

# MEDICAL and DENTAL CANDIDATE INFORMATION PACK

Care & Compassion	Dignity & Respect	Openness, Honesty & Responsibility	Quality & Teamwork
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Thank you for your interest in applying to [NHS Greater Glasgow and Clyde!](#)

Please read this guidance carefully before you begin your application

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**Job Title: CONSULTANT PSYCHIATRIST UNSCHEDULED CARE**

**Department: Mental Health**

**Location: Leverndale or Stobhill Hospital**

**Type of contract: Permanent**

**Grade and Salary: Consultant**

**Working Hours: Full Time, 10PAs**

**Interview Date:** To be confirmed or available on the Advert text

For the **Terms and Conditions of Service:** please refer to the **Supporting information (Medical and Dental)** document

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish to visit the department/hospital(s) concerned. Details of Arrangements for Applicants to Visit the Department/Hospital(s) or to discuss the post(s). In the first instance, please contact:

Name	Job title	Email	Telephone
Dr Mathew Morrison	Clinical Director Specialist Services	Mathew.morrison@ggc.scot.nhs.uk	0141 211 6393
Dr Monica Keenan	Consultant Unscheduled Care	Monica.keenan@ggc.scot.nhs.uk	0141 201 3136

For further information regarding NHS Greater Glasgow and Clyde and its hospitals, please visit our website <https://www.nhsggc.scot/>

## **THE HOSPITALS AND THE DEPARTMENT/SPECIALTY – FACILITIES, RESOURCES AND ACTIVITY & STAFFING STRUCTURE**

### **GENREAL ADULT GENERAL PSYCHIATRIST – 2 POSTS**

Applications are invited from Psychiatrists with a CCT in General Adult Psychiatry to join a team of Consultant Psychiatrists working in a redesigned service to provide Unscheduled Care and Home Treatment in NHS Greater Glasgow and Clyde.

The consultant team will work jointly to provide medical leadership and clinical care to the Unscheduled Care Service, specifically providing input into what is planned as a Community Mental Health Acute Care Service (CMHACS) as well as providing input to the MHAU (Mental Health Assessment Units). Consideration may be given to hours being worked flexibly, though all working hours will be within Standard Hours of the New Consultant Contract (8am to 8pm). The successful candidate will work within the Unscheduled Care Service and each consultant will provide senior medical input into CMHACS teams. The successful candidates would be based in either North or South Glasgow sectors. The role also includes supporting the Board-wide network of care that these teams provide. Consultants in the teams will provide cross-cover during periods of leave.

These teams are at the forefront of service development in Scotland therefore in addition to the standard “Core” SPA, at least one additional SPA session per week will be allocated to innovation and evaluation to support team development. Consultants may be able to pursue special interest sessions where these would support the work of the service. All team members are expected to participate in weekly group supervision, and consultants should also have access to support provided by a suitable mentor.

Most team work can be digitally-enabled, and some teamwork can therefore be carried out remotely. There is scope for consultants to work flexibly. This will be required to be

job planned with medical colleagues in Unscheduled Care to ensure cover for the whole service is maintained.

This is an exciting opportunity for enthusiastic individuals to join skilled teams at the frontline of mental health service provision and deliver a high quality service to individuals requiring episodes of acute care. It is expected that the successful candidate will take part in continuing professional development. Participation in audit or research is encouraged.

Although the posts are full time, we would welcome applicants for a less than full time post which could be adapted to suit the needs of the applicant. Hours of work will be standard non-premium hours but are subject to negotiation. The exact nature of commitments will be a matter of agreement between the post holder, Clinical Director and Head of Service.

Applicants must have full registration with the General Medical Council, a licence to practice and be eligible for inclusion in the GMC Specialist Register. Those trained in the UK should have evidence of Higher Specialist Training leading to a CCT in Psychiatry or eligibility for specialist registration (CESR) or be within six months of confirmed entry at the date of interview. Non UK applicants must demonstrate equivalent training. Ms Kelda Gaffney is the Head of Service for Specialist Mental Health Services and ADRS and the Clinical Director is Dr Matt Morrison. The Associate Medical Director for Mental Health is Dr Martin Culshaw.

## **Background**

### **Unscheduled Care Services**

#### **1. CMHACS**

CMHACS is planned to be a new and comprehensive service which provides mental health care, treatment and support as a safe and effective alternative to hospital admission or prolonged inpatient stay within Glasgow City. The service is being developed as part of a comprehensive review and reconfiguration of all mental health unscheduled care services across NHS GGC. The review was a key part of the NHS GGC 5 year Mental Health Strategy. While the subsequent implementation of reconfigured service delivery was embedded in that strategy, it was also adapted as necessary in light of the covid-19 pandemic and associated contingency measures, including the extended use of digital healthcare. The service will build on the previous work of the various Crisis and Intensive Home Treatment services in the Health Board area.

The core functions of the CMHACS are hoped to be:

- Offer short term intensive community based treatment as an effective alternative to hospital admission.
- Manage all requests for access to inpatient care and provide assessment of suitability for home treatment as an alternative to admission.

- Work in collaboration with short-stay inpatient Mental Health Services to facilitate and support discharge from hospital for individuals for whom home treatment is deemed to be appropriate.

The CMHACS would aim to provide input to Glasgow City with an overarching unscheduled care operational framework.

The post holder will join a multidisciplinary team whose core staffing will include:

Band 4 Admin staff  
Band 6 Senior mental health professionals  
Band 5 Mental health professionals  
Band 7 Team leader

Psychology/MHO/Social work/OT input will be considered as the service develops

Due to the nature of the Community Mental Health Acute Care Service and the requirement for medication monitoring as a key function of the service, it is necessary to ensure an appropriate staffing and multidisciplinary skill mix. It is anticipated that the majority of the team will be registered Mental Health Nurses with the remaining positions open to registered health professionals from Occupational Therapy or Social Work backgrounds.

In addition to core staffing, the Acute Care Service would be encouraged to participate as recognised trainers for junior medical staff on rotation.

## **2. Mental Health Assessment Unit**

The MHAU is a specialist service which provides assessment, diagnosis and management to patients who are presenting in mental health crisis/distress.

Two MHAUs (at Stobhill and Leverndale Hospitals) were set up in April 2020 as a direct response to the extraordinary service pressures on Emergency Departments (EDs) as a result of the Covid-19 pandemic. The service was designed to minimise attendance of Mental Health patients at EDs and was initially developed for individuals who would have previously sought assistance through self-presenting at an ED or via Police Scotland or Scottish Ambulance Service.

In July 2020, Scottish Government set out new expectations for the assessment of unscheduled mental health presentations and this created an opportunity to extend the role and function of the MHAUs to include all GP/NHS24 referrals for same day assessment.

The service provides a single point of contact for mental health unscheduled care and aims to provide patients with a full psychiatric evaluation, including mental health risk assessment with appropriate treatment and follow-up arrangements.

In this way, the MHAU:

- Transforms “unscheduled” presentations into “scheduled care” whenever possible.

- Integrates with pathways in Acute, Primary Care and third sector partners (DBI and CDRS) to minimise duplication.
- Supplement a broader range of GP referral options, including urgent SCI Gateway and “Consultant Connect”.
- Offers “next-day” scheduled appointments where appropriate for any presentation such as OOH contacts.

As part of the family of unscheduled care there would be close working between the CMHACS and the MHAU. The MHAU is a multidisciplinary service with senior medical supervision and direct access to Primary Care via Consultant Connect. This access will be provided by senior nursing staff and consultants providing ring fenced clinical time. Consultant input into the MHAU can also be digitally enabled.

Hours can be worked flexibly within Standard Hours of the New Consultant Contract (8am to 8pm) to meet the needs of the service and doctors’ preferences.

This job plan is negotiable and will be agreed between the successful applicant and the Clinical Director. NHS Greater Glasgow & Clyde initially allocates all full time consultants 10 PAs made up of 8 PAs in Direct Clinical Care (DCC) and one core Supporting Professional Activities (SPA) for CPD, audit, clinical governance, appraisal, revalidation, job planning, internal routine communication and management meetings. There will be one PA allocated to service development. The precise allocation of SPA time and associate objectives will be agreed with the successful applicant and will be reviewed at annual job planning. It is expected that the successful candidate will take part in Job Planning, Appraisal, Peer Review and Continuing Professional Development. Participation in audit or research is encouraged. The post holder will have the opportunity to be involved in the teaching of undergraduate medical students. In addition there will be the opportunity to participate in the postgraduate teaching of medical staff and staff of other disciplines.

#### Other Information

#### Current Medical Staffing

Dr M Keenan  
*Vacant Post*  
*Vacant Post*

Consultant in Unscheduled Care NHS GG&C – Dual Base

## **JOB DESCRIPTION, JOB PLAN & PERSON SPECIFICATION**

### **The Consultant Psychiatrist posts**

While this is a new and developing service, and so role and function may develop over time, it is anticipated that the post holder will carry out the following duties:

- Provide clinical leadership to the CMHACS team.

- Hold RMO responsibility for Adult Mental Health patients on the CMHACS caseload who are subject to compulsory measures under the Mental Health (Care and Treatment) (Scotland) Act 2003.
- Act directly by reviewing patients, delegating responsibility to any Specialty Doctor working within the team, and supervising any medical trainees attached to the team as per Royal College of Psychiatrists guidelines.
- Attend and lead CMHACS daily (Monday-Friday) multidisciplinary team meetings, where the requirement for medical reviews will be considered for all individuals on the team's caseload according to clinical need.
- See and review individuals case managed by CMHACS where there is diagnostic uncertainty and/or who:
  - present with increasing risk
  - require a mental state review
  - require a medication review
  - require a psychiatric medical review for any other reason
  - involvement in the formulation and risk assessment of individuals without prior psychiatric service contact, referred to the CMHACS from the community by the end of the next working day.
- Be responsible for prescribing psychiatric medication to individuals under the care of the CMHACS team and for supervising non-medical prescribers within the team.
- Outreach visits for new referrals from primary care where patient has been unable to attend base
- Consider the physical health of individuals under their care and liaise with GPs/specialists as appropriate.
- Ensure prescription records and electronic records are accurate and up to date.
- Ensure communication from the team is made to GPs following the first CMHACS medical review and keep GPs and referrers updated as necessary.
- Be available for case discussion with nursing staff and junior medical staff working within MHAU during job planned hours of working
- Be available to participate in Consultant Connect calls with primary care should senior nursing staff request this
- As an Approved Medical Practitioner, undertake Mental Health Act assessments as required for individuals under the care of the team during standard hours.
- Participate in an out of hours on-call rota (1:25).
- Contribute to strategic development and ongoing development of the service and redesign as required to meet the needs of the care group (1 PA).
- Participate in the postgraduate teaching and supervision of medical staff and staff of other disciplines.
- Provide teaching and supervision to medical students.
- Establish and maintain close professional links by attending and taking part in local and national case conferences, journal clubs and other teaching.
- Participate in the medical advisory structure through the divisions of psychiatry and other committees.

It is anticipated a consultant will be appointed to this service providing a leadership role. It is anticipated there will be close working relationships across unscheduled

care with the CMHACS and MHAU medical staff in addition to Adult Mental Health Liaison service.

**PROVISIONAL EXAMPLE WORK PATTERN: GENERAL ADULT CONSULTANT – UNSCHEDULED CARE**

<p><b><u>MONDAY</u></b></p> <p>am</p> <p>pm</p>	<p>Administrative tasks and clinical activity</p> <p>Team MDT and patient reviews/ MHAU</p>
<p><b><u>TUESDAY</u></b></p> <p>am</p> <p>pm</p>	<p>SPA – service development and evaluation</p> <p>Team MDT and patient reviews/ MHAU</p>
<p><b><u>WEDNESDAY</u></b></p> <p>am</p> <p>pm</p>	<p>Available for scheduled medical clinic reviews and medical student teaching</p> <p>Administrative tasks and clinical activity</p>
<p><b><u>THURSDAY</u></b></p> <p>a.m.</p> <p>p.m.</p>	<p>“Core” SPA – CPD, appraisal etc</p> <p>Team MDT and patient reviews/ MHAU</p>
<p><b><u>FRIDAY</u></b></p> <p>am</p> <p>pm</p>	<p>Liaison with other community and inpatient teams</p> <p>Team MDT and patient reviews/MHAU</p>

**Person Specification**  
**Unscheduled Care Consultant – General Adult Psychiatry**

**Essential**

Applicants must have full GMC registration, a licence to practice and be eligible for inclusion in the GMC Specialist Register. Those trained in the UK should have evidence of higher specialist training leading to a CCT in General Adult Psychiatry or eligibility for specialist registration (CESR) or be within 6 months of confirmed entry from the date of interview. Non-UK applicants must demonstrate equivalent training.

Attributes	Essential	Desirable
<b>Education and Qualifications:</b>	<p>MRCPsych or equivalent.</p> <p>Full GMC registration with current Licence to Practise.</p> <p>Inclusion on GMC Specialist Register (or be within 6 months of confirmed entry onto the Specialist Register from the date of interview).</p> <p>Section 22 approval or willingness to gain approval following appointment.</p>	Postgraduate Qualification
<b>Experience:</b> <ul style="list-style-type: none"> <li>○ <b>Expertise in generalist field</b></li> <li>○ <b>Expertise in sub-specialty field</b></li> </ul>	<p>Demonstrate experience within General Psychiatry.</p> <p>Experience of working within and developing partnership structures within a mental health environment.</p> <p>Experience of working with stakeholders, carers and service users to develop and improve the patient journey.</p> <p>Demonstrable record of professional achievements within a mental health environment, evidenced by specific examples throughout their career.</p>	Experience within other Psychiatric specialties.
<b>Team Working</b>	Committed to working effectively within the multi-disciplinary team	Demonstration of clinical leadership

	evidenced with examples throughout career.	
<b>Teaching &amp; Training</b>	Ability to train and supervise junior medical staff, medical students and other members of the multi-disciplinary team; demonstrating a flexible approach to reflect varied learning styles.	Experience of teaching and training postgraduate and undergraduate medical staff and other professional groups and/or carer/service user groups.
<b>Research &amp; Publications</b>		Demonstrate an interest to participate in research and encourage evidence based practice.
<b>Clinical Audit</b>	Demonstrate breadth of knowledge and understanding of Clinical Governance agenda within Mental Health.  Experience of service development utilising Clinical Audit/Governance to achieve patient centred improvement.	Evidence of audit cycle completion.  Evidence of involvement in other areas of Clinical Governance (SCIs, ICP, MCNs, critical review of evidence etc)
<b>Service Management</b>	Experience of contributing to and supporting service modernisation and redesign programmes.	Embrace innovative solutions to deliver modern patient centred services.
<b>Personal and Interpersonal Skills</b>	Demonstrate effective clinical leadership by demonstrating clinical leadership within multi-disciplinary teams or across partnership organisations.	Clear evidence of providing clinical leadership and ability to give examples.

## MAKING YOUR APPLICATION

### Please note

- Take note of the **Closing date** and the **Job reference number** of the vacancy. Please quote the reference number on any correspondence.
- Applications for Medical and Dental posts within NHS Greater Glasgow and Clyde (NHSGGC) will only be accepted via the completion of an **online application form** via our eRecruitment system (JobTrain)

If this is the first time you are applying via JobTrain, you will be asked to create an account. You can do this via an email address or social media account. NHS Scotland does not accept CV's in addition to/instead of a completed application form.

If you already have an existing account, you will have the option to copy a previous application. Please ensure that you go through the application to ensure that the details are up-to-date and complete.

- Please make sure that the **email address** submitted is correct as this will be our primary method of contact during each stage of the recruitment process.
- You will **time-out** after 30 minutes of inactivity. Please regularly save your application.
- You need to provide **at least two (2) referees, one of which must be your current employer/line manager**. It is Board policy that no person can act as a member of an Advisory Appointments Committee and be a referee for a candidate for that post. You should therefore check with your proposed referees whether there is likely to be any difficulty in this respect for we may otherwise have to invite you to submit another name or names
- At the Shortlisting stage, all application forms are **anonymised** and only the Education, Employment and Assessment/Supporting Statement Information sections are accessible to those involved in the recruitment process
- **Interviews** are conducted either in-person or via MS Teams video call. If the interview date is not noted on the advert, you will be contacted with the details as soon as they are available to allow you to book. You will receive an email with the link to join if your interview will be a video call.

#### **Job Interview Guarantee Scheme**

NHSGGC recognises the contribution all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities, all applicants who are disabled and who meet all the minimum criteria expressed in the job description will be guaranteed an interview. All information will be treated as confidential. We only asks for relevant information with regards to your disability to ensure that we can assist you if you are called for interview.

- **If you delete your application, you will not be able to re-apply.**
- **Professional Regulatory Bodies Membership (GMC/GDC)** details must be provided on the application form
- Before submitting your application please make sure you read **the Declaration section**. This section will highlight any parts of the form which haven't been completed and it also covers the following important information:

- Criminal Convictions Declaration - NHS Scotland is exempt from the 1974 Rehabilitation of Offenders Act (Exclusions & Exceptions) (Scotland) Order 2003.
  - Accuracy of Information - False or misleading information can cause disqualification of the application and dismissal from employment if appointed to the post.
  - General Data Protection Regulation (GDPR) and Data Protection Act 2018 - Your data will be stored by Jobtrain and will be used only by NHSGGC authorised staff for the purpose of processing your job application, making recruitment decisions and for statistical and audit purposes. It will be retained, archived, and deleted in line with the NHS Scotland retention policy and will not be passed to any third party organisations without your permission
- **Please remember to review your application prior to submission as once you submit, you will not be able to edit any details or make changes.**

## **GENERAL HELP AND SUPPORT**

### **JOBTRAIN**

General Help and Support with Login, Password reset or Technical issues  
<http://jobseekersupport.jobtrain.co.uk/support/home> or  
contact (+44)0161-850-2004 (Monday-Friday 09:00-17:30 UK local time)

### **NHS GGC RECRUITMENT**

+44 (0)141 278 2700 and select Option 1 for Recruitment and then  
Option 5 for Medical Recruitment  
[nhsggcrecruitment@nhs.scot](mailto:nhsggcrecruitment@nhs.scot)

## **LIVING AND WORKING IN THE GREATER GLASGOW AND CLYDE**

We understand that choosing the right place to live is just as important as choosing the right job. Many people who have relocated to Scotland have been attracted by the opportunity to enhance their quality of life.

Scotland's people are well known for being warm, welcome and friendly. Scotland is a home to over five million people, and it is estimated that for every person living in Scotland, another five people living across the world have Scottish ancestry. With such

wide connections spreading to every corner of the globe, it is no wonder that overseas visitors are made to feel like they are returning home!

As a place to live, the Greater Glasgow and Clyde area has many attractions. The West of Scotland combines cosmopolitan charm, lush countryside and soothing seaside. Culturally diverse, architecturally stunning and historically rich, this vibrant region is home to innovation, celebration and the largest city in Scotland – Glasgow.

As Scotland's most populous region, the West of Scotland is home to approximately two million people. In addition to the city of Glasgow, East and West Dunbartonshire, Inverclyde, Ayrshire, North and South Lanarkshire, Renfrewshire and East Renfrewshire make up this captivating and eclectic part of the country.

This is a region of striking contrast. Larger areas like Glasgow are within easy reach of picturesque towns, villages and some of Scotland's most scenic beaches, captivating wildlife and tranquil countryside.

## **Glasgow**

Multicultural, magnificent and brimming with personality, Scotland's largest city is home to nearly 600,000 people. Discover rich history, stunning architecture and the best shopping in the UK outside London. Glasgow is one of the highest ranking cities in the UK for quality of life. (source: Mercer survey, 2012).

This aptly-named 'Dear Green Place' blends the best of urban-living with the splendour of lush gardens and parks. Impressively, the city boasts more green space per square mile than any other UK city. With some of the biggest and brightest businesses Scotland has to offer, in addition to enjoying the scenery, you can explore the many great career opportunities the city offers.

Offering the best of both worlds, Glasgow is close to breath taking countryside offering up nearby hill walking, sailing, and cycling. Some of the world's greatest golf courses are all within an hour's drive of the city. And this bustling city's arts and culture, nightlife and food are hard to surpass.

Home to over 133,000 students from around the world, this vibrant city has five world-renowned universities and seven colleges.

## **Lots to see and do**

No matter what your age or interest, the West has something for you. Be dazzled by Charles Rennie Mackintosh's iconic architecture in Glasgow or satisfy your appetite with mouth-watering produce at the farmers' markets in Renfrewshire and Inverclyde.

You also have your choice of impressive year-round events and festivals, attractions or some of the best leisure facilities in the country. And as a UNESCO City of Music, Glasgow offers an impressive range of musical delights.

## **Housing**

Whether you are renting or buying, Glasgow offers a superb selection of housing. Here you'll have your choice of apartments on the River Clyde, spacious Victorian flats in the West End and family homes in leafy suburbs conveniently located near to schools.

## **Getting around**

The region's excellent transport links mean you're connected to the rest of the UK - and the world. The M8 motorway connects the West with the rest of Scotland, taking just under an hour to drive between the country's major cities Glasgow and Edinburgh, a well-used commuter's route. The bus is an effortless way to get around because it's inexpensive and widely available across the region – even in remote locations.

Glasgow has the UK's largest suburban rail network outside London. An abundance of stations and travel times makes exploring the region by train an easy option. The rail network links both rural areas and cities with the rest of Scotland and the wider UK. From Ardrossan, Gourock and Wemyss Bay you can also travel by ferry to many of Scotland's islands, or further afield from one of the cruise ships that dock at Greenock harbour.

Glasgow's two international airports connect the region with the rest of the UK and beyond. There are approximately 200 flights per day (pre pandemic levels) from Glasgow international airport alone, ready to fly to over 90 destinations like London, Dubai and New York. The best of the city-living, magnificent countryside and an opportunity to work in some of Scotland's most exciting industries means this region is a hugely popular place to live and work.

### **Useful websites:**

- [www.scotland.org/live-in-scotland/moving-to-scotland](http://www.scotland.org/live-in-scotland/moving-to-scotland)
- [www.transport-executive.co.uk/best-places-to-live-in-glasgow](http://www.transport-executive.co.uk/best-places-to-live-in-glasgow)
- [www.visitscotland.com](http://www.visitscotland.com)
- [www.mygov.scot/search-house-prices](http://www.mygov.scot/search-house-prices)

Thank you for your interest in NHS Greater Glasgow and Clyde, we look forward to receiving your application.