

**Consultant with Special Interest in in Eating Disorders: 5 PA’s with options up to full time (10PA’s)**

**Applicant Information**



****A bridge over water with buildings and trees

Description automatically generated

V&A Dundee: Visit Scotland / Kenny Lam



Closing Date: 13/05/2024

Interview Date: 29/05/2024

Welcome from the Recruitment Team

Welcome to NHS Tayside

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

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

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

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

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

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

  

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| **Contents** |

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| **Section** |  |
| Section 1: | Advertisement |
| Section 2: | Living in Tayside |
| Section 3: | NHS Tayside |
| Section 4: | Mental Health Services in Tayside |
| Section 5: | Main Duties and Responsibilities (Job Description) |
| Section 6: | Indicative Job Plan |
| Section 7: | Person Specification |
| Section 8: | Further Information / Contact Details |
| Section 9: | Terms and Conditions of Employment |



The McManus Dundee Art Gallery Museum: Visit Scotland / Kenny Lam

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Description automatically generatedNHS Tayside

**Consultant Psychiatrist within Tayside Adult**

**Eating Disorder Team**

**5 PA’s with options for full time (10PA) post.**

We have an exciting opportunity available in one of the UK’s most up and coming and rapidly developing regions.

NHS Tayside is looking to recruit flexibly to a part time (5PA) post within the Tayside Eating Disorder Service. Although this is a part time post, additional sessions in general adult psychiatry or other specialty areas are available to make up the post to full time (10PA’s).

The successful applicant will work within an enthusiastic and committed multidisciplinary team primarily delivering out-patient treatments. However, there will also be a role liaising with our partners who provide in-patient care.

NHS Tayside and its partner organisations are committed to the development of a Tayside wide Mental Health and Well-being Strategy and to making appropriate investment to implement the changes agreed therein. The post holder will have an opportunity to develop and shape local services within the context of the of the Scottish Government review of eating disorders services in Scotland.

**Informal enquiries can be made to either:**

Dr Paula Collin, Lead Clinician [paula.collin@nhs.scot](#)

Linda Graham, Clinical Lead for Mental Health & Learning Disabilities, Dundee HSCP, Clinical Lead ([linda.graham@nhs.scot](#))

Dr Peter Le Fevre, Operational Medical Director [peter.lefevre@nhs.scot](#)

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

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

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

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

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

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

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

Cairngorms National Park Visit Scotland / Jakub Iwanicki Lunan Bay, Near Montrose Visit Scotland / Paul Tomkins

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| **Section 3: NHS TAYSIDE** |

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

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

Our NHS Tayside Vision

“Everyone has the best care experience possible”

Our NHS Tayside Aim

To be the best at getting better

Our NHS Tayside Values

Care and Compassion

Dignity and Respect

Openness, Honesty and Responsibility

Quality and Teamwork

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

The approximate populations are:

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

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

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

More information on the HSCPs can be found at

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

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

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

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

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

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

**Teaching and Training Opportunities**

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

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

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

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

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

**What we can offer you**

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

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



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| **Section 4: SPECIALITY / DEPARTMENT SERVICES IN TAYSIDE** |

NHS Tayside Eating Disorders Service is based within the NHS Tayside Psychological Therapies Service premises at 15 Dudhope Terrace, Dundee, and provides outpatient clinics in Dundee, Angus, and Perth. The service primarily offers specialist assessment and treatment to adults experiencing Anorexia Nervosa, Bulimia Nervosa, and their variants, having access to psychological, psychiatric, nursing and dietetic interventions and excellent administrative support. The service also seeks to support the work of colleagues managing eating disorders within Primary Care and Community Mental Health Teams within Tayside, through expert consultation and advice and through training. The Clinical Lead for the service provides supervision for the facilitators of the local adult eating disorder self-help group, Bridging the Gap. NHS Tayside Eating Disorders Service forms part of the North of Scotland Managed Clinical Network for Eating Disorders, and, through this, has shared access to 10 inpatient beds at the Eden Unit, Royal Cornhill Hospital, Aberdeen. The post-holder will be expected to take an active role in the MCN with regards to service developments, quality control, continuing professional development and peer supervision.

The staffing structure of NHS Tayside Eating Disorders Service is as follows:

* 0.5 wte Consultant Psychiatrist
* 0.9 wte Consultant Clinical Psychologist/Lead Clinician
* 1 wte Counselling Psychologist
* 1 wte Clinical Psychologist
* 1 wte Assistant Psychologist
* 0.1wte Career Start GP
* 1 wte Specialist Nurse
* 0.8 wte Specialist Dietitian
* 0.1 wte Lead Mental Health Dietitian
* 0.6 wte Administrator

An exciting comprehensive transformational change process is currently underway across all Mental Health Services delivered by partner agencies and services across the Tayside region in collaboration with service users, families/carers and persons with lived experience. This is part of a comprehensive programme to deliver on the recommendations of both the independent review of Tayside wide Mental Health Services and also Living Life Well, the Tayside Mental Health Strategy [https://www.nhstayside.scot.nhs.uk/OurServicesA-Z/MentalHealthandLearningDisabilityServices/PROD\_342608/index.htm](#)

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| **SECTION 5: MAIN DUTIES AND RESPONSIBLITIES**  **(Job Description)** |

The post is for a substantive Consultant Psychiatrist with the Tayside Adult Eating Disorders Service. We are seeking candidates with General Adult Psychiatry or Medical Psychotherapy training, and experience of Eating Disorders. Fulltime and part-time working can be offered and there is opportunity to combine this post (minimum 5 PA) with additional sessions up to 10 PA’s in General Adult Psychiatry, Tayside Adult Autism Service and a number of other specialities. A full-time Eating Disorder post may be offered to the right candidate. The Consultant’s core responsibility will be in the delivery, supervision and consultation regarding psychiatric care and medical risk management. The consultant will join the clinical management group for the eating disorder service, contributing significantly to service management. When required the appointee will take on the role of Approved Medical Practitioner and Responsible Medical Officer when risks necessitate the use of the MHA.

**Job Title: Consultant Psychiatrist**

Job Plan: For a 5 PA post: proposed 4 DCC:1 SPA session split with a detailed job plan to be agreed by the post-holder, the Clinical Lead for Mental Health & Learning Disability in Dundee HSCP and the NHS Tayside Clinical Director for Mental Health.

The post would appeal to anyone who is interested in the relationship between mental and physical health and has a good appreciation and understanding of psychotherapeutic models of treatment. The post will attract 1 core SPA although additional SPA time will be available and negotiable according to the interests of the successful candidate and the requirements of the service.

Other post configurations pro-rata or by negotiation

Base: The post-holder will have a dedicated office within Dudhope Clinic, 15 Dudhope Terrace, Dundee as well as use of a clinic room at Perth Royal Infirmary where the team has a satellite base of 2 clinic rooms. Dedicated administrative support will be provided.

**PRINCIPAL DUTIES**

The post-holder will work closely with colleagues in the Tayside Adult Eating Disorders Team to ensure the provision of safe, effective and efficient care and treatment.

The duties of the post will include:

* The medical assessment and treatment of adults (generally between the ages of 18 and 65) with suspected eating disorders in line with current clinical guidelines, recognised best practice and locally agreed care pathways
* The meaningful engagement of families/carers
* The provision of expert advice to other mental health service, primary care and acute hospital staff. The provision of treatment through Consultancy will be essential in ensuring all people who may benefit from Consultant level advice are afforded this opportunity in a timely manner
* The provision of advice to GP colleagues on complex diagnostic and/or medication issues
* Proficient and appropriate use of all aspects of the Mental Health (Care and Treatment) Scotland Act 2003 (the Post-holder must be Section 22 approved or eligible for training immediately on taking up post) and other mental health relevant Legislation
* Contributing to the development of clinical pathways & wider service development tasks
* Supporting & contributing good clinical governance by, for example, conducting research, audit and participating in Adverse Event Reviews
* Supervision of doctors in training

An example baseline timetable is included below for illustrative purposes (for five session post), but the exact content of the successful applicant's Job Plan would be by agreement as already outlined above. Extra Programmed Activities may be available by agreement.

**THE LOCAL GAP SERVICE**

The Community Mental Health Service is provided by geographically based multi-disciplinary CMHTs. The staffing levels are structured in response to clinical demands and include medical, nursing, social work, psychology, occupational therapy, support worker and administrative staff.

The teams have access to in-patient beds at either Carseview Centre or Murray Royal Hospital, with admission managed in partnership with the IP team and IP Consultant. The beds are used according to need rather than having a fixed number per CMHT.

A Crisis Response and Home Treatment Team (CRHTT) is based at the Carseview Centre and this manages direct referral from Police etc. Work is underway to redesign how best to provided a crisis care response. This includes the introduction of a DBI programme managed in each of the Localities and other services for people experiencing emotional distress.

There are Tayside area specialist services available for Psychotherapy, Intensive Psychiatric Care, Forensic Psychiatry, Rehabilitation Psychiatry, Learning Disabilities Psychiatry, Child and Adolescent Psychiatry, Liaison Psychiatry, Integrated Substance Misuse Services, Eating Disorders, Health Psychology and Advanced Interventions. There is regular opportunity to meet with other substantive Tayside-wide colleagues on a regular basis though the post-graduate education sessions (Thursday mornings) and other events such as Learning from Adverse Events.

Professional line management for all doctors in Mental Health comes from the Clinical Director in MH. The operational management of the post is through the Lead Clinician for Eating Disorders and then the HSCP Clinical Lead for Mental Health and Learning Disabilities and Locality Manager. The successful applicant will be encouraged to contribute a medical leadership role in their areas of clinical responsibility and in other settings across Tayside as agreed with colleagues and managers. This will include representation on planning and implementation groups where relevant, and regular meetings with the Clinical Lead and other colleagues.

**CONTINUING EDUCATION AND TEACHING**

There will be doctors allocated Core Training placements in Psychiatry as part of the Tayside Psychiatry Rotation Scheme, and for Special Interest sessions as part of Higher Training Specialty Registrar placements in Tayside for General Adult Psychiatry. The successful candidate would be encouraged to apply for approval for Core and Higher Training. Fourth year medical students from the University of Dundee are four-week periods and consultants are expected to take educational responsibility for these students.

There are close clinical, research and teaching links with the University of Dundee Section of Psychiatry and Behavioural Sciences. Research approaches range from basic molecular and cellular neuroscience to clinical investigations. The Department hosts the national specialist service for the management of chronic, severe and treatment refractory depression and OCD – the Advanced Interventions Service - Scottish National Centre for Neurosurgery for Mental Disorder (although no surgical procedures now take place in Scotland).

The University Department is keen to cultivate clinical, teaching and research links with NHS staff.

Continuing professional development will be actively encouraged and study leave funding is available. Peer supervision will be considered essential. Currently this takes place by video-conference with other Consultant Psychiatrists from the North of Scotland MCN for Eating Disorders and also Dumfries and Galloway.

**RESPONSIBILITY FOR RECORDS MANAGEMENT**

All records created in the course of the business of NHS Tayside are corporate records and are public records under the terms of the Public Records (Scotland) Act 1937. This includes email messages and other electronic records. It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with the NHS Tayside Records Management Policy and with any guidance produced by NHS Tayside specific to your employment.

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| **Section 6: NHS Tayside – Indicative Job Plan** |

**This is an indicative job plan for ONE of the posts on a full-time basis. In view of the likelihood of job plans being specifically tailored to each successful candidate, candidates are strongly encouraged to discuss their interest with Dr Cowan or Dr Le Fevre**

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| Post: | Consultant in Eating Disorders |
| Specialty: | General Adult Psychiatry / Eating disorders or Psychotherapy |
| Principal Place of Work: | Dudhope Terrace, Dundee  You may be required to work at any of NHS Tayside sites as part of your role. |
| Contract: | Permanent |
| Availability Supplement: | 3% |
| Out-of-Hours | 1 in 14, rota review being undertaken |
| Managerially responsible to: | Clinical Director of Acute and Rehabilitation and Operational Medical Director for MH & LD |

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

An example baseline timetable is included below for illustrative purposes (for five session post), but the exact content of the successful applicant's Job Plan would be by agreement as already outlined above. Extra Programmed Activities may be available by agreement.

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| **DAY** |  | **LOCATION** | **WORK DONE** |
| Tuesday | am | 15 Dudhope Terrace | DCC |
|  | pm | 15 Dudhope Terrace | Team meeting/ clinical admin/trainee supervision |
|  |  |  |  |
| Wednesday | am | 15 Dudhope Terrace | DCC |
|  | pm | Perth | DCC |
| Thursday | am | Murray Royal Hospital | SPA/PG teaching |

The Job Plan is a provisional outline and will be negotiable and agreed between the successful applicant, and the Clinical Lead / Operational Medical Director. The described post is the standard 5 PA post. Additional Supporting Professional Activity (SPA) sessions would be available depending on the professional interests of the successful applicant. Clinical sessions and associated responsibilities will be correspondingly adjusted. A standard ‘tariff’ for appraisal/revalidation and for audit, clinical governance, job planning, internal routine communication and management activity included. As a major teaching and research contributor, NHS Tayside would expect to allocate additional SPA time for activities to do with undergraduate education, educational supervision of trainee medical staff, research, service development and other activities. These are all areas where NHS Tayside has a strong commitment, and we recognise the contribution that consultants are both willing and eager to make.

Extra programmed activities may be available by negotiation with the Operational Medical Director.

Additional clinical PA’s are available up to a full time 10 PA post in general adult psychiatry, or other specialty areas. Interested candidates are strongly encouraged to discuss additional opportunities further with Dr Peter Le Fevre, Operational Medical Director.

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| **SECTION 6: PERSON SPECIFICATION** |

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| **REQUIREMENTS** | **ESSENTIAL** | **DESIRABLE** |
| **Qualifications and Training** | * Full GMC Registration * Included on the GMC Specialist Register (or eligible for such inclusion) * Approval under Section 22, Mental Health (Care and Treatment) (Scotland) Act 2003, or be eligible and willing to gain the approval once in post | * MRCP or general medical experience at postgraduate level to MRCP or MRCGP level * Medical Psychotherapy training * Training in supervision skills |
| **Experience** | * Wide experience in the provision of adult mental health services in community, out-patient and hospital settings * Experience of working in a multi-disciplinary team * Experience of treating patients with eating disorders * Experience of managing medical complications in patients with mental health problems * Experience of supervising colleagues * Experience of preparing and delivering presentations and teaching | * Experience of working with patients with low weight * Experience of working with patients with physical complications of eating disorders * Experience of family therapy * Experience of providing leadership |
| **Skills and Abilities** | * Ability to work collaboratively within a multi-disciplinary team. * Ability to manage anxiety when treating ‘at risk’ clients * Clinical expertise in community psychiatry and knowledge of evidence-based treatment options * Understanding of the needs of adults with mental illness, their carers and supporters, and commitment to working in partnership with these groups to develop services * Ability to train and supervise junior medical staff and staff from other disciplines, and to support them in managing complex high risk clinical situations * Evidence of skills in the psychological formulation of clients * The ability to work with, and integrate, psychological formulations alongside psychiatric diagnoses * Ability to make links and form effective relationships with colleagues in related services * Ability to communicate with clarity and in an empathic, emotionally attuned manner * Good written, verbal and interpersonal communication skills * Ability to take full responsibility for the independent management of patients | * Good knowledge of physical healthcare & electronic systems that support ordering tests and reading results |
| **Academic Achievements** | * Sound knowledge of research methods and understanding of the importance of evidence based medicine | * Previous experience in research with publications, especially of relevance to eating disorders. |
| **Teaching and Audit** | * Committed to formal and informal teaching and training of junior doctors and medical students. * Experience of and commitment to, systematic audit of clinical outcomes | * Previous experience of teaching |
| **Motivation** | * Committed to patient focused care, learning and continuous professional development, effective and efficient use of resources | * Desire to develop services for patients |
| **Personal Attributes** | * Honesty, warmth, self reflection and enthusiasm * Comfortable in open communication with patients and colleagues * Commitment to patient-focused care * Able to organise time efficiently and effectively |  |

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| **SECTION 7: FURTHER INFORMATION / CONTACT DETAILS** |

For further any information, or to arrange a visit, please do not hesitate to contact:

* Dr Paula Collin, Consultant Clinical Psychologist and Lead Clinician, TEDS ([paula.collin@nhs.scot](#))
* Ms Linda Graham, Clinical Lead for Mental Health & Learning Disabilities, Dundee HSCP, Clinical Lead ([linda.graham@nhs.scot](#))
* Dr Peter Le Fevre, NHS Tayside Clinical Director for Mental Health([peter.lefevre@nhs.scot](#))

Application Process:

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

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

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

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

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

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

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

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| **SECTION 9: TERMS AND CONDITIONS OF EMPLOYMENT** |

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

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| **JOB TITLE** | Consultant Psychiatrist |
| **TYPE OF CONTRACT** | Permanent |
| **Hours of work** | 10 PAs (40 hours per week full time) |
| **Location** | Dependant on post. You may be required to work at any of NHS Tayside sites as part of your role. |
| **Salary** | £91,474 to £121,548 per annum (pro rata if applicable)  Placing on the salary scale will be on the minimum point unless the successful applicant has previous experience in a NHS Consultant post or previous non-NHS experience equivalent to that gained in a NHS Consultant post.  Salary is paid monthly by Bank Credit Transfer into a UK bank account |
| **Arrangement of Duties** | To be organised through Job Planning after appointment |
| **Leave** | 33 days annual leave and 8 public holidays |
| **References** | Jobs are offered following receipt of two satisfactory written references. At least one reference must be from your current/most recent employer. |
| **Occupational Health Check** | All appointments will be made subject to the receipt of a satisfactory Pre-Employment Occupational Health Check |
| **Superannuation** | New entrants to NHS Tayside who are aged over sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to “opt out” arrangements can be made to do this via [https://pensions.gov.scot/nhs](#) |
| **General Provisions** | You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions, you are expected to observe the organisation’s agreed policies and procedures and to follow the standing orders and financial instruction of NHS Tayside, in particular, where you manage employees of the organisation, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary. |
| **Removal Expenses** | Assistance with removal and associated expenses may be awarded |
| **Tobacco Policy** | NHS Tayside operates a No Smoking Policy in all premises and grounds |
| **Disclosure Scotland** | This post is considered to be in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership |
| **Confirmation of Eligibility to work in the UK** | NHS Tayside has a legal obligation to ensure that it’s employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdon. Before any person can commence employment with NHS Tayside they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until right to work in the UK has been verified. |
| **Rehabilitation of Offenders Act 1974** | The Rehabilitation of Offenders Act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section $ of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment. Failure to disclose such convictions could result in dismissal or disciplinary action by NHS Tayside. Any information given will be completely confidential. |
| **Medical Negligence** | In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board indemnity will cover only Health Board responsibilities. Paragraph 63 of the General Medical Council’s Good Medical Practice requires you to have the adequate insurance or indemnity cover. You may wish to consider taking out additional medical indemnity e.g with a Medical Defence Organisation to ensure that you have indemnity for the whole of your practice. |
| **HEALTH AND SAFETY** | All employees have a responsibility for their own health & safety and the health & safety of others who may be affected by what they do. Employees also have a duty to co-operate with their employer by following NHS Tayside policies and procedures and safe systems of work; by using equipment safely and by bringing any shortcomings in health and safety arrangements to the attention of their employer. Where something is provided in the interests of health & safety employees must not interfere or misuse it. All employees have a legal responsibility to report any shortcomings in terms of this in their area. Managers and supervisors have a responsibility for monitoring health & safety arrangements and ensuring staff are following policies and procedures and safe systems of work. |
| **Notice** | Employment is subject to three months’ notice on either side, subject to appeal against dismissal |
| **Social Media Policy** | You are required to adhere to NHS Tayside’s Social Media policy, which highlights the importance of confidentiality, professionalism and the acceptable behaviours when using social media. It sets out the organisation’s expectation to safeguard staff in their use of social media |
| **Responsibility for Records Management** | All records created in the course of the business of NHS Tayside are corporate records and are public records under the terms of the Public Records (Scotland) Act 2011. This includes email messages and other electronic records. It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with the NHS Tayside Records Management Policy and with any guidance produced by NHS Tayside specific to your employment. |



Ninewells Hospital, Dundee