

# Specialty Doctor in Old Age Psychiatry Applicant Information



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## Specialty Doctor in Old Age Psychiatry

2 x Posts

Full time (10 PA)

Salary Scale - £58,198 to £90,688 per annum (pro rata if part time)

Part time working can be negotiated



Looking for a new and exciting challenge? Then think about working in NHS Forth Valley in the heart of Scotland.

***NHS Forth Valley: Where exceptional Psychiatrists can flourish and really feel at home***

In NHS Forth Valley we know the radical and transformational difference Psychiatrists make to the lives of their patients. This is why we have developed, and will always strive to maintain a system that allows them to do this work. In NHS Forth Valley we passionately believe in joinedup, holistic care across the whole patient journey. We have a dynamic workforce and due to the relatively small size and adaptability of our health board our Psychiatrists are able to become effective leaders that can drive through positive changes. We are in an exciting place with regards to Old Age Psychiatry in Forth Valley. Within the next 3 years we will be able to evidence we have the best mental health services in Scotland. To support this goal our Board has invested in new Psychiatry posts, so that we will be the best resourced board for Old Age Psychiatry in the country. As well as future proofing our service against the expected increased rates of dementia over the next decade; it will mean that our Psychiatrists will have sufficient SPA time in their job plans to help all of our service to become accredited (for providing excellent care) according to the Royal College of Psychiatrists Centre for Quality Improvement Accreditation Standards. As integral members of our team Speciality Doctors will help drive through these positive changes.

You can look forward to a warm welcome and strong support from colleagues. Our hospital is situated in the heart of Scotland, nestled against the Loch Lomond and Trossachs National Park, and close to vibrant towns that are richly endowed with excellent cultural and sporting facilities, offering good transport links to Edinburgh and Glasgow.

To apply for this post, please visit the job posting on the NHS Scotland Job Train website. Applicants should have full GMC registration and a licence to practise and a minimum of 4 years' post registration experience, at least two of which will be in Old Age Psychiatry at Specialist Trainee level, and Fellowship of the Royal College of Psychiatrists. Applicants are required to have evidence of recent continued academic and professional development. Excellent, communication, listening and organisational skills are essential.

Informal enquiries should be directed to Dr Prathima Apurva, Clinical Director Older Adults, 01324 673827 or Dr Nabila Muzaffar, Associate Medical Director (Mental Health), Consultant Psychiatrist on 01324 566177.

Closing date: Tuesday 25<sup>th</sup> June 2024

Interview date: TBC

Please quote reference number 187682 on all correspondence.

## Introduction to NHS Forth Valley

NHS Forth Valley is one of 14 regional health boards in Scotland and serves a population of nearly 310,000 in a diverse geographical area which covers the heart of Scotland and covers three council areas, [Clackmannanshire](#), [Stirling](#) and [Falkirk](#).

NHS Forth Valley has an annual budget of approximately £570 million and is the largest employer in the area, with approximately 8000 staff from a wide range of professional and support occupations. Acute Services are based in our modern, purpose built 860 bedded, Forth Valley Royal Hospital, which opened in 2011 and provides inpatient and outpatient services. It is supported by a network of four [community hospitals](#), 56 health centres, day centres providing care and support for patients with mental illness and learning disabilities and a wide range of community based services.

We are home to the [Scottish Centre for Clinical Simulation and Human Factors](#), one of the most advanced training facilities of its kind where medical staff are able to hone their skills using computerised mannequins. In addition, NHS Forth Valley has been named in a survey of trainee doctors as one of the top places to be in the UK for medical education and training.

There are two Health and Social Care Partnerships (HSCP) which cover the Forth Valley area – one for [Clackmannanshire and Stirling](#) and one for [Falkirk](#).

Further information is available at [www.nhsforthvalley.com](http://www.nhsforthvalley.com)



## The Forth Valley Area

Forth Valley, in the heart of Scotland, is an exciting place to live and work. Transport links are second to none with excellent motorway and rail links and two international airports nearby, Edinburgh and Glasgow. House hunters in the Forth Valley area are spoiled for choice. On offer are a large array of established and new properties in a variety of attractive settings.



Education in the area is first class, with excellent provision of pre-school, primary and secondary education. State schools in the area have strong reputations and there is also easy access to the area's private schools in Dollar and Crieff. On the further education front, Stirling boasts an excellent University and access to the University cities of Glasgow and Edinburgh is easy. There are also further education Colleges in Falkirk, Stirling and Alloa.

### Stirling Area

A wee city with a big history, Stirling punches well above its weight for historic attractions and spectacular scenery, not to mention shopping, places to eat and exciting events. Visit Stirling and take in the magnificent views from [Stirling Castle's](#) hill-top esplanade towards the [National Wallace Monument](#) on the edge of the rolling Ochil Hills before looking north east for the mountain peaks of [Loch Lomond & The Trossachs National Park](#). Find out more about the area on [Your Stirling](#).

### Falkirk Area

The Falkirk area is steeped in history with a wealth of attractions, including two of the world's most unique, including, [The Falkirk Wheel](#) and [The Kelpies](#) in [The Helix Park](#). Plus the Falkirk area has a significant section of the [John Muir Way](#). [Falkirk](#) is a historic town centre with a traditional high street and lots of things to be doing with two large shopping centres. Find out more about the area on [Visit Falkirk](#).

### Clackmannanshire Area

Clackmannanshire lies between the majestic Ochil Hills and the River Forth and provides the perfect year-round base to explore the stunning countryside, rich history, medieval castles and tower houses. For leisure, there are six golf courses, a luxury spa and a major shopping outlet. Find out more about the area on [Discover Clackmannanshire](#).

## Job Description

**Job Title:** Specialty Doctor in Old Age Psychiatry

**Posts:** 2 substantive posts

**Hours of Work** Full time/Part time

### Background

We are in an exciting place with regards to Old Age Psychiatry in Forth Valley. Within the next 3 years we will be able to evidence we have the best mental health services in Scotland. To support this goal our board has invested in new Psychiatry posts, so that we will be the best resourced board for Old Age Psychiatry in the country. As well as future proofing our service against the expected increased rates of dementia over the next decade; it will mean that our Psychiatrists will have sufficient SPA time in their job plans to help all of our service to become accredited (for providing excellent care) according to the Royal College of Psychiatrists Centre for Quality Improvement Accreditation Standards.

With the creation of new posts we have the opportunity to be flexible with our medical workforce (for example allowing Psychiatrists to spend relatively more time working in an inpatient setting or the community, or exclusively in either environment).



## NHS FORTH VALLEY PSYCHIATRY SERVICES

| Specialty                                  | Inpatient | Out-Patient | Day Patient |
|--|-----------|-------------|-------------|
| General Adult Psychiatry                   | *         | *           | *           |
| Old Age Psychiatry                         | *         | *           |             |
| Learning Disability Psychiatry             | *         | *           |             |
| CAMHS                                      |           | *           |             |
| Forensic Psychiatry                        | *         | *           |             |
| Liaison Psychiatry                         | *         | *           |             |
| Rehabilitation Psychiatry                  | *         | *           |             |
| Intensive Home Treatment Team (Psychiatry) |           | *           |             |
| Psychotherapy                              |           | *           |             |
| Eating Disorder                            |           | *           |             |
| Community Alcohol & Drug Service           |           | *           |             |

### JOB DESCRIPTION

Speciality Doctors in Old Age Psychiatry are integral members of their teams. NHS Forth Valley subscribes to the New Ways of Working model proposed by the Royal College of Psychiatrists. In this Psychiatrists perform their direct clinical work with small caseloads of the most severe and high risk cases. As senior clinical leaders our Speciality Doctors help develop their teams (through providing teaching, training, mentoring and supervision) so that the vast majority of patients are able to safely proceed on their journey or assessment and treatment whilst mainly being seen by other, less specialised members of the multidisciplinary team. Specialist Old Age Psychiatry services consist of acute admission and rehabilitation beds, day hospital and memory clinics, domiciliary and outreach care, and outpatient /community clinics. Our services are designed around well developed sectorised community mental health teams. A small number of Hospital Based Complex Care beds are provided for people with severe and persistent behavioural problems that necessitate specialist medical and nursing care, located in Stirling, Sauchie and Bo'ness

### COMMUNITY MENTAL HEALTH TEAMS FOR OLD AGE PSYCHIATRY

Our community mental health teams (CMHTs) for Old Age Psychiatry provide integrated assessment, care planning, psychiatric treatment, care co-ordination and post hospital follow up to older people with mental health problems in the community. Referrals are accepted from Primary Health Care teams at practice meetings, directly from GPs, locality social workers, from acute hospital staff and from secondary care psychiatrists.

CMHTs in Forth Valley work with patients, their families and carers in their own homes and in other community settings, including residential and nursing care, and acts as a gateway to other services.

Our CMHTs operate a same day service for emergencies Monday to Friday 9am - 5pm.

All our CMHTs have multidisciplinary input. This includes nursing staff, health care assistants, physiotherapists, occupational therapists & psychologists. Each team is supervised by a Team Leader with support from a Clinical Nurse Manager. Medical support to the Consultant Psychiatrist in the team is provided through Speciality Grade Doctors.

A wide range of psychological and pharmacological interventions are available to patients working with our CMHTs including anxiety management, cognitive behavioural therapy (CBT) and cognitive enhancing therapy.

Treatment interventions will be undertaken by any member of the sector team deemed to have the necessary skills in accordance with the Royal College of Psychiatrists New Ways of Working. Regular case supervision is carried out and joint working with other healthcare providers and Social Work is encouraged.

## **DEMENTIA OUTREACH TEAM**

The Dementia Outreach Team (DOT) provides a rapid access service to all patients across Forth Valley who have a confirmed dementia diagnosis and who are displaying acute behavioural disturbance, or whose carers are experiencing stress and distress. The team has proved very effective in reducing acute inpatient admissions and has also lessened the number of urgent referrals to the CMHTs.

The DOT currently has a part time band 7 charge nurse, 2 whole time equivalent (WTE) band 6 Registered Mental Health Nurses (RMNs), 2 WTE band 5 RMNs and 2 WTE healthcare assistants.

Currently the DOT receives 4 sessions of support and supervision from Speciality Grade Psychiatrists. However with the creation of our new Consultant posts we would be keen for Consultant Psychiatrists to lead and develop this exciting new part of our service, and time would be allocated in their job plan for this.

## **CARE HOME LIAISON SERVICE**

The Care Home Liaison Service (CHLS) delivers education and training to care home staff across the sector, regular clinics, individual patient assessment and reviews. Additionally, specialist clinics in two homes (Torwood and Burnbrae) support staff in the care of patients with severe and enduring mental health problems who otherwise would have required long term hospital care.

The CHLS at present has a part time Band 7 Charge Nurse and 3.3 WTE band 6 and band 5 RMNs. Currently the CHLS receives 1 sessions of support and supervision from a Consultant Psychiatrist. However with the creation of our new Consultant posts we would be keen for interested Consultants to spend additional time leading and develop this important part of our service, and time would be allocated in their job plan for this.

## **OUTPATIENT CLINICS**

Currently clinics are offered at Falkirk Community Hospital, Stirling Community Hospital and Clackammananshire Community Health Centre. Depending on need and to maximise efficiency, at times Consultant led community based clinics can be conducted in selected care homes.

A domiciliary service is available for those unable to attend clinics.

## **MEMORY ASSESSMENT SERVICE**

Our memory assessment services aim to provide timely diagnosis, treatment/management (psychological and social as well as pharmacological) and aftercare for people with dementia and their families.

## **INPATIENT BEDS**

20 Organic and 20 Functional acute assessment beds are located in Wards 4 & 5 at Forth Valley Royal Hospital. These beds are shared across Forth Valley. We are passionate about providing continuity of care across the patient journey, and set up our systems and processes to accommodate this as far as possible. For this reason we generally aim to ensure that a single Consultant oversees a patient's journey across the interface between the community and wards. However with the addition of new posts we are open to exploring the possibility of developing new ways of working, which may include some Consultants having relatively more time on the wards or in the community (or working exclusively in these areas) provided robust means of maintaining continuity of care are established.

The purpose built unit at Forth Valley Royal Hospital offers single room accommodation for each patient. Each ward is led by a band 7 Charge Nurse. The unit offers excellent facilities including a modern and well equipped occupational therapy kitchen and physiotherapy gym.

Both wards have regular input from psychologists. The dementia ward uses the stress and distress model to manage distressing behaviours.

Our wards also have dedicated Activity Coordinators, specialist clinicians who are always considered as a separate resource from the rest of the nursing staff on duty during the day. This ensures that meaningful therapeutic activity is always provided, regardless of the other demands placed on nursing staff by clinical activity on the wards. Our development of the Activity Coordinator role has recently won an award for outstanding care at Board level.

## COMMUNITY BEDS

Hospital Based Complex Care beds are offered in three community hospitals at Falkirk Community Hospital, Bo'ness Hospital and Clackmannanshire Community Health Centre. Day to day medical cover is provided by a portfolio GP team and regular Consultant ward rounds.

### Current Establishment

| <b>North Sector (Stirling &amp; Clackmannanshire)</b>         |                         |
|---|-------------------------|
| Dr S Affleck  | Consultant Psychiatrist |
| Dr V Pattan   | Consultant Psychiatrist |
| Vacant Post   | Consultant Psychiatrist |
| Vacant Post   | Specialty Doctor        |
| Vacant Post   | Specialty Doctor        |
| <b>South Sector (Falkirk)</b>                                 |                         |
| Dr P Apurva   | Consultant Psychiatrist |
| Dr N Rasul  | Consultant Psychiatrist |
| Dr M Harrison   | Consultant Psychiatrist |
| Dr A Rennie   | Locum Consultant        |
| <b>Forth Valley wide services- Old Age Liaison Psychiatry</b> |                         |
| Vacant Post   | Consultant Psychiatrist |
| <b>Forth Valley wide services – Dementia Outreach Team</b>    |                         |
| Dr G McDermid   | Consultant Psychiatrist |

## **ADMINISTRATIVE / IT SUPPORT**

All Psychiatrists have dedicated secretarial support and their own office accommodation. All Psychiatrists are given their own laptop computer with the appropriate hardware (headset, VPN token which allows remote access to clinical systems etc) to allow them to work flexibly and from home. Since the onset of the covid-19 pandemic mental health services in Forth Valley have led the way in adopting new technologies to allow remote, and innovative ways of working. We are outperforming our peers in other Health Boards across Scotland in the use of the Near Me consulting platform. Going forward we are keen to maintain and expand such ways of working in order to maximise access for our patients, minimise travel for staff and patients and minimise the carbon footprint of our service.

## **TRAINING AND EDUCATION**

NHS Forth Valley places a high priority on training and development across all staff groups and strongly supports the continuing medical education programme for Psychiatrists. Our Learning, Education and Training Centre is located within Forth Valley Royal Hospital.

Forth Valley Royal Hospital provides a free library service to all staff working within the Forth Valley area. Membership is free and registration is available via the NHSFV library website <http://www.nhsforthvalley.com/health-services/library-services/>

The library contains a selection of textbooks, teaching/visual aids and provides computer access to enable access to the Knowledge Networks collection of free text up to date journals and other educational resources.

Glasgow and Edinburgh with their Royal Colleges, University medical schools and postgraduate facilities are in easy reach.

## **TEACHING, AUDIT AND RESEARCH**

NHS Forth Valley Mental Health Services have an excellent reputation for teaching and training. We received outstanding feedback at our last Deanery assessment, which described us as offering one of the best training placements in Scotland, across all medical specialities. We are passionate about developing the next generation of Psychiatrists, and encourage all our Consultant Psychiatrists to register as training, and / or participate in teaching medical undergraduates and trainee doctors.

Forth Valley Royal Hospital hosts the national Scottish Centre for Simulation and Clinical Human Factors. The most technologically advanced simulation centre in Scotland with permanent technical and administrative support. The centre runs national courses for a variety of specialties including Surgery, Paediatrics, Anaesthetics, Medicine and more. The centre also runs the national faculty development programme for simulation-based education. Through this resource we have developed the Psych SIM MAN training package, which allows our mental health clinicians to train for emergency situations in an simulated, interactive environment. This package has been nationally recognised. We are keen that Consultant Psychiatrists continue to lead the development of new scenarios and oversee the training delivered.

Consultant Psychiatrists are expected to undertake audit as part of their appraisal process. All audits performed across our services map onto the Forth Valley wide clinical governance objectives set by the Mental Health Clinical Governance Working Group.

## Responsibilities

- As agreed with the General Manager and Associate Medical Director to support Consultant colleagues provide an area wide service with responsibility for the prevention, diagnosis and management of illness, and for the proper functioning of the service;
- To provide cover for colleagues during annual and study leave or at such other times as agreed with the General Manager and Associate Medical Director;
- To offer professional supervision, training and appraisal of junior medical, nursing and technical staff as appropriate to enhance role extension and job skills within the service in order to improve the service provided to patients;
- To motivate staff within the service, through leading by example, and fostering good working relationships at all levels in line with the principles of the local Partnership Agreements;
- To contribute to developments and initiatives within the organisation as appropriate and as requested;
- To undertake teaching, accreditation and examination duties, and contribute to postgraduate and continuing medical education activity across the area service;
- To agree and implement an annual medical audit and clinical governance programme with the Associate Medical Director in line with the Board's Clinical Effectiveness Strategy;
- To support the Department's Clinical Governance agenda;
- To participate fully in appraisal and personal development planning activities;
- To ensure the efficient and effective use of the organisation's resources;

The requirements of this post will change through time in line with clinical advances and developments in services provided by the NHS in Forth Valley.

## Job Plan

The post holder is required to agree a detailed job plan which will be reviewed at least annually. Efforts will be made to complete job planning prior to the date of commencement in post, or, if this is not possible, as soon as possible following this date.

Exact allocation of SPA time will be agreed with the successful applicant and reviewed at annual job planning.

| <b>DAY</b> | <b>TYPE OF WORK</b>  |                         |
|------------|--|-------------------------|
| Monday     | AM - Clinic  | PM – Team Meetings      |
| Tuesday    | AM – Clinic  | PM – Domiciliary Visits |
| Wednesday  | AM – Optional SPA for departmental accreditation work                        | PM - Clinic             |
| Thursday   | AM – SPA session for Continuous Professional Development / audit / appraisal | PM - Clinic             |
| Friday     | AM – domiciliary visits / emergency assessments                              | PM - Clinic             |

## Contractual Details

Contracted activities for this appointment will be defined and agreed with the post holder and the Associate Medical Director and managerially responsible to the General Manager.

The post holder will be professionally responsible to the Associate Medical Director and managerially responsible to the General Manager.

The medical staff in the department will agree arrangements for cover of clinical duties.

This post is available on a full-time basis and part time basis but the Board welcomes applications from individuals who are unable to undertake a full time commitment and who may wish to work on either a part-time or job share basis.

The terms and conditions of service applicable to this appointment are the Specialty Doctor Terms and Conditions of Service (Scotland) 2022 as amended from time to time.

NHS Forth Valley requires each Specialty Doctor to agree with the General Manager and the Associate Medical Director, a job plan of fixed and other commitments, which will be reviewed on an annual basis and revised as necessary to meet the requirements of the local and national service issues.

Formal appointment to this post will be conditional upon satisfactory completion of all pre-employment checks, including satisfactory medical screening.

NHS Forth Valley does not negotiate salary placements. On commencement of employment, salary will be determined in accordance with Schedule 10 of the terms and conditions of service.

These appointments will be superannuable under the NHS Superannuation Scheme, which is contracted out of the State Earnings Related Pension Scheme (SERPS). New employees will automatically be enrolled in the scheme unless they opt out. For further information, please contact the Scottish Public Pensions Agency (SPPA) on 01896 893100 or visit [www.sppa.gov.uk](http://www.sppa.gov.uk)

The employment is subject to three calendar months notice on either side.

The successful candidate will be expected to be registered for CPD with the Royal College of Psychiatrists and to fulfil requirements for annual certification and for appropriate revalidation.

Annual leave entitlement is 28 days per annum, rising to 33 days per annum (pro rata for part time post holders), with additional statutory holiday entitlement as agreed by the Local Negotiating Committee and published annually.

If you are successful at interview and receive an offer of appointment with NHS Forth Valley, can you please advise the Medical Workforce Team of any periods of Less Than Full Time Training (LTFT) you may have had.

## General Employment Information

### Equality in Employment

NHS Forth Valley fully supports the principle of equality in employment and opposes all forms of unlawful and / or unfair discrimination which cannot be shown to be justified. NHS Forth Valley is committed to ensuring equality of treatment for both present and potential employees.

### Human Resources Policies and Services

NHS Forth Valley is the largest employer in Forth Valley, and is committed to ensuring its employment and Human Resources policies and procedures reflect best practice. As a progressive employer, NHS Forth Valley is committed to supporting and developing all employees.

### The Medical Workforce Team

In recognising the needs of services, operational requirements and medical staff, the operational Medical Workforce team provides a range of services for all grades of medical and dental staff. For assistance or information, please contact:

Danielle Cassidy

Medical Workforce Adviser

01786 457380

[danielle.cassidy@nhs.scot](mailto:danielle.cassidy@nhs.scot)

### Pre-Employment Screening

#### Criminal Convictions - Protecting Vulnerable Groups (PVG) Scheme

The Protecting Vulnerable Groups (PVG) scheme has replaced the previous disclosure arrangements for people who work with vulnerable groups. The duties of this post require the post holder to undertake regulated work with children and young people (individuals aged under 18 years) and / or protected adults (individuals aged 16 or over who is provided with (and thus receives) a type of care, support or welfare service).

The post holder will be required to be a member of the PVG Scheme and to consent to NHS Forth Valley obtaining a Scheme Record or Scheme Record Update, as appropriate. Any failure to disclose convictions could result in the withdrawal of an offer of employment.

Any applicant wishing to discuss any existing criminal convictions and how these may impact upon an application for employment should contact the Medical Workforce Manager in the first instance.

## **Occupational Health Screening**

This post involves the performance of exposure prone procedures and therefore the successful applicant will be required to produce evidence of their Hepatitis B and C Immunity Status prior to appointment and to undergo satisfactory health screening. Any offer of employment will be subject to satisfactory Occupational Health assessment.

## **Confidentiality**

During the course of their employment with NHS Forth Valley, employees may have access to information about staff or patients or other aspects of NHS Forth Valley's activities, about which they have a duty to maintain confidentiality at all times. In common with all other staff, the post holder will have, in addition, a responsibility to ensure that information relating to his or her work and the operation of the Forth Valley Acute Services in general is kept and maintained securely in accordance with the requirements of the Data Protection Act (1998), the Board's policies and good practice. In particular, the disclosure of commercial or other confidential information which may affect the Board's business interests or endanger the survival of any of its services will be regarded as a fundamental breach of the mutual confidence which must exist between the employer and the employee.

## **Infection Control and Hand Washing Policy**

NHS Forth Valley is committed to providing as clean and safe environment as possible for staff, patients and visitors. The post holder will be required to comply with the Infection Control and Hand Washing Policies.

## **Health & Safety at Work**

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 Forth Valley 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.

## **Partnership Agreement**

NHS Forth Valley is committed to partnership working. All employees are required to contribute to the development of partnership working by:

- supporting NHS Forth Valley in delivering its goals and objectives;
- supporting continuous improvement in individual performance and the performance of the relevant team / department, directorate and NHS Forth Valley;
- attending training, development and other activities aimed at improving individual skills for the benefit of the organisation and patient care.

## **SAS Development Programme Funding**

The SAS Development Programme aims to direct national funding to those SAS doctors and dentists whose clinical teams are seeking to develop new or improved clinical services, or to enhance their role within the clinical team, and where funding is not otherwise provided by the employing Health Board. If approved, funding is available to support costs for training, salary backfill, or completion of training to apply for a Certificate of Eligibility for Specialist Registration (CESR). You have access to a SAS Education Adviser in your health board. Your EA is also a SAS doctor or dentist; do contact your EA when you start your post, as by joining their local mailing list you will be updated about SAS educational activities and opportunities. They can give you help and guidance as you start your new role.

## Selection Criteria

| Criteria                    | Essential  | Desirable   |
|-----------------------------|--|---|
| <b>Qualifications</b>       | Full GMC registration, with licence to practise  | <p>Membership of the Royal College of Psychiatrists</p> <p>Higher degree e.g. MSc, MD or PhD higher degree</p> <p>MBA or other relevant diplomas</p>  |
| <b>Experience</b>           | Minimum of 4 years post registration work with at least two of which will be in a specialty training programme in a relevant specialty or as a fixed term specialty trainee or shall have equivalent experience  |   |
| <b>Knowledge and Skills</b> | <p>Demonstrated ability to work unsupervised and make decisions</p> <p>Excellent written and oral communication &amp; listening skills.</p> <p>Demonstrated ability to manage time effectively</p> <p>Demonstrated ability to work effectively a multi-disciplinary team</p> <p>Empathy to the needs of patients anxious and or in pain.</p> <p>High level of competence in the clinical aspects of Old Age Psychiatry and evidence of an ability to develop new skills and train colleagues as appropriate.</p> <p>Good information technology and administrative skills.</p> | <p>Demonstrated ability to lead a multi-disciplinary team</p> <p>Appropriate sub specialty interest and knowledge.</p> <p>Understanding Forth Valley pathways and process for managing emergency patients</p> |

| <b>Criteria</b>   | <b>Essential</b>  | <b>Desirable</b>  |
|-------------------|---|---|
| <b>Academic</b>   | <p>Participation in research or clinical audit to improve clinical care.</p> <p>Participation in departmental teaching</p>  | <p>Formal research training; demonstrated ability to design a research or audit project</p> <p>Formal training in teaching methods; demonstrated ability in teaching / training.</p>                    |
| <b>Management</b> | <p>Understanding of management issues including medical discipline; clinical governance, service planning and willingness to contribute to the activity of the NHS in Forth Valley.</p> <p>Understanding of the challenges faced by NHS Scotland and how these are being addressed in NHS Forth Valley</p> <p>Understanding of Patient Safety and Quality Improvement</p> | <p>Demonstrated ability to manage e.g. project work; mentoring junior staff</p> <p>Delivery of a patient safety or quality improvement project</p> <p>Demonstrates knowledge of Realistic Medicine.</p> |
| <b>Other</b>      | <p>Ability to work flexibly according to the needs of the service, and contribute to team and skills development.</p> <p>Willing to travel as required by the duties of the post.</p>   |   |

## Application Process

To apply for this post, please visit the job posting on the NHS Scotland Job Train website.

Applicants should have full GMC registration and a licence to practise and a minimum of 4 years' post registration experience, at least two of which will be in xxxx at Specialist Trainee level or equivalent, and Fellowship of the Royal College of xxxxx

Please quote **reference number 187682** on all correspondence.

Please note the following dates:

**Closing Date: Tuesday 25<sup>th</sup> June 2024**

**Interview Date: TBC**

Please note that we *do not* accept applications in the form of Curricula Vitae

### **Web Sites of Interest for Candidates**

**Scottish Health on the web:** <http://www.scot.nhs.uk/>

**Scottish Government:** [www.scotland.gov.uk](http://www.scotland.gov.uk)

### **Living & Working in Scotland**

<https://medicaljobs.scot.nhs.uk/working-in-scotland/>