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| Grade | Consultant |
| Location | Forensic Psychiatry Service NHS Lanarkshire |
| Hours / PA’s | 10PAs per week (Part-time or compressed hours may be considered) |
| Salary Scale | £96,963-£128,841 |
| Interview Date | 01/11/2024 |

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| Your Application | Thank you for expressing an interest in the above job within NHS Lanarkshire.  All applications for the job are made through [https://apply.jobs.scot.nhs.uk/vacancies.aspx](#) Guidance notes for the completion of the Medical & Dental Application Form are available on the advert. Please note CV’s will not be accepted.  Please follow the link below should you wish any further information on NHS Lanarkshire  [Recruitment | NHS Lanarkshire (scot.nhs.uk)](#)  NHS Lanarkshire are happy to consider requests for this publication to be in another accessible format ie large print, braille, etc.  Please contact us via either of the undernoted methods clearly stating which format is required:  **For any application queries, please contact**  **Nicole Hetherington, Senior HR Assistant on 01698 754350 or email** [**medical.dentalconsultant@lanarkshire.scot.nhs.uk**](#)  Should you require further information regarding this post you can contact the HR Medical & Dental team or make informal enquiries with the department using the contact details below: | | |
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| Additional Arrangements | Informal enquiries regarding this post will be welcomed by:- | | |
| Dr Adam Brodie | Interim Associate Medical Director | 01698 753 820 |
| Ms Tracey Coyle | General Manager | 01698 366 760 |
| Dr Laura Steven | Clinical Director (Forensic Psychiatry) | 01698 687552 |
| Dr Robert Gibb | Clinical Lead (Forensic Psychiatry) | 01698 687552 |
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| Date when the post is Vacant | The post is vacant from 2024. | | |
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| NHS Lanarkshire | For further information regarding NHS Lanarkshire and it’s hospitals, please visit our website:- [https://www.nhslanarkshire.scot.nhs.uk/](#) | | |
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| We are an Equal Opportunities Employer and Disability Confident Employer. | | | |

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| **Integrated Health and Social Care Partnerships**  Legislation requiring the integration of health and social care came into effect in April 2016. This resulted in significant change to the way we care for and improve the health of our people in their community. NHS Lanarkshire has 2 Health and Social Care Partnerships one in the North and one in the South.  NHS Lanarkshire, our Local Authority Partners in North and South Lanarkshire Councils, our third sector partners and the people of Lanarkshire recognise the importance of a system of health and social care that is robust, effective and efficient and which reliably ensures a high quality of support and care which is the right of the people of Lanarkshire.  Further details on the Integration of Adult Health and Social Care are available at: www.scotland.gov.uk/publications/2012/07/5082/0 |

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| **Management Structure** | The supporting operational and clinical management structures are focused on enhancing patient safety, quality improvement and local delivery at hospital level, with visibility of clinical leadership and support for individual professional accountability. Our Medical Managers will provide professional leadership to medical staff, ensuring that they are effectively developed, organised, integrated and managed to support the strategic aims of each Division and meet the needs of the patient. |
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| *****POST INFORMATION** | | | |
| The Post | This post is a 10 PA post in Forensic Psychiatry.  The Direct Clinical Care component of the post comprises providing community outpatient services to the Lanarkshire Forensic Community Mental Health Service. There will be 2 sessions of prison service provision at HMP Shotts as part of the post, as well as responsibility for consultant psychiatrist shared input into the Court Liaison service.  NHS Lanarkshire’s Forensic Mental Health Services comprise both inpatient and community components.  Iona Ward is a purpose built 15 bedded Low Secure Unit, situated in Hamilton at the Beckford Lodge site, providing care and treatment to adult male patients requiring a low secure environment. The unit has won national and international acclaim for patient safety work. The second inpatient ward at the site, Gigha Ward, is a specialist Forensic Rehabilitation open inpatient unit, supporting forensic inpatients in returning to the community.  The Forensic Community Mental Health Team provides treatment and support to people aged 18-65 years who have a mental disorder and clinical needs which may include high risk or serious offending behaviour, and also provides court liaison daily to the Sheriff Courts in North and South Lanarkshire.  Both inpatient and community teams provide specialist treatment of mental disorders and offending behaviour, assessment and management of risk of harm to self and others, a recovery focused care pathway, and support to develop and maintain independent living skills.  The forensic service includes Consultant Forensic Psychiatrists, Forensic CPNs, Clinical Psychologists, Occupational Therapists, Assistant Practitioners and Administration Staff.  This post is a 10 PA position which will include RMO responsibility for the treatment and management of community outpatients in the Lanarkshire area with a degree of flexibility as to which area suits best. You will be based at Caird House in Hamilton. There will be 2 sessions of psychiatric care provided to HMP Shotts and two days a week Consultant cover to the court liaison service in Lanarkshire.  As Responsible Medical Officer you will provide clinical leadership for the multidisciplinary teams providing care and treatment for patients in these areas in line with current protocols. You will also have responsibility for reviewing a number of patients whose care is provided out of area as and when required.  The precise details of the job plan will be dependent on the successful candidate’s subspecialty training and interests. The job is offered on a 10 PA basis and there will be a reciprocal cover commitment expected for emergencies between less than full time employees to ensure adequate cover for the service.  The post involves clinical duties, multi-professional leadership, involvement in service development, audit and scope for research. There are also ample opportunities to be involved in the supervision and/or teaching of medical students and junior medical staff.  The post holder will be asked to take part in the Out of Hours Consultant on call rota (currently approximately 1 in 40).  All new substantive Consultants are offered a minimum of 2 SPA for a full time post (pro rata where post is offered less than 10 PA’s), subject to confirmation and approval of the final Job Plan. NHS Lanarkshire is supportive of applications from individuals with well-developed ideas for improving services who are able to demonstrate a commitment to quality improvement, patient safety (including human factors training), Medical Education and Research & Development. If individuals do not wish to undertake more than one SPA initially then this will be reviewed within 3 months (or earlier if required) of appointment.  NHS Lanarkshire is supportive of applications from individuals with well-developed ideas for improving services who are able to demonstrate a commitment to quality improvement, patient safety, Medical Education and Research & Development.  The Board has a well-established, bespoke Medical Education and Training Centre with simulation facilities and is developing a faculty for Human Factors training. We have a strong commitment to Patient Safety and Quality Improvement with an increasing number of consultants who are trained Patient Safety Fellows. | | |
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| General Provisions | You will report to Clinical Director, Forensic Psychiatry, who will agree your job plan. | | |
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| Health and Safety | You are required to comply with NHS Lanarkshire Health and Safety Policies. | | |
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| Junior Medical Staff | You will have the opportunity to be responsible for the training and supervision of Junior Medical staff who work with you. In addition, you will be expected to ensure that staff have access to advice and counseling. If appropriate, you will be named in the contracts of Doctors in training grades as the person responsible for overseeing their training and as the initial source of advice to such Doctors on their career. | | |
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| Resources | The following department resources are available:- | | |
| **Consultants** | **Special Interest** | |
| Dr Laura Steven | Clinical Director, Forensic Psychiatry | |
| Dr Robert Gibb | Clinical Lead, Forensic Psychiatry | |
| Dr Ayesha Raja | Forensic Psychiatrist, community | |
| Dr Fiona Mohammad | Forensic Psychiatrist, community | |
| Dr Craig Morrow | Forensic Psychiatrist, inpatient | |
| Higher Trainees on rotation from the West of Scotland Training Scheme. | | Variable |
| Psychiatric Trainees | | Variable |
| **Secretarial Support:** | |  |
| WTE Senior Secretary | | 1 |

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| **DUTIES AND RESPONSIBILITIES** | | | | | | |
| Main Duties | | To undertake RMO duties for outpatients under the care of the Forensic Community Mental Health Service within own sector in Lanarkshire. To provide psychiatric input to HMP Shotts and offer Consultant cover to the court liaison service two days each week. To review patients who are placed out of area and in general adult wards when required. To provide reciprocal emergency cover for other less than full time consultants within the forensic service. | | | | |
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| Work Programme | | As required under Section 3 of the Terms and Conditions of Service, the duties and responsibilities are supported by a job plan and work programme detailed as follows:  **Job Planning/Programmed Activities**  The job plan will be dependent on the successful candidate’s subspecialty training and interests.  2 SPA will be included in the job plan for a 10 PA role.  On taking up post a Job Plan will be agreed between the person appointed and the Clinical Director/Associate Medical Director. This job plan is subject to review at least once a year by the post holder and the Clinical Director/Clinical Lead as noted in the terms and conditions. The procedures set out in the ‘Terms & Conditions of Service’ must be followed if it is not possible to agree a job plan, either initially or at an annual review.  The timetable is indicative and subject to negotiation with the Clinical Director / Associate Medical Director. The core 10 PA working week will be based on 9 PA’s of Direct Clinical Care (DCC) duties and 1 PA of SPA time or 8 PA’s of Direct Clinical Care (DCC) duties and 2 PA of SPA for a full-time post-holder subject to final Job Plan confirmation approval from the Clinical Director/Associate Medical Director.  The illustrative weekly timetable included in the work programme shows possible elective PAs within the post and indicates the location where each activity will be undertaken and the type of work involved. This will be subject to negotiation dependent on the needs of the service and the successful candidate for the post. | | | | |
| Fixed Commitments | | **Days** | **Hours** | **Type of Work** | | **Location** |
| Monday | AM | Community | | Caird House / Locality to be agreed, Lanarkshire |
|  | PM | Community | | Caird House / Locality to be agreed, Lanarkshire |
| Tuesday | AM | Prison work | | HMP Shotts |
|  | PM | Prison work | | HMP Shotts |
| Wednesday | AM | Community / SPA Time/ Court liaison cover | | Variable |
|  | PM | Community Team Meeting / Admin / Court liaison cover | | Caird House, Hamilton |
| Thursday | AM | Community | | Caird House / Locality to be agreed, Lanarkshire |
|  | PM | Community/SPA | | Variable |
| Friday | AM | Community/Court liaison cover | | Caird House / Locality to be agreed, Lanarkshire |
|  | PM | Community/Court liaison cover | | Caird House / Locality to be agreed, Lanarkshire |
| This is an illustrative weekly timetable. Certain activities illustrated in this timetable will be open to review within the job planning process. | | | | | | |
| In addition, other activities not occurring at fixed times. | | * Attending Care Meetings (Mental Health Tribunal, Case Conference, Adult Protection, etc) * Reviewing out of area forensic patients or those in general adult beds * Responding to urgent and emergency care situations * Discussing referral, management, and investigation of patients with colleagues in other appropriate clinical support services * Medico-legal work * CPD and Appraisal * Audit and Research * Teaching or Supervision | | | | |
| Audit and research | | The successful candidate will be expected to participate in audit processes and there is an active clinical audit department available to assist. NHS Lanarkshire is ambitious to build a portfolio of research projects backed by enthusiastic and dynamic individuals. It has an active Research and Development department and would welcome discussion about a potential research interest. | | | | |
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| Continuing Professional Development | | Study leave is available within the terms and conditions of service with the approval of the Clinical Director/Clinical Lead. The appointee will be required to fulfill such demands for continuing professional development as the Royal College of Psychiatrists (or other relevant bodies) may make. | | | | |
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| Honorary Academic Status | | If involved in undergraduate teaching, official teaching status can be applied for. Applications can be made via the Hospital Sub-dean and then to the appropriate academic department within the University. | | | | |
| **PERSON PROFILE** | | | | | | |
| **Demonstrated on Application** | | | | | | |
| Attributes | **Essential** | | | | **Useful** | |
| Qualifications | MBChB or equivalent.  Postgraduate exam (or equivalent).  Current full registration with GMC with a licence to practice.  Inclusion on GMC’s Specialist Register for Forensic Psychiatry or within 6 months of CCT at interview. CESR route doctors must be awarded CESR at time of interview.  Member of recognised defense society. | | | | Higher Degree or other Diploma.  Further educational certificates, diploma etc  Other e.g. ALS Provider. | |
| Training | In possession of Forensic CCT or CESR at the time of interview or in an established training programme and within six months of CCT.  Eligible for or in receipt of approval under Section 22 of the Mental Health (Care and Treatment) (Scotland) Act 2003 (multi-speciality updates as well as Forensic updates are acceptable), and in possession of Forensic CCT or CESR at the time of interview or in an established training programme and within six months of CCT. | | | | Training at ST/SPR level in communication, teaching or management.  Experience within UK training establishments  Human Factors Training. | |
| Experience | Recent and relevant clinical experience and competency in psychiatry with wide general experience including experience in forensic psychiatry  Recent and relevant experience and personal qualities to work in a busy community team and to incorporate unscheduled care as needed.  Ability to supervise the clinical work of doctors in training and relevant staff in other disciplines.  Confident with indirect supervision of varying grades of doctors in training.  Previous experience in organising NHS Services or equivalent. | | | | Knowledge of Scottish Mental Health, Adult Protection, and Adults with Incapacity legislation.  Well developed subspecialty interest including some experience in the management of Restricted patients.  Administrative / Management experience.  Experience of working in Prison Psychiatry | |

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| Audit/Research | Understanding of the principles of medical audit.  Evidence of contribution to audit at least at local level.  Awareness of principles of research with an ability to critically analyse medical literature. | Experience and interest in Audit and experience of design of audit.  Research.  Involved in design of research. |
| Publications | Presentations/Publications relevant to the practice. |  |
| Teaching | Previous involvement in the delivery of undergraduate or postgraduate teaching.    Experience of providing supervision and or mentorship | Interest in and commitment to teaching and training.  Experience of providing problem-based teaching.  Experience of organising teaching programmes.  Formal training in educational/clinical supervision. |
| Knowledge and  Skills | Broad based knowledge and skills in diagnosis and clinical management within the Specialty and encompassing most sub-disciplines. | Further educational certificates, diploma’s, etc |
| Managerial |  | Involvement in service re-design.  Involvement in project delivery.  Involvement in NHS-related meetings. |

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| **PERSON PROFILE** | | |
| **Demonstrated at Interview** | | |
| Attributes | **Essential** | **Useful** |
| Knowledge and  Skills |  | Good IT Skills |
| Disposition | Committed to Quality Patient Care.  Able to be understanding of and sensitive to the needs of patients.  Excellent communication skills (verbal and written)  Ability to work under pressure.  Ability to work effectively in a multidisciplinary team.  Responsive to change and innovation, promoting a culture for organisational development.  A flexible approach to duties, which satisfies the needs of the Service in a changing environment.  Ability to demonstrate reflective practice with evidence of regular appraisal with clear Personal Development Plan relating to Continuing Professional and Personal Development.  Good time management and organisation.  Demonstrates commitment and enthusiasm to service delivery. | Problem solver/diplomat/counsellor.  A natural leader. |

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| Managerial | Knowledge of service provision at a local level.  Awareness of the principles and core practices involved in service management, project management and effective meetings. |  |
| Leadership | Awareness of the principles of team leadership and effective people management.  Commitment to the Values of NHS Lanarkshire:- Fairness, Respect, Quality, Working Together. | Evidence of role as leader within groups. |
| Other | Fluent in medical English and evidence of ability to communicate in stressful situations. | Preference to work in the community setting. |

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| **PERSON PROFILE** | | | | |
| **Demonstrated at Pre-Employment Check** | | | | |
| Attributes | **Essential** | | | **Useful** |
| Other | Satisfactory medical clearance by NHS Lanarkshire Occupational Health Service.  Satisfactory PVG Check.  Current full driving licence and access to a vehicle (required for jobs where an immediate return to site or travel between sites is required) | | |  |
| If there is any reason why a disabled person should not be considered suitable for this post, please provide details: | | | **The post requires physical dexterity. Uncorrected visual or hearing defect would be incompatible with the nature of the work**. | |
|  | | Prepared By:- | | Approved By:- |
| Name | | Dr Laura Steven | | Dr Adam Brodie |
| Designation | | Clinical Director | | Associate Medical Director |
| Date | | January 2024 | | January 2024 |

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| **TERMS AND CONDITIONS**   1. This appointment is offered on the Terms and Conditions of the Consultant Contract.   Additional NHS Lanarkshire Policies which support the Contract are listed below and are available on request:   * Non-Direct Clinical Care Activities * Fee-Paying Work in the New Consultant Contract * On-Call Availability and Payment of Supplement * Generic Objectives * Resident On-Call Duties * Waiting List/Additional Sessions * Job Plan Review  1. This appointment is superannuable under the NHS Superannuation Scheme. New eligible entrants to NHS Lanarkshire who are not already in a pension scheme will normally be enrolled automatically into membership of the NHS Pension Scheme.   Our pension scheme is provided by Scottish Public Pensions Agency, and all benefits are explained on the SPPA website (http://www.sppa.gov.uk/). Here you can also access an annual statement showing how much service has built up in your pension. If you wish to opt out or have previous NHS Service, you should refer to the SPPA website for further information about any implications for your pension benefits.  Superannuable pay will include basic salary (up to 10 programmed activities, but not any extra programmed activities above this level), on-call availability supplements, discretionary points, distinction awards, and any other pay or allowances agreed by the Scottish Government, to be superannuable. Superannuable pay will be subject to HMRC legislation.   1. The employment is subject to 3 months’ notice on either side subject always to the appeal and other provisions of paragraphs 10.4 & 10.5 of the Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health and the Community Health Service Consultant Grade. 2. The successful candidate must be contactable throughout any on-call period. NHS Lanarkshire will provide the facility for this. 3. The successful candidate, if not already employed by the NHS Lanarkshire, will be required to complete a medical questionnaire to obtain medical clearance from the Occupational Health Physician. 4. The successful candidate will be required to complete a Disclosure Scotland PVG (Protecting Vulnerable Groups Scheme) form. An e mail link will be sent to the successful candidate for completion. No approach will be made without written permission of the successful applicant who will be asked to sign and complete a disclosure PVG application, giving authorisation for the check to be undertaken. If you are a non EEA National and are currently based out with the UK a Country of Origin check/criminal records certificate will also be required from each country in which you have resided continuously or cumulatively for 12 months or more in the last 10 years. 5. NHS Lanarkshire does not negotiate salary placements. On commencement the salary will be in line with paragraph 5.1 of the terms and conditions of the new consultant contract. Appointees start on the scale minimum except in the circumstances of paragraphs 5.1.2 – 5.1.7 of the terms and conditions of service. 6. From 1st April 2023 the starting salary for the post is £96,963 per annum (based on 10 Programmed Activities per week). The successful candidate’s total salary will be dependent on his/her previous service history. Remuneration for any extra programmed activities will be dependent upon the job plan agreed at the time of appointment. 7. Dependent upon present place of residence, NHS Lanarkshire may require the successful candidate to undertake to move home to a distance acceptable to NHS Lanarkshire, normally within 10 miles of the base Hospital, in which case removal expenses will be payable in accordance with NHS Lanarkshire Policy. In some cases, however, a residence more than 10 miles distant from the base hospital will be acceptable and in this case removal expenses will be subject to the prior approval of the Associate Medical Director for such a residence. The position will be made clear to the successful candidate on application. |