

Specialist Doctor in Child and Adolescent Psychiatry

Andrew Lang Unit

Information and Job Description



St Mary’s Loch, Selkirk, Scottish Borders

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Section A

**Job Description**

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| 1. **The Post** |

This is an exciting opportunity to join a friendly and dynamic Child and Adolescent Mental Health service as a Specialist Doctor in Psychiatry. The service is based at the Andrew Lang Unit in Selkirk, within the beautiful rural Scottish Borders area. The service has undergone a period of rapid development and improvement with the goal of delivering patient-centred, evidenced based and efficient assessment and care. The successful applicant will work with consultant, associate specialist and junior Psychiatrists as part of the multidisciplinary team delivering care to children with mental disorder and neurodevelopmental conditions. There is a strong focus on the multi-disciplinary and multi-agency approach. When the post holder joins the service, there will be full Child and Adolescent Psychiatry staffing for the population, as recommended by the Royal College of Psychiatrists in Building and Sustaining CAMHS (2013). Full or less-than-full time hours will be considered.

**Job Title** Specialist Doctor in Child and Adolescent Psychiatry

**Type of Post** Child and Adolescent Psychiatry Specialist

**Full/Part Time Post** Full Time or Part Time; 10 Programmed Activities

**Salary Range £88,118 - £100,011 p.a. (pro rata if applicable)**

Specialist Pay Scale according to Specialist (2022) Contract

**Base location** Andrew Lang Unit, Selkirk, Scottish Borders, TD7 4LJ.

**Catchment area** To be confirmed. Peripheral clinics may be sited across the Borders region.

**Continuing Professional** To actively engage in local and national Continuing Professional

**Development** Development

**Post Approved** Approved by the NHS Borders Mental Health Medical Staff Committee and

Royal College of Psychiatrists Regional Adviser.

**Principal Duties**

**Clinical**

* To undertake holistic psychiatric assessments, including the level of risk, and make treatment plans in conjunction with the multi-disciplinary team. The majority of assessments and care will take place within the community. Occasionally you will be required to oversee inpatient care, or provide consultation and advice to children and young people being treated as inpatients under other services.
* To promote a multi-disciplinary and multi-agency approach. To provide consultancy and support to CAMHS clinicians, other Health Professionals and other agencies as appropriate.
* To commit to becoming an Approved Medical Practitioner of the Mental Health (Care and Treatment) (Scotland) Act 2003 and undertake the required duties in relation to this. Training will be available for those not yet qualified.
* To provide psychiatric reports for the Children’s Panel and Courts, with the appropriate supervision, as requested.
* Opportunity to develop a specialist interest, the nature of which is to be agreed between the post holder, CAMHS consultant colleagues and Associate Medical Director.
* To undertake the administrative duties associated with the care of patients and, where relevant, departmental organisation.

**Management**

* To contribute to the development and evolution of the CAMHS service in line with national and local guidance including The Mental Health Strategy, Scottish Government’s Service Specification for CAMHS and Neurodevelopmental Disorders, and Getting it Right For Every Child.
* To actively participate in the NHS Borders Clinical Governance programme, including active involvement in clinical audit, Significant Adverse Event Reviews and complaints processes as necessary.

**Education, Training & Research**

* To provide support and training to Psychiatric Trainees who may rotate into a training post within the service, and to Specialty Trainees with the service (dependent on Recognition of Trainer status, training available if required).
* To initiate or participate in relevant research, as appropriate.
* To participate in continuing professional development and annual appraisal, including 360 degree appraisal and revalidation processes.
* To participate in the training and development of staff, including medical students on attachments, nursing staff, psychology staff, AHPs and other staff.
* To participate in the local CAMHS CPD programme and the local Mental Health post-graduate programme. There is also an opportunity to become involved in the MRCPsych Teaching Course and the General Practice Psychiatry Course for GP Vocational Trainees in Edinburgh with which the Borders has close links.

**Other Duties**

* To provide psychiatric court reports as requested by the local legal authorities, with the appropriate supervision.
* To participate in cross cover arrangements for other colleagues during periods of annual leave, study leave and short term sick leave.
* Opportunity to participate in appraisal of colleagues if desired and appropriate, subject to relevant training.

**Liaison With Other Agencies**

* To forge working links with other stakeholder agencies and groups, including out of area services for Borders patients, Primary Care, Children and Families Social Work and Education colleagues.

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| 1. **Population and Local Information** |

**2.1 Scottish Borders**

1. Size of Area – 1,826 sq miles (6% of the area of Scotland)
2. Population – 115,000 (2% of the Scottish population)
3. The Child and Adolescent Mental Health Service serves the entire Borders region.
4. Agriculture, textiles and tourism are the major industries throughout the Borders area.

The Borders covers a large and scenically beautiful area of the Southern Uplands of Scotland. Predominantly rural, it is historically a unique part of the country, the home of the Border Reivers, and where annually each town in the Borders maintains its links with the past during the season of Common Ridings. Seven-a-side rugby originated in Melrose and the Melrose event in particular draws large crowds in April each year. There is also ready access to many outdoor activities such as fishing, golf, walking and cycling. Mountain biking centres at Glentress and Innerleithen are popular, and the region is well-provided for local swimming, fitness and sports facilities. The Borders also has numerous local libraries, music and art societies, drama groups, and community groups. There are cinemas in Hawick and Galashiels and an arts centre in Peebles, which includes a cinema and live theatre. The Borders Book Festival takes place annually in Melrose, drawing high profile authors and public figures.

There is private nursery provision on the Borders General Hospital Site. There are numerous well-regarded local state Primary and High Schools that serve the Borders area, as well as a private preparatory school in Melrose.

The Borders Railway reopened in 2015 and provides train services from Galashiels and Tweedbank to central Edinburgh running every thirty minutes (journey time around 50 minutes). Tweedbank Station is a few minutes’ walk from the Borders General Hospital. Connecting rail links can be accessed via Edinburgh, Berwick-Upon-Tweed, and Carlisle. There is easy access to Edinburgh Airport (approximately 1 hour 15 minutes) and Newcastle Airport (approximately 1 hour 30 minutes).

As part of our policy there is assistance with temporary housing costs and relocation allowances up to Inland Revenue limits if applicable. House prices in the Borders Region are significantly less than in major cities and also less than many other rural parts of Britain, particularly in the south.

Please see Websites:

Visit Scotland: [https://www.visitscotland.com/places-to-go/scottish-borders](#)

Scottish Borders Information: [Where to live in Scotland: Scottish Borders](#)

Tripadvisor: [Tripadvisor: Scottish Borders 2024](#)

NHS Borders: [NHS Borders Website](#)

Borders Properties: [www.rightmove.co.uk](#)

**2.2 NHS Borders**

Our Values are at the heart of all that we do:

● Care and Compassion

● Quality and Teamwork

● Dignity and Respect

● Openness, honesty and responsibility

Patients are at the centre of everything we do in our daily working lives at NHS Borders ensuring they are safe and cared for efficiently and effectively by suitably experienced and qualified staff driving quality at the heart of patient care. We are a dynamic and forward thinking team with a wealth of clinical and leadership experience. We aim for an open and honest culture and believe in nurturing future stars in NHS.

Health, social services and the 3rd sector within the Scottish Borders have developed nationally-recognised joint initiatives. The NHS Borders Board covers an area co-terminous with the local authority (Scottish Borders Council) and there are close and effective links including an Integrated Joint Board (IJB) moving forward the integration of health and social care.

At the onset of the covid pandemic, rapid redesign and mobilisation of services was made possible through clinically-led and managerially enabled decision-making. The aim is for the best of that to be retained and embedded within our structures while ensuring robust governance and a ‘whole system’ approach to include the NHS Clinical Boards, Primary Care and the IJB. The implications of the report into and recommendations regarding Social Care and the National Care Service will undoubtedly affect our services and collaborations going forward; the decision-making framework should provide a strong foundation for navigating that new landscape.

Borders CAMHS, in common with CAMHS services across Scotland, has seen recent significant investment and recruitment into our teams has been very successful. In parallel with that, CAMHS have been actively developing the services in line with the recently published National Service Standards. Accordingly, along with the wider Multidisciplinary Team, the postholder will have the opportunity to shape services as they develop to best meet patient need.

Clinical Governance is well established, forming part of the Risk Management of the whole organisation. Clinical Governance is seen as a positive support to all clinicians with active participation by all professions. There is a wide range of opportunities for the post-holder to be involved in this area of work.

**2.3 Mental Health and Learning Disability Service Overview**

With approximately 300 staff and an annual operational budget of around £16 million, the NHS Borders Mental Health Service provides treatment in a variety of settings, via consultant-led Community Mental Health Teams, a range of community, day and residential facilities and the in-patient services.

The shared philosophy is that of a personal service based on respect for the individual. It builds on the historic foundations of the therapeutic community principles of Dingleton Hospital and the solidly established community psychiatry approach commenced in the early 1970s. We expect people to achieve their maximum potential when given the appropriate involvement in and responsibility for their own care and recovery. Through our community approach, we are able to intervene early to provide assertive outreach and deliver a range of treatment modalities within a bio-psycho-social model which uses the most effective combination of medical interventions (in the broadest sense), psychological therapies appropriate to level and type of need, occupational, social and family support.

There is a clear value base within the service that front line clinicians must be involved in the key decisions that affect their everyday working practice and there is a range of opportunities for medical staff to get involved through active clinical governance systems, Medical Staff Committee, service operational meetings and a range of project steering groups. The Mental Health Board oversees the delivery of services and includes a wide range of clinical staff alongside managers and a number of Consultant Psychiatrists.

Following the Children and Young People’s Taskforce recommendations on the provision of Mental Health Services, NHS Borders has been working with partner agencies and key stakeholders in the development of comprehensive and collaborative services for young people and their families. The post-holder will be supported to actively engage in this process, in particular working with key partners on rethinking and provisioning timely and accessible mental healthcare for this population across the spectrum of need.

* 1. **Mental Health and Learning Disability Services:**

**Child and Adolescent Mental Health Services**

The Child and Adolescent Mental Health Team is based at the Andrew Lang Unit in Selkirk, with clinics being held at the Andrew Lang Unit, community health centres across the region, and Borders General Hospital. The service provides assessment and treatment of mental health problems and neurodevelopmental concerns relating to children and young people under the age of 18 years. It is a community-based outpatient service with a strong multidisciplinary ethos.

The service operates at Tier 3/4. A range of assessment modalities and evidence based therapeutic interventions are provided. There are close links with children’s health services and the Integrated Children’s Services (Scottish Borders Council) in each locality.

Specialist parts of the Child and Adolescent Mental Health Service include:

* Core CAMHS
* Multidisciplinary generic outpatient work providing evidence-based assessment and treatment across the full range of mental health conditions, including pathways for those with eating disorders, self harm, anxiety and depression.
* Intensive Treatment Service (Tier 4)
  + This is provided during working hours for young people with severe and complex Mental Health problems. There are close links with the regional Adolescent Unit at the Royal Edinburgh Hospital where young people are admitted when required.
* Integrated Multidisciplinary Neurodevelopmental Service
* Integrated Children’s Learning Disability Service with Specialist LD Nurse
* Regular Consultation Discussion Groups with Health staff in the localities

Patients that self-present with a Mental Health problem to the Emergency Department at the Borders General Hospital are currently triaged and assessed by ED staff and referred as necessary to the Liaison Psychiatry Team or CAMHS service for under-18s. Inpatient provision is available at the Young People’s Unit in Edinburgh, and there are occasionally admissions to the local paediatric and adult mental health wards.

The multidisciplinary CAMHS Leadership team provide governance oversight, strategic direction, and implementation of service developments. The leadership team report to the multidisciplinary quad, and work and communicate with the CAMHS clinicians and administrative team.

The CAMHS Team currently comprises of the following staff, in addition to this post:

2.7 WTE Consultant Child and Adolescent Psychiatrist (1.2 Neurodevelopmental, 1.5 CAMHS)

0.6 WTE Associate Specialist in Child and Adolescent Psychiatry

1.0 WTE Clinical Development Fellow / Specialty Doctor / Core Trainee (currently pilot)

0.8 WTE Consultant Clinical Psychologist

3.6 WTE Clinical Psychologist

2 WTE Clinical Associate in Applied Psychology

0.6 WTE Music Therapist

1.0 WTE Team Manager/Band 6 Nurse

1.0 WTE Advanced Nurse Practitioner

6.72 WTE Band 6 Nurse, including ND Nurse Specialists and CAMHS Learning Disability Nurse

1.0 WTE Band 5 Development Nurse

1 WTE Team Administrator

3 WTE Team Secretaries

0.53 WTE Receptionist

0.6 WTE Speech and Language Therapy

2.0 WTE Health Care Support Workers

CAMHS have close working links with Paediatric Occupational Therapy, Paediatrics, School Nursing, and Speech and Language Therapy. CAMHS works with other locally commissioned services, such as Quarriers, which is a Tier 2 service based in local schools to provide emotional support, early intervention and illness prevention to young people.

The CAMHS services has close and supportive links with the Borders Additional Needs Group and local stakeholders.

**Adult Mental Health Services**

Adult Mental Health Services undertook a period of development in the decade following the closure of Dingleton Hospital. The Adult Mental Health Services consist of 3 fully integrated Community Mental Health Teams (South, East and West) with geographical catchment areas centred on the larger Borders towns (Hawick, Galashiels and Kelso). There is also access to voluntary organisations and supports.

The acute admission unit and East/West administrative bases are situated at Huntlyburn House, Melrose. The community teamsoperate during the hours of 9am until 5pm, Monday to Friday.

The teams accept referrals of adults aged 18 to 69 years who present with a range of acute general psychiatric disorders including major mental illness, severe adjustment disorders and emotional and behavioural disturbances requiring psychiatric or psychological assessment, and with more specialist patient groups such as dual diagnosis, neurodevelopmental and eating disorders. Borders CMHTs all provide an assessment and treatment service at a venue within the community or in people’s own homes.

Emergency referrals are currently handled by the Borders Crisis Team based at Huntlyburn House. Urgent referrals (seen within 5 working days) are dealt by CMHT team members.

Nineteen acute admission beds are available at Huntlyburn House, Melrose, in a unit opened in 2001 and fully renovated in 2013. Each adult team has a nominal six beds for individuals requiring 24-hour specialist psychiatric nursing care. The unit runs at an average of 85% occupancy. All bedrooms are single with en-suite facilities; there are 2 sitting rooms with dining areas, additional sitting areas and one external smoking area on the unit.

There are regular clinical and pathway development meetings to support the transition of patients from CAMHS to adult MHS.

**Borders Addictions Service**

The NHS Borders Addiction Service provides a Scottish Borders-wide assessment and treatment service to individuals with drug and alcohol related problems. The team works within a broad philosophy of harm reduction, recognising the right of clients to make informed choices regarding their lifestyles and changes they wish to make within this. Access to detoxification beds is within the acute adult admissions unit (Huntlyburn House).

The service is supported by addiction specialist nurses, a Consultant Psychiatrist and a core trainee, also currently based at the NHS Borders Galavale site. There are close links with other statutory and voluntary sector providers of drug and alcohol services in the Borders (Addaction), with plans to co-locate, as well as with other agencies commissioned by health and social care agencies in the Borders. Referrals are seen and assessed through community-based clinics and open access drop-in hubs supported by nurse prescribers .This allows for rapid access to opiate replacement treatment as well as social and psychological supports. The service’s Engagement and Support Team (Esteam) provides assertive outreach and active follow up to reduce barriers to treatment. Excellent primary care liaison occurs through direct contact and via nursing staff at community clinics. The service is housed within the Mental Health Directorate of NHS Borders.

**Borders Crisis Team**

The Borders Crisis Team (BCT) currently accepts referrals from GPs, Health Visitors, Liaison Psychiatry and CMHTs. It provides intensive community treatment to adults with acute mental health problems, as an alternative to hospital admission where safe and appropriate. The activities of the BCT include: assessment, emotional support, symptom management, practical help, supervision and safety, family work and monitoring medication. As part of Mental Health Transformation, it is proposed that some aspects may become nurse-led. Within the current model, there is close liaison between the BCT and the key worker from the referring community team who maintain regular contact during the time the BCT are involved to ensure continuity of care. The CMHT consultant takes consultant responsibility for emergency new cases and those known to the CMHT; the CMHT consultant or other team medic is available for advice when required.

The service is Borders-wide and operates from 9am to 5pm Monday to Friday. There is weekend cover in conjunction with the on-call trainee psychiatrist. Patients can be visited more than once a day if necessary, particularly in the early stages of involvement. The average length of contact with the BCT is 2-3 weeks.The BCT is staffed during the unscheduled care period to provide a Liaison Psychiatry service along with the on-all trainee doctor, supported by the on-call consultant who is available to give telephone advice. In this time period they can offer limited support to the BCT caseload.

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**Learning Disability Service**

The Learning Disability Community Service, based in Newtown St Boswells, provides a service to adults with a learning disability and complex mental health needs. Patients with a learning disability who are open to CAMHS are generally transitioned to the adult Learning Disability Service around the time of their 18th birthday.

There are no local inpatient facilities and specialist inpatient beds are accessed out-of-area. An Assertive Outreach Team offers intensive care and assessment at home to avoid unnecessary hospital admission. The Learning Disability Service is part of the regional planning network for South East Scotland and Tayside regions and has operated as a fully integrated (Health and Social Work) Borders-wide service for several years. There are regional LD-CAMHS service developments ongoing, including access to specialist LD-CAMHS consultation.

**Liaison Psychiatry Team**

In 2005 a Liaison Psychiatry Team was created to provide a psychiatric service to the BordersGeneralHospital. Referrals include the whole range of psychiatric disorders which are a consequence of physical illness or contribute to it, including medically unexplained physical symptoms.

**Mental Health Services for Older Adults**

The Mental Health for Older Adults Service (MHOAS) provides a Borders-wide specialist mental health service for all people aged 70 and over and for those below 70 with progressive dementia. The Mental Health for Older Adults Team (MHOAT) is the community team element of the service providing community assessment, usually in the patient’s own home, with treatment and on-going support for those with complex needs. The Community Hospital and Care Home Assessment Team works proactively with care providers in assessing and meeting the needs of those with dementia, reducing reliance on hospital-based care. Inpatient facilities include a dementia assessment and stabilisation ward (BSDU) and 6 beds for functionally ill elderly people (Lindean).

**Rehabilitation Service**

The Community Rehabilitation Team provides a Borders-wide service for around 110 patients with severe and enduring mental health problems (mostly chronic schizophrenia). It accepts referrals of adults from 18 – 69 years from adult CMHTs, CAMHS and other psychiatric services where patients are returning to live within Borders. The referral criteria include:adults with severe and enduring mental health problems usually with a diagnosis of schizophrenia, schizoaffective disorder or severe bipolar affective disorder; complex needs involving the combination of health, social, occupational, employment and educational difficulties; those likely to benefit from active rehabilitation, orwho require a level of community input and consistency that cannot be provided by the adult community mental health teams.

An increasing number of referrals have comorbid diagnoses of psychosis and alcohol/substance misuse. The Rehabilitation Team delivers individual care packages to adults across Borders, with a strong emphasis on multi-disciplinary and multi-agency joint working. Dedicated supported accommodation flats are available in Galashiels. The Rehab inpatient unit (East Brig) has 12 beds for patients in early relapse, active rehabilitation and for relapse prevention.

**2.5 Paediatric Services**

In-patient and day patient Paediatric services are provided at the Borders General Hospital. The Consultant Paediatricians along with Specialist children’s nurses hold clinics at the BGH and at Health Centres throughout the Borders. There is a quarterly joint paediatric-CAMHS clinical meeting, which uses case presentations to provide focus for CPD and service developments.

Scottish Borders Council is co-terminous with the Borders NHS Board area. Children’s Education and Social Work Services are now integrated and work together with the health service in Joint Planning of Children’s Services via the Children’s Services Joint Planning Partnership. An Integrated Assessment Framework is used to bring together assessments of the needs of individual children and young people using GIRFEC principals.

**2.6 Scottish Borders Council**

There are good relationships between NHS Borders and the Local Authority, Scottish Borders Council, who continue to work together to implement the integration agenda. Scottish Borders Council is currently consulting on its transformation project ‘Fit for 2024’ which sets out a programme of process improvement and productivity work with the aim of sustaining or enhancing service delivery and quality levels within its resource envelope.

Education services within Scottish Borders Council are structured according to school clusters, with enhanced provision located in selected schools. Borders CAMHS have close working links with educational psychology, Inclusion and Wellbeing and Autism Outreach services.

##### 2.7 Social Services

There is specialist Mental Health Social Work input into all the adult CMHTs, Community Rehab Team and BAS, fostering excellent working relationships. The MHO service can be contacted 24 hours per day, seven days per week. There are Children and Families Social Work teams which have a duty system for emergencies and child protection matters. The Sustain team provide community based intensive support for children at risk of going into care.There is a specialist Children with Disabilities social work team who do service user needs assessments and allocate funding and resources.

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| 1. **Research, Audit, Development and Teaching** |

All doctors are supported with professional development according to their individual needs. Direct supervision will be provided by a consultant to support clinical functioning. There are excellent library facilities available at the Education Centre at the Borders General Hospital, and access to the NHS eLibrary from your laptop/PC. There is a weekly Psychiatry education session, and opportunity to attend and participate in the Borders General Hospital Grand Round. Within the CAMHS service, there is a monthly CPD session, and regular medical peer group meetings, as well as joint Paediatrics and CAMHS case discussions around quarterly.

There is time available to support Significant Adverse Event Reviews and National Quality Standards. The Borders Service is also involved in the Scottish ECT Accreditation Network. The Borders Mental Health Service has close links with Lothian; there are opportunities to become involved in the MRCPsych Teaching Course and the Psychiatry Course for GP Specialty Trainees, based at the Royal Edinburgh Hospital and the NHS Education for Scotland Postgraduate Teaching Unit, also in Edinburgh.

Regional collaboration in clinical service areas is also encouraged; attendance at relevant regional meetings and/or peer groups will be supported. It is anticipated the post-holder will form strong links with colleagues within the wider CAMHS network, bringing the rural perspective to regional and national discussions and bringing new ideas to the local service to the benefit of our patients.

The Adult, Older Adult, Child & Adolescent and Learning Disability Services are approved training areas for Basic Specialist Training in Psychiatry and Vocational Training for General Practice.

Research is encouraged. There is an NHS Borders Research and Development Forum. Borders-CAMHS are looking forward to collaborating with Generation Scotland in supporting recruitment of subjects for research.

SPA allocation will be agreed between the post-holder and the Associate Medical Director.

1 SPA is for Revalidation:

* preparation for revalidation: personal study (CPD); attending local educational and audit meetings
* personal/professional administration:preparation for appraisal/job planning; 360◦ feedback for colleagues
* mandatory training defined locally and any additional mandatory training relevant to the specialty group
* attendance at departmental audit and clinical governance meetings, contributing to national audits etc
* basic undergraduate and postgraduate teaching
* attending regular specialty consultant meetings
* internal routine communication and management meetings

The content of the additional SPA is for negotiation and mutual agreement and may include:

* Conducting peer appraisals
* Educational supervision of named trainees
* Postgraduate teaching: specific timetabled teaching; formal teaching; college tutor responsibilities etc
* Specific committee work: clinical governance; pharmacy
* *Additional* management meetings required by/for the service: eg transformation, change, service reviews
* Research: agreed in advance; funded; with objectives.
* Specific roles and responsibilities within the department with objectives
* National roles (specialist societies, Royal Colleges, NICE etc); usually annualised, by specific agreement and signoff.

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| 1. **Support Staff and Facilities** |

An office with laptop/PC, e-mail and internet access is available at the Andrew Lang Unit base. Patients and their families are seen at the Andrew Lang Unit, in Outpatient clinics within GP practices, Community Hospitals and the BGH and occasionally in other community settings such as patients’ homes and schools. There is dedicated secretarial time within the CAMHS Team for clinical work and additional administrative time available within Medical Administration to assist with activities such as rotas and education programmes. Each Psychiatrist is provided with a Smartphone for remote email and calendar access.

There is a weekly local peer support meeting for Consultants across the Mental Health and Learning Disability Service, as well as regular peer discussions within the CAMHS medical team.

The Consultant staff establishment within the Mental Health and Learning Disability Network is as follows:

Dr Amanda Cotton Associate Medical Director and South Community Mental Health Team

Dr Jennie Higgs West Community Mental Health Team

Dr Anton Barrington (locum) East Community Mental Health Team

Dr Rosemary Gordon Borders Addictions Service

Dr Joanne Bredski (p/t) Rehabilitation Team

Dr Jenny Bryden (p/t) Rehabilitation Team

Dr Lucy Calvert (p/t) Mental Health for Older Adults Service

Dr Greg Green (locum) Mental Health for Older Adults Service

Dr Paul Morris (p/t, locum) Mental Health for Older Adults Service

This post Child & Adolescent Mental Health Service

Dr Ruth Ashman (p/t) Child & Adolescent Mental Health Service

Dr Leonie Boeing (p/t) Child & Adolescent Mental Health Service

Dr Lucy Russell (p/t) Child & Adolescent Mental Health Service

Dr Laura Kean (p/t locum) Child & Adolescent and Infant Mental Health Services

Dr Niall Campbell Liaison Psychiatry

Dr Mark Hughes Learning Disability Service

Other medical staff supporting the Mental Health and Learning Disability Services:

Dr Eimear O’Kane (p/t) Specialty Doctor in Personality Disorders

Dr Muriel Foreman (p/t) Associate Specialist, CAMHS

Dr Gemma Berry (p/t) Specialty Doctor, CAMHS

Dr Chammy Sirisena Associate Specialist, Learning Disability Service

Dr Grace Hill Specialty Doctor, East CMHT

Dr Kimberley Blyth (p/t) Specialty Registrar, South CMHT

Dr Giri Papireddy (locum) Specialty Doctor, South CMHT

Dr Stan Yordanov Specialty Doctor, Rehab Team

Dr Dan Prior Specialty Doctor, MHOAS

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| 1. **Service, Clinical and Professional Structures** |

There is a Mental Health Board, which is responsible for the delivery of all Mental Health Services, and accountable to the Clinical Executive. This is chaired by the Associate Medical Director, Dr Amanda Cotton.

Annual appraisal is undertaken to review personal development, with job planning on an annual basis, with the Associate Medical Director overseeing the process.

Within the Child and Adolescent Mental Health Service the post holder is accountable to the Associate Medical Director; certain line management tasks are currently undertaken by the CAMHS Medical Lead. Clinical supervision will be provided by a consultant C&A psychiatrist within the service. The child and adolescent psychiatrists have a weekly Teams brief communication meeting, a monthly business meeting and a monthly peer group case discussion and CPD meeting. Borders C&A psychiatrists are also members of the monthly Edinburgh University regional Joint Academic Programme (case and journal presentation) chaired by Professor Ian Kelleher. There are established strong links with Edinburgh University for undergraduate medical student teaching and with RCPsych in Scotland Child and Adolescent Psychiatry Faculty Executive Committee. There is a well-established ethos of peer support which is greatly valued by the existing staff.

Line management of other non-medical members of the team is undertaken by the relevant Team Manager and Lead Psychologist with professional supervision obtained through the relevant professional lines of accountability. There is a well-established monthly multidisciplinary whole team, CPD session.

**Section B**

**Job Plan and**

**Condition of Service**

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| 1. **Job Plan** |

**Draft Example Job Plan: Full time, to be agreed with successful candidate.**

Please note exact location of clinics will depend on locality area covered by post holder. Options for part time/ flexible location & work from home are also available, at the discretion of the AMD. Unscheduled care may also be required at times.

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|  | A.M. | P.M. |
| Day 1 | Andrew Lang Unit / BGH  Urgent in/outpatient slot  CPN/other caseload reviews  Clinical Administration | SPA:Journal Club and Education Meeting  Monthly Medical Staff Committee Meeting  Self-directed CPD |
| Day 2 | Community OPC  (including clinical administration)  Monthly peer group/Joint academic programme | Community OPC  (including clinical administration) |
| Day 3 | CAMHS monthly CPD  Multiagency meetings  Clinical administration | Clinical administration/Psychiatric assessment clinic |
| Day 4 | Andrew Lang Unit  OPC including clinical administration | Andrew Lang Unit  Multiagency meetings  CAMHS MDT meeting |
| Day 5 | Andrew Lang Unit  OPC including clinical administration | Andrew Lang Unit  SPA: (Monthly) CAMHS CPD slot  Trainee supervision  Service development meetings |

Notes

Job plan can be modified to suit the successful candidate and service; additional sessions within the Mental Health Directorate can be available depending on areas of experience and the needs of the service.

Supporting Professional Activities (SPA) are available and will be agreed for various activities including your own CPD, undergraduate and postgraduate medical education and supervision, audit, committee membership, appraisal and revalidation, service management/development/leadership.

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| 1. **Conditions of Service: Specialist Doctor** |

* The Terms and Conditions of Service are from the Specialist Doctor in Scotland Contract (Issued October 2022). Salary Scale **£88,118 - £100,011 p.a. (pro rata if applicable)** – placement depends on previous experience.
* The appointment will be made by NHS Borders on the recommendation of a Recruitment Panel. Any person suitably qualified and experienced who is unable for personal reasons to work full-time, will be eligible to be considered for the post.
* The doctor appointed must have Full Registration and a Licence to Practice with the General Medical Council (GMC). It is the post holder’s responsibility to ensure their General Medical Council registration and licence to practice does not lapse.
* The doctor appointed will have completed a minimum of 10 years’ medical work (either continuous period or in aggregate) since obtaining a primary medical qualification of which a minimum of six years should have been in a relevant specialty in the Specialty Doctor and/or closed SAS grades. Equivalent years’ experience in a relevant specialty from other medical grades including from overseas will also be accepted.
* The doctor appointed will meet the criteria set out in the Specialist grade generic capabilities framework for a Specialist Doctor in Scotland: [Specialist doctor generic capabilities](#)
* The doctor appointed will have a continuing responsibility for the care of patients in their charge. They will also undertake the administrative duties associated with the care of their patients and, where relevant, departmental organisation.
* The contract will be for up to 10 Programmed Activities with any additional annually renewable Extra Programmed Activities to be discussed and mutually agreed with the successful candidate and if these are offered a separate contract would be established with a 3-month notice period from either party.
* The salary of the appointment will be in accordance with the Specialist Doctor in Scotland Contract (2022), according to the number of programmed activities a week and point on the pay scale.
* The appointment will be superannuable and subject to the regulations of the National Health Service. Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless the appointee chooses to opt out of the Scheme.
* Termination of the appointment is subject to three months’ notice, in writing, on either side.
* Appointment is subject to a satisfactory pre-employment medical.
* Appointment is subject to satisfactory Protecting Vulnerable Groups (PVG scheme) Disclosure (Criminal Records Check).
* The post holder will be expected to participate in Continuous Professional Development, and the annual appraisal process, including 360-degree appraisal.
* NHS Borders is legally liable for the negligent acts or omissions of the employees in the course of their NHS employment. Medical staff are advised to ensure that they have defence cover for activities not covered by the Board indemnity.
* NHS Borders operates a No Smoking Policy. It is a condition of your employment that you must not smoke whilst you are on duty. Failure to observe this rule could result in disciplinary action. When selecting new staff, NHS Borders does not discriminate against applicants who smoke but applicants who accept an offer of employment will, in doing so, agree to observe the Board's policy on smoking.
* NHS Borders Equal Opportunities Policy affirms that all employees should be offered equal opportunities in employment, irrespective of their age, gender, marital status, race, religion, creed, sexual orientation, colour or disability.
* Assistance with relocation expenses up to Inland Revenue limits may be given in accordance with the NHS Borders’ Relocation Policy.

### General Areas

* Communication - all staff are expected to take part in Team Meetings and other communication initiatives and to communicate readily with colleagues within NHS Borders.
* Health and Safety - all staff have a responsibility for the health and safety and welfare of themselves and others who may be affected by their acts or omissions. Staff will attend an annual update on health and safety at work and other issues relating to their safety. All incidents at work must be reported.
* Confidentiality/Data Protection - all staff who have access to information covered by the Data Protection Act will abide by the terms of the legislation.
* Standards/Quality and Policies and Procedures - staff will familiarise themselves with all NHS Borders Policies, Procedures or Protocols relating to their service and work within the guidelines.

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| 1. **Person Specification** |

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| REQUIREMENTS | ESSENTIAL | DESIRABLE |
| Qualifications/ Education | Full GMC Registration  Applicants should be an Approved Medical Practitioner as under the Mental Health (Care &Treatment)(Scotland) Act 2003 or be willing to gain the approval once in post. | Additional qualifications, training or experience in Paediatrics.  MRC Psych (or equivalent)  Included on the General Medical Council (GMC) Specialist Register, |
| Experience | Minimum 10 years experience since primary medical qualification, including at least 6 years experience in Specialty Doctor or equivalent in CAMHS Psychiatry  Expertise in assessment and management of children and young people with mental illnesses and disorders including complex comorbidity in a range of settings.  Experience of providing medical leadership to MDT for direct and indirect clinical care | Experience as a Responsible Medical Officer (RMO) under the Mental Health Care and Treatment (Scotland) Act 2003 or equivalent (eg Mental Health Act England/other jurisdictions)  Experience of medical representation/giving expert opinion in complex MDT meetings including relating to Child Protection.  Experience of using electronic patient records and telemedicine.  Experience in working in CAMHS with an emphasis on community work. |
| Skills and Abilities | Commitment and interest in working with children, young people and their families.  Clinical expertise in Child and Adolescent psychiatry and knowledge of evidence-based treatment options.  Ability to train and supervise junior medical colleagues, medical students, and staff from other disciplines.  Good written, verbal and interpersonal communication skills.  Evidence of good multidisciplinary working and reflective practice.  A commitment to developing services and working in partnership with patients and carers. | Specialist training in one or more Psychological therapies.  Specific experience in Learning Disability and/or Neurodevelopmental Disorders. |
| Clinical Governance | Knowledge of basic principles and implementation. | Evidence of undertaking specific projects (audit, risk management etc.). |
| Research | An interest in systematic enquiry. | Published research; ongoing projects. |
| Teaching | A commitment to education, training and professional development. | Experience in teaching doctors and other disciplines. |
| Management |  | Interest in developing skills in clinical leadership. |
| Applications from candidates with relevant experience and wishing to work towards substantive consultant appointment via CESR will also be considered. | | |
| NHS Values | **Care and Compassion**  Expectations   * Treat people as though they matter * Involve people * Consider people as individuals and acknowledge diversity * Puts the patient first & cares. |  |
| NHS Values | **Dignity and Respect**  Expectations   * Team player * Manages own attitudes and behaviour * Addresses concerns with colleague as they arise * Communicates respectfully, openly and professionally * Listens and turns that into action * Sees things from another person’s perspective |  |
| NHS Values | **Openness, Honesty and Responsibility**  Expectations   * Takes person responsibility for actions * Sharing of ideas for improvement * Observes processes * Ability to work across boundaries * Commitment to work to best of their ability |  |
| NHS Values | **Quality and Teamwork**  Expectations   * Works as part of a team to support others and improve service provision * Acknowledges mistakes * Takes responsibility * Inspires the team |  |

**Points of contact and how to apply**

Further informal inquiries and arrangements to visit the service should be made to:

Dr Amanda Cotton

Associate Medical Director

Mental Health Service

Huntlyburn House

Melrose

TD6 9BD

Tel: 01896-827155

Email: [Amanda.cotton@borders.scot.nhs.uk](#)