

Consultant in General Adult Psychiatry Falkirk Community Mental Health Team

Applicant Information



Contents

Copy of Advertisement	Page 3
Introduction	Page 5
The Forth Valley Area	Page 6
Job Description	Page 7
Contractual Details	Page 17
General Employment Information	Page 19
Selection Criteria	Page 22
Application Process	Page 24

Consultant in General Adult Psychiatry (Falkirk East)

PART TIME (8 PA)

Salary Scale - £96,963 - £128,841 per annum (pro rata)



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 joined-up, holistic care across the whole patient journey. We have resisted the fragmentation of our services. Our world class trauma psychotherapy service informs everything we do, allowing our Psychiatrists to deliver genuine, trauma informed care. We have a dynamic Consultant 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. In recent years our Consultants have led in reconfiguring our service to provide consistent, tiered, evidenced based treatments for those who experience emotional dysregulation and personality disorder.

From day one we help all new Consultant Psychiatrists in Forth Valley embark on a journey to develop into the best doctor they can be. We would hope and expect that those we employ are keen to gain extra SPA time for teaching, training, patient safety and service improvement work.

Forth Valley offers an unrivalled quality of life being an area of outstanding natural beauty which includes Loch Lomond and the Trossachs National Park. Historic Stirling 'the gateway to the Highlands' has local state schools that consistently feature in the top 20 national league tables. Scotland's major cities, Glasgow & Edinburgh are within one hours travel. Substantial relocation packages are available.

Applicants are encouraged to visit the Department. Consultant colleagues would welcome the opportunity to discuss the post (and potential service developments) with interested candidates. For informal enquiries, please contact to Dr Nabila Muzaffar, Associate Medical Director (Mental Health), Consultant Psychiatrist, Tel: 01786 434031 or Dr Seonaid McCallum, Consultant Psychiatrist & Clinical Director, Tel. 01324 618222.

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. Applicants will be expected to possess the MRCPsych or equivalent. Applicants must possess or be within 6 months of their CCT and if applying under the portfolio pathway your name must be registered on the GMC Specialist Register at the time of application to be eligible to apply. Applicants are required to have evidence of recent continued academic and professional development. Excellent, communication, listening and organisational skills are essential.

Closing date: Wednesday 10th July 2024

Interview date: Wednesday 7th August 2024

Please quote reference number **187812** on all correspondence.

Introduction to NHS Forth Valley

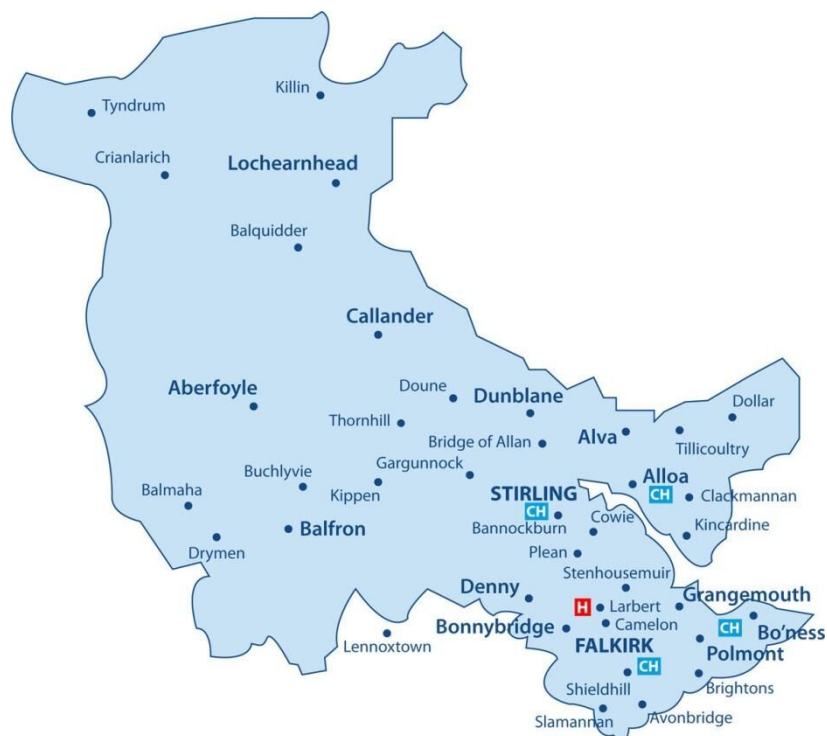
NHS Forth Valley is one of 14 regional health boards in Scotland and serves a population of nearly 310,000 in a diverse geographical area which covers the heart of Scotland and covers three council areas, [Clackmannanshire](#), [Stirling](#) and [Falkirk](#).

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



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: Consultant in General Adult Psychiatry

Post: 1 substantive post

Hours of Work Part time – 8 Programmed Activities (32 hours per week)

Background

1. CONSULTANT GENERAL ADULT PSYCHIATRIST

The post holder will have clinical duties for community outpatients. You will have responsibility for assessment and treatment of new and follow up patients and supervision of staff. The post holder will be part of the multi-disciplinary integrated Falkirk Community Mental Health Team (iCMHT), which covers the sector. Your administrative base will be at Woodland Resource Centre at Falkirk Community Hospital. For the right candidate there may be the possibility for an inpatient role.

2. FALKIRK COMMUNITY MENTAL HEALTH SERVICES

The medical team for Falkirk CMHT consists of members of senior medical staff. There are medical staff who have inpatient and outpatient responsibilities and others who work solely in the community. Other members of the team include trainee psychiatrists, GPs, Community Psychiatric Nurses, Occupational Therapists, Social Workers, Psychologists and Pharmacists. It is expected that all Consultants will work closely together to provide continuity of care for individuals known to the team between inpatient and outpatient services.

Mental Health Services in Forth Valley provide a variety of specialist services which interface with the Community Mental Health Teams; these include resource centres, dialectical behavioural therapy and trauma psychotherapy.



3. MENTAL HEALTH UNIT FORTH VALLEY ROYAL HOSPITAL

Inpatients are located in Ward 3 at Forth Valley Royal Hospital. The mental health unit is co-located with the general hospital, close to the A&E department. There are currently 42 acute open general adult inpatient beds to cover areawide services and an additional 8 IPCU beds. Ward 3 provides inpatient care for the Falkirk Area. Responsibility for these 24 beds lies with 4 Consultant Psychiatrists.

The Mental Health Acute Assessment and Treatment Service (MHAATS) and Liaison Team are located adjacent to the inpatient unit. The Mental Health Acute Assessment and Treatment Service (MHAATS) is our 'front door', who assess all same day emergency referrals and all referrals for admission to consider alternatives to admission, where appropriate, and they also work with sector consultants in the inpatient unit to facilitate supported early discharge.

Participation in the out of hours on call rota cover will be required. There is a junior doctor on call at the hospital at all times supported during the day, 7 days per week, by the Mental Health Acute Assessment and Treatment Service (MHAATS) (same day emergency assessments) and the General Adult and Old Age Liaison Services.

4. 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 Consultants. The Learning, Education and Training Centre is located within Forth Valley Royal Hospital.

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."

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.

There are regular Division of Psychiatry meetings.

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

Forensic colleagues are also encouraged to attend the Forensic Network Forum events held at HMYOI Polmont.

5. TEACHING, AUDIT AND RESEARCH

The Consultant will be expected within his/her NHS responsibilities, to undertake audit, and attend the postgraduate teaching sessions. The consultant will be expected to take an active part in the teaching of psychiatry trainees on placement in the psychiatry service.

If the successful candidate has any particular area of interest we are happy to discuss if these can be accommodated as part of the ongoing service reconfiguration.

Departmental visits are encouraged. Please contact Dr Seonaid McCallum, Consultant Psychiatrist & Clinical Director, Tel. 01324 618222

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		*	

Medical Staff

General Adult Psychiatry – North Sector (This configuration may change to support the redesign across sector, but demonstrates the staffing resource available).

(IP = inpatient, OP = outpatient)

North Sector General Adult Psychiatry

Dr M Taylor	Consultant Psychiatrist	Clackmannan General Adult Psychiatry (OP)
Dr G Anderson	Consultant Psychiatrist	Clackmannan General Adult Psychiatry (IP/OP)
Dr D Martin	Consultant Psychiatrist	Stirling General Adult Psychiatry (OP)
Dr A Iyer	Consultant Psychiatrist	Stirling General Adult Psychiatry (IP/OP)
Dr D Brown	Consultant Psychiatrist	Stirling General Adult Psychiatry (IP/OP)

South Sector General Adult Psychiatry

Dr L Conway	Consultant Psychiatrist	Falkirk CMHT General Adult (OP)
Dr S McCallum	Consultant Psychiatrist	Falkirk CMHT General Adult (OP)
Dr P Hughes	Consultant Psychiatrist	Falkirk CMHT General Adult (OP)
Dr K Mirza	Consultant Psychiatrist	Falkirk CMHT General Adult (IP/PCU)
Dr D Kerr	Consultant Psychiatrist	Falkirk CMHT General Adult (IP/MHAATs)
Dr E Shaw	Consultant Psychiatrist	Falkirk CMHT General Adult (IP/MHAATs)
Dr C Maguire	Consultant Psychiatrist	Falkirk CMHT General Adult (OP)
Dr M Fulton	Associate Specialist	Falkirk CMHT General Adult (ECT/OP)
Dr S Somani	Specialty Doctor (fixed term)	Falkirk CMHT General Adult (OP)
Vacancy (this post)	Consultant Psychiatrist	Falkirk CMHT General Adult (OP)

CAMHS

Dr C Fell	Consultant Psychiatrist	Child & Adolescent Psychiatry
Dr N McCaig	Consultant Psychiatrist	Child & Adolescent Psychiatry
Dr J Perez Olaizola	Consultant Psychiatrist	Child & Adolescent Psychiatry
Dr D Laing	SAS Doctor	Child & Adolescent Psychiatry / LD Children

Other Psychiatric Services

Dr N Muzaffar	Consultant Psychiatrist	MHAATS & Area wide Eating Disorder Service
Dr E Shaw	Consultant Psychiatrist	MHAATS and Liaison/IP
Dr P Shankar	Consultant Psychiatrist	Liaison Psychiatry
Dr H Driver	Consultant Psychiatrist	Liaison Psychiatry
Dr G Anderson	Consultant Psychiatrist	Perinatal Psychiatry
Dr M Turner	Consultant Psychiatrist	North Sector Addictions
Dr I Smith	Consultant Psychiatrist	ARBD
Dr J Crabb	Consultant Psychiatrist	North & South Sector Inpatient Rehabilitation
Dr H Ho	Consultant Psychiatrist	North Sector – Forensic CMHT/Trystpark
Dr C Marsh	Consultant Psychiatrist	South Sector – Forensic CMHT
Dr S Cave	Consultant Psychotherapist	Department of Psychotherapy
Dr N Swinson	Consultant Psychiatrist	Hope House/Trystview/Forensic

In addition we have a full IP/OP Old Age Psychiatry and Learning Disability Service. The Old Age Psychiatry service is undergoing a major inpatient and community service redesign, therefore the content of the posts will change in the near future.

Non Medical Staff

The service is supported clinically by nursing staff and non-clinically by medical secretarial support and a dedicated Service Manager.

Training and Education

NHS Forth Valley places a high priority on training and development across all staff groups and strongly supports continuing medical education. There is a purpose built education service with a library, lecture theatre and meeting rooms with PACS and video-conferencing facilities.

Role of the Consultant Psychiatrist in Community Mental Health teams in Forth Valley

The Consultant Psychiatrist in the Community Mental Health Team (CMHT) is expected to:

- Work as part of a multi disciplinary team
- Be a leader of a multi disciplinary team
- Care for the most complex, high risk patients known to the CMHT. The goal of treatment should be stabilisation and recovery to the extent that the patient can be safely transferred to another member of the team or from the service. Inevitably some patients will always have to remain on the Consultants case load due to the degree or risk present and the high chance of relapse. For this reason Consultants should aspire to have small caseloads of the most unwell.
- Be involved in the managerial responsibilities of the team, particularly helping the team manage their resources efficiently. This would include managing waiting times across the service (not just medics), interfacing with GPs, carers and the third sector to manage referral numbers and expectations of the service. This is an ambassadorial as well as a managerial role
- Be involved in the care of all patients detained under the Mental Health Act and open to the CMHT
- Advise on risk assessment and management of all cases open to the team
- Advise the team relevant matters, particularly when it is safe to discharge the patient from services
- Teach and train other members of the CMHT
- Be involved in service development and evaluation, particularly taking part in audits recommended by management
- Notify management of any deficiencies in patient care present in the team / service, and to work with management to devise and deliver solutions as quickly as possible
- Horizon scanning, to anticipate developments in policy and practice, and then encourage evolution in service delivery

- To participate fully in consultant appraisal and personal development planning activities
- To ensure the efficient and effective use of the Division's resources;
- Participate in 360 degree appraisal and revalidation under new guidance from the GMC
- To provide cover for consultant colleagues during annual and study leave or at such other times as agreed with the Associate Medical Director (Mental Health)

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

Responsibilities

- As agreed with the Associate Medical Director to provide with Consultant colleagues an area wide service in Psychiatry with responsibility for the prevention, diagnosis and management of illness, and for the proper functioning of the service;
- Out-of-hours responsibilities for Forth Valley Royal Hospital shared with the other Consultants as part of a Consultant team;
- To provide cover for Consultant colleagues during annual and study leave or at such other times as agreed with the 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 Consultant appraisal and personal development planning activities;
- To ensure the efficient and effective use of the organisation's resources;

- To work with colleagues to ensure the effective and efficient development and implementation of support systems.

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.

NHS Forth Valley WTE consultant posts are initially for 10 PAs. We are keen that SPA-related activity over and above the 1 PA of SPA for individual requirements (CPD, audit, clinical governance, appraisal, revalidation, job planning, internal routine communication and management meetings) is offered to new consultants. Other roles in this department that have an SPA allocation are:

- Peer appraisal
- Educational supervision of trainees
- Quality Improvement roles
- Departmental links to other departments
- Committee representation
- Research
- Service development

Exact allocation of SPA time and non working days will be agreed with the successful applicant and can be reviewed at annual job planning. For the right candidate, an inpatient role may be possible too.

Sample job plan

Day	AM 0900-1300	PM 1300-1700
Monday	Non working day	Non working day
Tuesday	Outpatient clinic	MDT
Wednesday	Clinical Admin/MHA work	Outpatient clinic/Urgent clinical work
Thursday	SPA / CPD	Outpatient clinic
Friday	Outpatient clinic	Clinical Admin/MHA work

4 hr Outpatient Clinic – 3 hr patient contact and 1 hr administration

Contractual Details

Contracted activities for this appointment will be defined and agreed with the post holder, and the Associate Medical Director.

The post holder will be professionally and managerially responsible to the Associate Medical Director, Psychiatry.

The Consultants in the department will agree arrangements for cover of Psychiatry duties.

This Consultant post is available on a part-time basis (8 programmed Activities).

The terms and conditions of service applicable to this appointment are the Consultant grade terms and conditions of service as amended from time to time.

NHS Forth Valley requires each Consultant to agree with 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.

Consultants will be required to participate in an annual appraisal.

The post holder will normally be expected to reside within 30 minutes travelling distance of Forth Valley Royal hospital. If NHS Forth Valley Health Board considers that there is a requirement for the post holder to relocate his or her home in order to take up the responsibilities of the post, relocation expenses will be available in accordance with the Board's Relocation Policy. Support to the level of 15% of starting salary up to a maximum of £10,000 may be available, subject to the provisions of the policy.

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 Section 5 of the terms and conditions of service.

This appointment 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

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 33 days per year (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

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.

Selection Criteria

Criteria	Essential	Desirable
Qualifications	<p>MRCPsych or equivalent</p> <p>Full GMC registration, with licence to practise</p> <p>Certificate of Completion of Specialist Training (CCT)</p> <p>Applicants who are within 6 months of achieving CCT at the date of interview are eligible to apply</p> <p>Applicants applying under the Portfolio pathway must be entered onto the GMC Specialist Register at the time of application</p>	<p>Higher degree e.g. MSc, MD or PhD higher degree</p> <p>MBA or other relevant diplomas or certificates e.g. BAP certificate in psychopharmacology</p> <p>Section 22 Mental Health (Care & Treatment) (Scotland) Act approved</p>
Experience	<p>General Adult Psychiatry experience (inpatient/outpatient)</p> <p>Working in a community mental health team</p> <p>Supervision of staff</p>	<p>Resource centre experience</p> <p>Broad range of different services in different settings</p> <p>Psychological therapies experience/skills</p> <p>Service Improvement</p> <p>Attendance at course on clinical/educational supervision</p>
Knowledge and Skills	<p>General psychiatric disorder assessment, treatment and managements</p> <p>Works well in multidisciplinary team setting</p> <p>Experience of interagency working</p> <p>Risk Assessment / management training</p> <p>Knowledge of Mental Health (Care & Treatment) Scotland Act 2003</p> <p>Willing to work unsupervised and make decisions</p> <p>Excellent written and oral communication & listening skills.</p> <p>Demonstrated ability to manage time effectively</p> <p>Empathy to the needs of patients anxious and or in pain.</p> <p>High level of competence in the clinical aspects of General Adult Psychiatry and evidence of an ability to develop new skills and train colleagues as appropriate.</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> <p>Use of care programme approach</p> <p>Therapeutic skills e.g. CBT</p> <p>Experience of preparation of applications and reports for Mental Health Tribunals</p> <p>Experience of teaching of undergraduates and postgraduates</p>

Criteria	Essential	Desirable
Academic	<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>
Management	<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>
Other	<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> <p>Ability to prioritise clinical demands and manage time effectively</p> <p>Ability to manage emotional demands of post with good stress management</p>	<p>Drivers licence</p>

Application Process

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

Please note that applicants not currently entered onto the Specialist Register must be within 6 months of award at the date of interview for the post.

Applicants who are not yet in receipt of a Certificate of Completion of Training (CCT) are required to provide documentary evidence of eligibility to apply when submitting their application or must possess a certificate of Eligibility for Specialist Registration (CESR) at time of application.

Please quote **reference number 187812** on all correspondence.

Please note the following dates:

Closing Date: Wednesday 10th July 2024

Interview Date: Wednesday 7th August 2024

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

Living & Working in Scotland

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