**NHS TAYSIDE – ANGUS HEALTH AND SOCIAL CARE PARTNERSHIP**

**SPECIALIST DOCTOR IN OLD AGE PSYCHIATRY**

**(Full-time, 10 sessions)**

**Information and Job Description**

**Section A – Job description**

1. The Post
2. Population and Services
   1. Catchment Area
   2. Angus Older Peoples Psychological Therapies Service
   3. Angus Medicine for the Elderly Service
   4. Social Services, Voluntary and Private Sectors
   5. Dementia Post Diagnostic Support Service
   6. Community Mental Health Teams for Older People
   7. In-patient facilities
   8. Day facilities
   9. Dementia Liaison Team
3. Research, Audit and Teaching
4. Support Staff and Facilities
5. Management, Clinical and Professional Structures

**Section B – Job Plan and Conditions of Service**

1. Job Plan (indicative)
2. Point of Contact
3. Person Specification

**Job Description**

1. **The Post**

An opportunity has arisen for a full time post (10 sessions) for a Specialist Dr in Old Age Psychiatry in the South locality of Angus. The successful applicant will join 4 Consultant colleagues in the Department of Old Age Psychiatry, Angus Health and Social Care Partnership with each Consultant providing medical leadership, advice and supervision to 3 well-established Community Mental Health Teams for Older People in Angus over 65 and in-patient services. The post-holder will deliver care and promote a multidisciplinary and multiagency approach.

**Job Title** Specialist Doctor in Old Age Psychiatry

**Type of Post** Psychiatry of Old Age

**Full/part time Post** Full-time: 10 Programmed Activities

**Base** Bruce House, Arbroath.There is also a hot desk available at the Susan Carnegie Centre, Stracathro Hospital, purpose-built centre which opened in December 2011.

**On-call** The post holder will not require to provide on call duties

**Continuing Professional**

**Development** NHS Tayside and Angus HSCP are committed to provide Specialist Doctors with time and resources for their CPD requirements. CPD peer groups for Tayside Consultants in Old Age Psychiatry are well-established.

**Principal Duties**

***Clinical***

* To work in conjunction with the four consultants currently in post in the provision of Old Age Psychiatry in Angus, and to have medical responsibility for those patients from the South Angus catchment area.
* To promote a multi-disciplinary/multi-agency approach and provide consultancy support to Primary Care Staff, South Angus CMHT for Older People and Day Services within the catchment area.
* To be an Approved Medical Practitioner in terms of the Mental Health (Care and Treatment) (Scotland) Act 2003 and the Adults with Incapacity (Scotland) Act 2000 and undertake the required duties in relation to this.
* To provide psychiatric court reports as requested by the local legal authorities.
* To provide specialist clinical in-put to care homes in the catchment area and work closely with the Angus Dementia Liaison Service.
* To participate in cross cover arrangements for other colleagues during periods of annual leave, study leave and short-term sick leave, this will include outpatient work in other catchment areas and inpatient units as required by the service.

***Liaison with other agencies***

* To provide expert advice and forge working links with other stakeholder agencies and groups, especially with our partners in Angus Council People Department but also with Medicine for the Elderly colleagues, Primary Care, voluntary organisations and the private care providers.

***Management***

* To contribute to the continuing strategic development and evolution of mental health services overall and Old Age services in particular both in Tayside and in Angus, in line with national and local guidance.

***Education, Training and Research***

* To provide supervision to trainees working in the Department.
* To initiate or participate in relevant research, as appropriate.
* To participate in continuing professional development and annual appraisal.
* To participate in the training and development of staff, including medical students on attachments, nursing staff, AHPs and local authority staff.
* To participate in the local post-graduate programme. There are also opportunities to become involved in other aspects of postgraduate training within the East Deanery Psychiatric Programmes.

1. **Population and Services**

Mental Health Services in Tayside are provided by the three Health and Social Care Partnerships of Dundee, Perth and Kinross and Angus. Each H&SCP provide General Adult and Old Age Psychiatric services for its population but they also host Tayside-wide services (Substance Misuse, Learning Disabilities, Psychotherapy and Forensic Psychiatry).

The Angus Psychiatry of Old Age Service is currently based at Susan Carnegie Centre, Stracathro Hospital by Brechin. The population covered in Angus totals approximately 116,700 with 29.3% of the population over the age of 65. This is a pleasant, essentially rural area between the Grampian hills and the sea, famous for its glens and leisure pursuits such as golf. The population of Angus is based in a number of small towns:

|  |  |
| --- | --- |
| **Population of Angus Towns** | |
| Forfar | 14,472 |
| Arbroath | 24,489 |
| Montrose | 12,306 |
| Carnoustie | 11,840 |
| Monifieth | 8,504 |
| Brechin | 7,790 |
| Kirriemiur | 6,380 |

**a. Catchment Area**

The Old Age Psychiatric Service in Angus is sectorised and each of the three areas is served by a Community Mental Health Team and is coterminous with the Local Authority boundaries. The successful candidate will cover the South Angus area which is mainly Arbroath but includes the small towns of Monifieth and Carnoustie and their surrounding areas.

Patients under the age of 65 with dementia are generally looked after by the Old Age Psychiatry Service, but may have access to parts of the under 65 service if this is clinically appropriate. There is a Tayside wide diagnostic clinic for patients with young onset dementia. Although it has been identified as a development priority area, there are currently no specialised facilities or resources within Tayside for this group.

The three localities are:

* **South Angus**: Dr Slack, Consultant F/T

(Arbroath/Carnoustie/ Monifieth)

This Post-Specialist Doctor (3 clinical sessions - Monifieth)

* **North West Angus**: Dr Liana Paci, Consultant F/T

(Forfar/Kirriemuir/Letham)

* **North East Angus:**  Dr David Rooke, Consultant F/T

(Montrose, Brechin, Friockheim)

* **In Patient Services/ECT** **– Angus**: Dr Ashleigh Duthie, Consultant LTFT

ECT facilities are located within Stracathro Hospital and Dr Ashleigh Duthie is the ECT Consultant for Angus.

**b. Angus Older People Psychological Therapies Services**

There are currently 3 Clinical Psychologists working for Older People with mental health problems in Angus.

Dr Fiona Macleod (LTFT) Consultant Clinical Psychologist has clinical commitments in the South Angus locality. She is also the Lead Clinician for the Tayside-wide Older People Psychological Therapies Service.

Dr Emilly Scott, Clinical Psychologist, provides psychological assessment and treatment to people in the North West & North East Angus localities and inpatient units.

Dr Jamie Ferrier, Clinical Psychologist, provides psychological assessment and treatment to people in the South Angus locality and inpatient units

Ms Anna Rodigan, Clinical Associate in Applied Psychology, provides assessment and treatment to people across Angus.

Ms Catherine Smalley, Assistant Psychologist, supports the psychology team to provide specific interventions and administrative support across Angus.

The Angus Older People Psychology Department regularly has Psychology Trainees rotating for 6 months blocks during their postgraduate training and it is actively involved in staff training, audit and research.

**c. Angus Medicine for the Elderly Service**

Older People Services within Angus HSCP includes not only Psychiatry of Old Age but also Medicine for the Elderly (MFE); both specialties are therefore under the same management structure.

We enjoy a very good and close relation with our colleagues from MFE who provide specialist input as required for our inpatients in the two Dementia admission and assessment units located in Stracathro and Forfar in addition to our functional assessment unit based on the Stracathro site

MFE Service have 2 main bases in Angus: in Arbroath Infirmary with acute MfE wards (21 beds) and in Whitehills Hospital with an acute MfE wards, Isla Ward and Clova Ward (22 beds). They run clinics in different sites in Angus for Parkinson’s disease, Falls and TIAs as well as generic geriatric clinics.

MFE medical staff include:

* + Dr Ian Logan, Consultant. F/T. Based in Forfar, North East.
  + Dr Douglas Lowdon, Consultant. F/T. Based in Gowanlea, South
  + Dr James Shaw, Consultant, F/T in Forfar, North West Locality

**d. Social Services, Voluntary and Private Sectors**

We are part of Angus Health & Social Care Partnership and have managerial structures in place for joint/partnership working. The Community Mental Health Teams for Older People in Angus were the first integrated teams in Scotland with Social Work / People being the lead agency. Joint projects, such as the Post Diagnostic Support Service for patients with Dementia have proved a real success and it has been recognised nationally as an innovative service. Joint working does also facilitate smooth transition for patients from hospital into the community.

Additionally, there are generic Older People Teams in each of the Angus localities.

The private sector is the main provider of Care Homes in Angus and different members of the multidisciplinary team have input into them. They are also represented within the partnership.

The following are the current number of Residential Homes (RHE) and Nursing Homes (NH), including Elderly Mentally Infirm Units (EMI) in Angus for older people by sector (data from 2019):

|  |  |  |  |
| --- | --- | --- | --- |
| **South** | **Total no.**  **of Care Homes** | **Total no. of Care Home beds** | **Type of beds** |
| Arbroath | 7 | 321 | RHE/ HDU/ Respite/ General NH/ Dementia NH/ EMI |
| Carnoustie | 4 | 102 | HDU/ RHE/ Respite |
| Monifieth | 3 | 171 | RHE/ NH/ EMI |
| **Total** | **14** | **594** |

|  |  |  |  |
| --- | --- | --- | --- |
| **North West** | **Total no.**  **of Care Homes** | **Total no. of Care Home beds** | **Type of beds** |
| Forfar | 5 | 163 | RHE/ NH/ EMI/ Respite |
| Kirriemuir | 3 | 84 | RHE/ HDU / Dementia NH |
| **Total** | **8** | **247** |

|  |  |  |  |
| --- | --- | --- | --- |
| **North East** | **Total no.**  **of Care Homes** | **Total no. of Care Home beds** | **Type of beds** |
| Brechin | 2 | 64 | RHE/ NH/ Dementia Residential |
| Montrose | 2 | 98 | RHE/ HDU/ Dementia NH |
| Edzell | 1 | 31 | RHE/ NH |
| **Total** | **5** | **193** |

**e. Post Diagnostic Service for Dementia**

Post diagnostic support services were developed in 2005 and have grown significantly with time to service which has 4.8 WTE Professionally qualified practitioners and 3.2 WTE support workers in line with the Scottish Government HEAT Target. This service evaluates well and has been proven to be very valuable.

PDS offers 1:1 support for people newly diagnosed with dementia in addition to their families and carers. This can range from counselling, provision of information, signposting, advice regarding legal aspects of dementia, benefits and driving. The focus is on living well with dementia and developing a personal support plan underpinned by the 5 pillars framework.

**f. Community Mental Health Teams for Older People**

Each of the sectors has a Community Mental Health Team (CMHT) for those with dementia and those over 65 with a mental illness. These well established teams were the first ones in Scotland to be integrated teams between Health and the People Department. Therefore, all members of the team have access to arranging packages of care, respite or admissions to care homes if required.

In South Angus, the CMHT is based in Gowanlea, Arbroath and referrals (from GPs and other social work teams) are discussed at the weekly team meeting.

Current South Angus CMHT staff:

* Team Manager: 1 WTE,
* Case Manager: 5 WTE, NMC / SSSC / HPC Registered
* Case Worker: 3 WTE, NMC Registered
* Support Workers: 6 staff - mixed full and part time workers
* Psychology: 1 P/T, NHS employee, Consultant Clinical

Psychologist

* Medical: Specialist Doctor (3 sessions)

**g. In-patient Facilities**

There are two units located in Susan Carnegie Centre, Stracathro Hospital and a Dementia admission and assessment unit located in Whitehills hospital, Forfar.

***Functional Assessment Unit – Rowan Unit***

Rowan Unit, Susan Carnegie Centre, is a 13 bedded purpose built, mixed gender ward that caters for older people from Angus with a functional illness in need of in-patient assessment and treatment. There is a well-established multidisciplinary team and Dr Ashleigh Duthie will provide Consultant responsibility to all patients admitted to this ward.

***Dementia Admission & Assessment Unit – Willow Unit***

Willow Unit, Susan Carnegie Centre, is a 12 bedded purpose built mixed gender ward for the assessment and treatment of people with dementia mainly from the North East Locality but also from the rest of Angus whose presentation warrants their admission here rather than in their own locality unit. Dr Ashleigh Duthie will have consultant responsibility for patients admitted to this ward.

***Dementia Admission & Assessment Unit – Prosen Unit***

Prosen Unit, located in Whitehills Health and Community Care Centre, Forfar, is currently non-operational.

**h. Day facilities**

Day care facilities in Angus are provided by the partnership (Local Authority) and by the voluntary and private sectors. There are also specialist dementia day facilities in different towns in Angus within Local Authority residential care facilities.

There is one Specialist Dementia Day Care facility in the South Locality run by the Local Authority in the Kinloch Centre.

**i. Dementia Liaison Team**

There is no traditional NHS Day Hospital provision for people with dementia in Angus. Instead a comprehensive, multidisciplinary and ambulatory dementia liaison service has been developed.

Staff complement:

* Team Leader: NMC Registered, 0.5 WTE (joint role with PDS)
* Dementia Liaison Practitioners: 2 WTE, NMC Registered
* Medical: By each sector consultant
* Secretarial support: 0.2 WTE

The work carried out by the Dementia Liaison Team (DLT) predominantly includes supporting Care Homes and Community Hospitals who are looking after people with dementia that present with BPSD. The team can facilitate the transition from POA in-patient units to Care Homes, review of antipsychotic medication in community care setting in addition to teaching and training of staff in such facilities.

The work undertaken by the team has been evaluated well and proves to be a very valuable addition to the service.

1. **Research, Audit and Teaching**

There is an active Old Age Psychiatry Research Unit within the University of Dundee which is based at Murray Royal Hospital, Perth. A total of 4 academic sessions is funded between 2 existing consultants at Murray Royal to promote ongoing research in Old Age Psychiatry and ensure high quality teaching to medical students from Dundee University in Phase 2 and Phase 3.

There is a weekly Tayside wide Postgraduate teaching program which runs on MS Teams to maximise attendance. This usually involves a trainee presenting alongside their supervising consultant but also includes external presentations, QI / Audit work as well as Clinical Governance. Our trainees have access to a weekly RCPsych course. Senior trainees and consultant staff are encouraged to participate in mock CASC and RCpsych exam preparation.

Undergraduate medical students from Dundee University are attached to Susan Carnegie Centre, Stracathro on a regular basis, for a period of 2-6 weeks dependent upon their level of education.

Medical staff within the Department are expected to support medical students during their time within the service, however overall responsibility lies with the speciality lead for undergraduate supervision and management

1. **Support Staff and Facilities**

There are two or three junior doctors in training in the Department of Old Age Psychiatry at Susan Carnegie Centre, currently a psychiatric ST1, a GPST trainee and a FY2. ). There are occasionally ST4-6 trainees placed in Angus.

Throughout the Old Age Psychiatric in-patient units there is widespread use of the multidisciplinary approach and a strong emphasis on assessment, rehabilitation and recovery. There is 1.0 WTE Band 5 Occupational Therapist. We also have 0.6 WTE Occupational Therapy Assistants. The OT team is managed by the lead for Psychiatry of Old Age.

There are 3 WTE medical secretaries and 2 part time audio typists in the department. We currently utilise winscribe.

The post holder will be based at Bruce House Arbroath where the CMHT is based and the use of facilities at the Susan Carnegie Centre.

1. **Management, Clinical and Professional Structures**

Dr Pamela Johnstone is the Board Medical Director and Dr Lee Robertson is the Associate Medical Director for Older People's Services (including Psychiatry of Old Age and Medicine for the Elderly). Dr Peter Le Fevre is the Operational Medical Director for Mental Health.

Dr David Rooke, Consultant in Old Age Psychiatry, is the Lead Clinician for POA Angus. Ms Lynne Wheat-Simpson is the Senior Nurse for Psychiatry of Old Age.

An appraisal system for reviewing personal development and job planning will be undertaking annually, with the Lead Clinician overseeing and facilitating the process.

**Job Plan and Conditions of Service**

**1. Job Plan**

The job plan will be agreed with the successful candidate and approved by the Lead Clinician and the Associate Medical Director, Older People's Services.

This is a 10 Programmed Activities post

The following is a draft illustration job plan:

|  |  |  |
| --- | --- | --- |
|  | am | pm |
| Monday | Admin/  Community visits | Care Home/Community Visits |
| Tuesday | CMHT MDT Meeting | Outpatient Clinic, Monifieth |
| Wednesday | Outpatient Clinic, Gowanlea | Outpatient Clinic Arbroath Infirmary |
| Thursday | Care Home Liaison (DLT) | Care Home/Community Visits |
| Friday | SPA time | Admin/  Care Home visits |

**2. Point of contact**

Further enquires and arrangements to visit the service should be made to:

Dr David Rooke

Consultant in Old Age Psychiatry

Susan Carnegie Centre

Brechin

DD9 7QA

Telephone: 01356-692806 (Fiona Robertson)

email: [david.rooke@nhs.scot](#)

**3. Person Specification**

|  |  |  |
| --- | --- | --- |
| REQUIREMENTS | **ESSENTIAL** | **DESIRABLE** |
| Qualifications  Education | Full GMC Registration  Applicants should hold Section 22 approval or be willing to gain approval once in post. | Further qualifications in Old Age Psychiatry  Qualifications or training in geriatric medicine. |
| Experience | Minimum of 10 years medical work  Minimum of 6 years experience as a speciality doctor in psychiatry of old age  Meets the criteria of the specialist grade generic capabilities framework  Working in a CMHT for older people.  Experience of and skills in multidisciplinary working. | Experience in partnership working. |
| Skills and abilities | Expertise in community psychiatry for older people and knowledge of modern treatment options.  Ability to take full responsibility for independent management of patients.  Ability to train and supervise junior medical staff/medical students/staff from other disciplines.  Good written, verbal and interpersonal communication skills.  Able to work effectively and compassionately with families and carers.  Able to formulate complex cases.  Able to manage competing demands.  A commitment to developing services and working in partnership with social work, voluntary organisations, private providers, patients and carers. | Skills in psychological/social therapies  Demonstrate flexibility & commitment to specialty |
| Clinical Governance |  | Evidence of commitment to clinical audit.  Evidence of involvement in specific projects. |
| Research | Evidence of critically appraising research | Evidence of participation in research |
| Teaching | A commitment to education, training and professional development.  Formal and informal teaching and training of trainee Doctors and other clinical staff. | Experience in teaching doctors and other disciplines, undergraduate teaching. |
| Management | Willingness to develop skills. | Previous experience |