##### **3.3 Health in Mind**

Is Midlothian commissioned community mental health support service, which provides varied Social and Psychological Interventions across Midlothian.

##### **3.4 VOCAL (Voice of Carers Across Lothian)**

This well established and highly valued organisation with a linked worker for Midlothian, maintains a carers' network which contributes actively to service development and planning.

#### **4. Specialist Psychiatric Services**

**Old Age** – The old age psychiatry service covers the whole county of Midlothian which currently includes functional illness for those aged 65 and over, and also the dementia service (which includes people suffering from pre-senile dementia).

**Rehabilitation** –Residential rehabilitation places are available at Park Cottage. There will be access to Lothian-wide NHS inpatient rehabilitation places.



**Alcohol/Drug Problems** – There is a range of treatment options for people with drug and alcohol problems. From, peer support deliver by Health in Mind, psychosocial support from MELD and the treatment service, who provide same day access for OST and community detox as well as assess and review individuals who require rehabilitation.

**IPCU** – Intensive psychiatric care beds are accessed firstly at REB and then secondaly at St Johns Hospital in Livingston.

**Liaison Psychiatry** – There are dedicated services in Liaison Psychiatry working at each of the three main general hospitals in Lothian, which work closely with the Midlothian community team, minimising inpatient stay by setting up rapid community responses.

**Psychotherapy** – There are a range of psychological treatments depending on the needs of the patient. Clinical psychologists working locally can offer cognitive behavioural therapy and a number of CPNs and OTs are trained in CBT and other models of psychological therapy. Referrals can be made to the psychological therapy service based within No 11 as well as including the Cullen/Rivers Centre which offers a range of specialist services for the management of eating disorders, PTSD and borderline personality disorder, and the Department of Psychotherapy which offers group and individual dynamic psychotherapy including a service for sexual abuse survivors.

**Child and Adolescent Services** – These are provided by the Department of Child and Family Psychiatry at the Royal Hospital for Sick Children.

**Learning Disabilities** - The Midlothian Learning Disabilities service is a community based team which will be based in Bonnyrigg.

## 5. Involvement in Management & Planning

The Midlothian HSCP will continue to have a pivotal role in developing and planning the psychiatric service in close collaboration with Midlothian local authority, the Voluntary Sector and users and carers. Consultant psychiatrists are fully represented in this process at several levels, such as attendance at the Midlothian Strategic Mental Health Planning Group.

## 6. University of Edinburgh – Department of Psychiatry

The Department of Psychiatry, University of Edinburgh is a recognised Centre of Excellence. The Department hosts a weekly clinical case conference and special lecture series which consultants are expected to support. In addition, there is a regular Senior Staff Meeting to discuss difficult cases of challenging or interesting nature.

## 7. Audit/Research –

The consultant will participate in audit and be involved in research where appropriate, and as permitted by other clinical duties and an expected 9:1 job plan.

## 8. Teaching



The consultant will provide supervision of the junior doctor working with them (currently one protected hour each week), and will take part in under-graduate medical training, post-graduate medical training (including contributing to the MRCPsych course) and multidisciplinary teaching. Medical students are attached to the locality throughout the academic year and the junior doctor posts in Midlothian are part of the South East of Scotland GP Training and Foundation Year 2 rotations. The consultant will also be expected to contribute to the training and development of non-medical staff such as nurses, AHP's and social workers as permitted by a 9:1 job plan.



**NHS Lothian – Indicative Job Plan**

**Post:** Consultant General Adult Psychiatry  
**Specialty:**  
**Principal Place of Work:** Midlothian H&S Care Partnership  
**Contract:** Full Time 40 hours  
**EPAs:** 0  
**Programme Activities:** 10  
**Availability Supplement:** Level 1 at 3 %  
**Out-of-hours:**  
**Managerially responsible to:** Dr Rebecca Green

**a) Timetable of activities that have a specific location and time**

DAY	TIME	TYPE OF WORK	DCC	SPA	EPA	Total
<b>Monday Base</b>	Am	OP Clinic	1			2
	Pm	SPA/Clinical Supervision & MDT	1			
<b>Tuesday Base</b>	Am	Urgent Community Assessments	1			2
	Pm	SPA		1		
<b>Wednesday Base</b>	Am	OP Clinic	1			2
	Pm	Urgent Community Assessments	1			
<b>Thursday Base</b>	Am	OP Clinic	1			2
	Pm	OP Clinic / Admin	1			
<b>Friday Base</b>	Am	OP clinic	1			2
	Pm	OP Specialist Clinic / Admin	1			
<b>Saturday Base</b>						
<b>Sunday Base</b>						
		Total Hours	9	1	0	10

NHS Lothian allocates all consultants one SPA for CPD, audit, clinical governance, appraisal, revalidation job planning and routine internal routine communication and management meetings. As a major teaching and research contributor it would normally expect to allocate additional SPA time for activities to do with undergraduate education, educational supervision of trainee medical staff, research and other activities. These are all



areas where NHS Lothian has a strong commitment and we recognise the contribution that consultants are both willing and eager to make. The precise allocation of SPA time and associated objectives will be agreed with the successful applicant.

## Section 5: Contact Information

Informal enquiries and visits are welcome and should initially be made to:

Joint Mental Health Team  
No.11 St Andrews Street  
Dalkeith EH22 1AL  
Tel: 0131 285 9600  
Karen Darroch, Integrated Services Manager  
Clinical Director Dr Rebecca Green, [rebecca.green@nhslothian.scot.nhs.uk](mailto:rebecca.green@nhslothian.scot.nhs.uk)



<http://careers.nhslothian.scot.nhs.uk>

## Section 6: Working for NHS Lothian

### Working in Edinburgh and the Lothians

#### Who are we?

NHS Lothian is an integrated teaching NHS Board in Scotland providing primary, community, mental health and hospital services. Calum Campbell is the Chief Executive, Professor John Connaghan CBE is the Chair and Tracey Gillies is the Executive Medical Director.

NHS Lothian provides services for the second largest residential population in Scotland – circa 850,000 people. We employ approximately 26,000 staff and are committed to improving all patient care and services and engaging staff in service planning and modernisation.

Over the next year across Scotland there will be significant changes in the way health and social care services are provided. In April 2015, integration came into effect in local areas led by four Health and Social Care Partnerships in East Lothian, Edinburgh, Midlothian and West Lothian. Working together will help us provide even better services for our communities and, where appropriate, people will receive high quality care closer to home. There is work underway in relation to the operational and governance capacity required, ensuring that planning for unscheduled and scheduled care is done in tandem between the four Integrated Joint Boards and the acute service.

Further information about Edinburgh and NHS Lothian can be found at <https://org.nhslothian.scot/Pages/default.aspx>

#### Location

Edinburgh and the Lothians are on the eastern side of Scotland's central belt in the heart of the country. Four main areas make up Edinburgh and the Lothians – Edinburgh, East Lothian, Mid Lothian and West Lothian.

Edinburgh and the Lothians are a place of exceptional beauty and contrast, from Edinburgh's historic skyline to the scenic countryside and coastline that surround it. Edinburgh is famous for its castle, military tattoo, fringe and international festival.

Edinburgh and the Lothians are home to top-ranking state and private schools and world class universities and colleges. Edinburgh offers a rich diversity of parks and gardens to spend time relaxing with friends and family. Whether you want to buy or rent Lothian also offers a diversity of accommodation ranging from city centre based flats, waterfront living, Victorian or Georgian villas to more rural farm houses or coastal homes.

Local and wider transport networks are excellent. Glasgow is less than 50 minutes away by train. The Scottish Highlands are accessible in a few hours offering opportunities for skiing and walking. National and international transport links make it easy to keep in touch with friends and family via Edinburgh Airport which offers a variety of international flight opportunities.

If you are thinking about joining us from overseas further information can be found at [www.talentscotland.com](http://www.talentscotland.com). For a comprehensive list of services to help moving to the City of Edinburgh, please visit the City of Edinburgh Council Website at: [www.edinburgh.gov.uk](http://www.edinburgh.gov.uk).



## **What we can offer you**

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

- Access to the NHS pension scheme
- Assistance relocating to Edinburgh
- NHS Lothian 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
- Access to a transport network offering easy travel links to the rest of the UK and Europe, as well as international options

## **Teaching and Training Opportunities**

NHS Lothian has one of the largest and some of the most successful teaching hospitals in Scotland. We have a growing national and international reputation for medical teaching and research and are recognised as a centre of excellence.

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

NHS Education for Scotland (NES) and NHS Lothian 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 South East of Scotland rotating through Edinburgh and Lothian hospitals.

Information regarding training with links to the appropriate UK websites can be found at <http://www.scotmt.scot.nhs.uk/> and <http://nes.scot.nhs.uk/>

We enjoy close links with the University of Edinburgh (<http://www.ed.ac.uk/home>) whose Medical School is renowned for preparing its medical students to become world-class doctors. Alongside NHS Lothian, the University of Edinburgh offers state-of-the-art medical teaching facilities at the Chancellors Building, including lecture theatres, seminar rooms, clinical skills training area, computing suites, as well as library facilities at the main university, Western General Hospital and Royal Hospital for Sick Children.

## **Our vision, values and strategic aims**

We strive to provide high quality, safe, effective and person centred healthcare, continually improving clinical outcomes for patients who use our services and for our population as a whole.

To achieve this, we are committed to ever-closer integrated working with patients and our other partners in healthcare and to embedding a culture of continuous improvement to ensure that:

- Our staff can contribute fully to achieving the best possible health and healthcare, based on evidence and best practice
- Everything we do maximises efficiency and delivers value for patients and the public

We have identified six strategic aims to ensure we can deliver safe, effective and person-centred health and social care:

1. Prioritise prevention, reduce inequalities and promote longer healthier lives for all



2. Put in place robust systems to deliver the best model of integrated care for our population – across primary, secondary and social care
3. Ensure that care is evidence-based, incorporates best practice and fosters innovation, and achieves seamless and sustainable care pathways for patients
4. Design our healthcare systems to reliably and efficiently deliver the right care at the right time in the most appropriate setting
5. Involve patients and carers as equal partners, enabling individuals to manage their own health and wellbeing and that of their families
6. Use the resources we have – skilled people, technology, buildings and equipment – efficiently and effectively.

The specific areas of focus and actions needed to achieve each of these aims are detailed in “Our Health, our Future: NHS Lothian Strategic Clinical Framework 2014 – 2024,” consultation document which you will find at: <https://org.nhslothian.scot/Strategies/Pages/default.aspx>

### **Our Health, Our Care, Our Future**

NHS Lothian works to help people live healthier, longer lives – no matter who they are or where in the region they live. Much progress has been made, but significant challenges and opportunities lie ahead. NHS Lothian draft strategic plan - Our Health, Our Care, Our Future – sets out what we propose to do over the coming decade to address these challenges and continue to provide a high quality, sustainable healthcare system for the people of Lothian.

In developing the strategic plan we have:

- asked staff and patients what and how things need to change to deliver our aims
- brought together local plans into an integrated whole
- identified opportunities to make better use of existing resources and facilities
- prioritised areas that will make most difference to patients

The plan outlines a range of proposals, which will allow us to:

- improve the quality of care
- improve the health of the population
- provide better value and financial sustainability

Over the coming months we will discuss the need for change and the proposals set out in the plan with staff, patients, communities and other stakeholders. A summary of the plan can be found at

<https://org.nhslothian.scot/Strategies/OurHealthOurCareOurFuture/Pages/default.aspx>

### **NHS Lothian’s Clinical Quality Approach – Quality Driving Improvement**

This is a new way of approaching quality in NHS Lothian. With this approach to service improvement we aim to deliver ‘high quality, safe and person-centered care at the most affordable cost’. This acknowledges that every £1million of waste, unnecessary or inappropriate costs in one area of our system, denies us the opportunity to invest that £1million in another area of our system.

In all highly reliable healthcare organisations, it is clear that senior leadership commitment to the importance of the work, the introduction of consistent improvement methodology, the use of good quality data and building improvement capability within the workforce, are key to the successful delivery of improvement strategies.



<http://careers.nhslothian.scot.nhs.uk>

To allow NHS Lothian to meet the needs of our population today and in the future, we need to build on the good work that is already being done to redesign services and create a whole organisation approach to quality improvement.

### **Our Values and ways of working**

NHS Lothian is determined to improve the way their staff work so they have developed a set of common values and ways of working which they now need to turn into everyday reality - to the benefit of everyone working in the organisation and, most importantly, to the benefit of their patients.

### **NHS Lothian – Our Values into Action:**

#### **Care and Compassion**

- We will demonstrate our compassion and caring through our actions and words
- We will take time to ensure each person feels listened to, secure, understood and is treated compassionately
- We will be visible, approachable and contribute to creating a calm and friendly atmosphere
- We will provide a safe and caring setting for patients and staff, and an efficient, effective and seamless care experience
- We will meet people's needs for information and involvement in all care, treatment and support decisions.

#### **Dignity and Respect**

- We will be polite and courteous in our communications and actions
- We will demonstrate respect for dignity, choice, privacy and confidentiality
- We will recognise and value uniqueness and diversity
- We will be sincere, honest and constructive in giving, and open to receiving, feedback
- We will maintain a professional attitude and appearance.

#### **Quality**

- We will demonstrate a commitment to doing our best
- We will encourage and explore ideas for improvement and innovation
- We will seek out opportunities to enhance our skills and expertise
- We will work together to achieve high quality services
- We will use our knowledge and enthusiasm to implement positive change and overcome challenges.

#### **Teamwork**

- We will understand and value each other's role and contribution
- We will be fair, thoughtful, welcoming and kind to colleagues
- We will offer support, advice and encouragement to others
- We will maximise each other's potential and contribution through shared learning and development



- We will recognise, share and celebrate our successes, big and small.

### Openness, Honesty and Responsibility

- We will build trust by displaying transparency and doing what we say we will do
- We will commit to doing what is right – even when challenged
- We will welcome feedback as a means of informing improvements
- We will use our resources and each other’s time efficiently and wisely
- We will maintain and enhance public confidence in our service
- We will be a positive role model.

Throughout the recruitment process candidates will need to demonstrate they meet all of Our Values.

Further information on our values into action can be found at <https://org.nhslothian.scot/OurValues/Pages/default.aspx>

## Section 7: Terms and Conditions of Employment

For an overview of the terms and conditions visit: <http://www.msg.scot.nhs.uk/pay/medical>.

<b>TYPE OF CONTRACT</b>	Permanent
<b>GRADE AND SALARY</b>	CONSULTANT £96,963 - £128,841
<b>HOURS OF WORK</b>	40 HOURS PER WEEK
<b>SUPERANNUATION</b>	New entrants to NHS Lothian who are aged 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: <a href="http://www.sppa.gov.uk">www.sppa.gov.uk</a>
<b>REMOVAL EXPENSES</b>	Assistance with removal and associated expenses may be awarded
<b>EXPENSES OF CANDIDATES FOR APPOINTMENT</b>	NHS candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Reimbursement shall not normally be made to employees who withdraw their application, refuse an offer of appointment. Non NHS employees are not normally awarded travel expenses.
<b>TOBACCO POLICY</b>	NHS Lothian operates a No Smoking Policy in all premises and grounds.



<b>DISCLOSURE SCOTLAND</b>	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.
<b>CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK</b>	NHS Lothian 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 Lothian 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.
<b>REHABILITATION OF OFFENDERS ACT 1974</b>	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 4 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 Lothian. Any information given will be completely confidential.
<b>MEDICAL NEGLIGENCE</b>	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 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.
<b>NOTICE</b>	Employment is subject to one month notice on either side, subject to appeal against dismissal.
<b>PRINCIPAL BASE OF WORK</b>	You may be required to work at any of NHS Lothian sites as part of your role.
<b>SOCIAL MEDIA POLICY</b>	You are required to adhere to NHS Lothian’s Social Media Policy, which highlights the importance of confidentiality, professionalism and acceptable behaviours when using social media. It sets out the organisation’s expectations to safeguard staff in their use of social media.



## Section 8: General Information for Candidates

### **Data Protection Legislation**

During the course of our activities we will collect, store and process personal information about our prospective, current and former staff. The law determines how organisations can use personal information. For further information on the type of data that is handled, what the purpose is of processing the data and where and why we share data, please see the NHS Lothian Staff Privacy Notice, found at: [NHS Lothian Staff Privacy Notice](#)

For the purposes of this privacy notice, 'staff' includes applicants, employees, workers (including agency, casual and contracted staff), volunteers, trainees and those carrying out work experience.

### **Counter Fraud**

NHS Lothian is under a duty to protect the public funds it administers, and to this end will use the information you have provided on your application form for the prevention and detection of fraud. It will also share this information with other bodies responsible for auditing or administering public funds for these purposes. More detail on this responsibility is on NHS Lothian intranet (Counter-Fraud and Theft page) and further information is available via [Audit Scotland](#).

### **References**

All jobs are only offered following receipt of three satisfactory written references. At least one reference must be from your current/most recent employer or your course tutor if you are currently a student. If you have not been employed or have been out of employment for a considerable period of time, you may give the name of someone who knows you well enough to confirm information given and to comment on your ability to do the job.

### **Disclosure Scotland**

Where a Disclosure or Protection of Vulnerable Groups Check is deemed necessary for a post, the successful candidate will be required to undergo an appropriate check. Further details on the Recruitment of Ex-Offenders are available from the recruitment centre.

### **Work Visa**

If you require a Work Visa, please seek further guidance on current immigration rules, which can be found on the [UK Government Home Office website](#).

### **Job Interview Guarantee Scheme**

As a Disability Symbol user, we recognise the contribution that all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities, all applicants who are disabled and who meet the minimum criteria expressed in the job description will be guaranteed an interview.



## **Overseas Registration and Qualifications**

NHS Lothian will check you have the necessary professional registration and qualifications for this role. You will need to provide an official translation of qualifications notarized by a solicitor of your overseas qualifications to be checked by the recruiting panel. Please ensure that this is available before applying for the post.

## **Workforce Equality Monitoring**

NHS Lothian is committed to supporting and promoting dignity at work by creating an inclusive working environment. We believe that all staff should be able to fulfil their potential in a workplace free from discrimination and harassment where diverse skills, perspectives and backgrounds are valued.

In order to measure and monitor our performance as an equal opportunities employer, it is important that we collect, store and analyse data about staff. Personal, confidential information will be collected and used to help us to understand the make-up of our workforce that will enable us to make comparisons locally, regionally and nationally.

## **Equal Opportunities Policy Statement**

NHS Lothian considers that it has an important role to play as a major employer and provider of services in Lothian. We are committed to encouraging equality and diversity among our workforce, and seek to eliminate discrimination. The aim is for our workforce to be truly representative and for each employee to feel respected and able to give their best.

The objectives of its policy are that no person or employee receives less favourable treatment on the grounds of gender identity, gender expression, disability, marital status, age, race (including colour, nationality, ethnic or national origin), religion or belief, sexuality, responsibility for dependants, socio-economic status, political party or trade union membership or activity, HIV/AIDS status or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Our Equal Opportunities in Employment policy can be viewed on our careers website: <https://careers.nhslothian.scot/equal-opportunities/>

## **NHS Scotland Application Process**

- The purpose of an application form is to help evidence that the applicant has all the requirements applicable to carry out the job applied for.
- It is essential to read both the job description and the person specification to gain a full understanding of what the job entails and the minimum criteria required.
- Please note for equal opportunity purposes NHS Lothian do not accept CV's as a form of application.
- 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.
- Please complete all sections of the application form. Those sections that are not relevant please indicate 'not applicable', do not leave blank.
- Please visit <https://apply.jobs.scot.nhs.uk> for further details on how to apply.

