



Job Title: Consultant in Addiction Psychiatry

Location: Dr Grays Hospital

Ref No: KG196232

Closing Date: Sunday, 20 October 2024

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NHS GRAMPIAN

(Grampian Teaching Hospitals)

CONSULTANT IN ADDICTION PSYCHIATRY

(8 Programmed Activities per week)

MORAY

DESCRIPTION OF POST

1. GENERAL INFORMATION

The NHS Grampian area is served by three local authorities, Aberdeen, Aberdeenshire and Moray with an Integrated Joint Board in each of the local authority areas. The Moray Integrated Mental Health and Substance Misuse Service lies within the scope of the Moray IJB.

The Mental Health Services across Grampian are divided into five Clinical Directorates, Adult Mental Health, Old Age Psychiatry, Learning Disabilities and Specialisms (incorporating Rehabilitation, Forensic Psychiatry, Liaison Psychiatry, Eating Disorders, Psychotherapy and Substance Misuse) as well as Moray.

Moray Integrated Mental Health and Substance Misuse Service forms a separate Directorate for service delivery to Elgin and surrounding area but works in a matrix model for governance purposes with close working with the Grampian wide directorates.

Child and Adolescent Mental Health Services in Moray are based in the Rowan Centre in Elgin.

An 18-bedded acute psychiatric ward is located in Dr. Gray's Hospital, Elgin Dr Gray's Hospital is a modern district general hospital of with excellent diagnostic and clinical facilities and with full consultant staffing in many disciplines including general surgery, radiology, general medicine, orthopaedics, obstetrics and gynaecology, paediatrics and anaesthetics.

Academic Psychiatry at the University of Aberdeen

The former Department of Mental Health, in common with all clinical departments in Aberdeen, now sits within a medical school division. The University team is based in the Clinical Research Centre on the Cornhill site, and comprises clinical researchers, lecturers and scientists working on a range of projects alongside NHS staff with dedicated research and teaching sessions. Current themes include the study of mood disorders; neuro-imaging; the genetics of schizophrenia and autism; the philosophy of psychiatry; neuro-economics, eating disorders, the evaluation of teaching methods and the assessment and promotion of healthy life-styles in mental health care.

The University Department of Mental Health provides good opportunities for training in research methods and assistance in the conduct of research studies. In addition, the Clinical Research Centre and the Mental Health Research Unit provide facilities for the conduct of clinical research projects.

Psychiatric Training

Dr Gray's Hospital has approved schemes for Foundation training and Specialist Psychiatric Training. It also provides Specialty Registrar slots in the Elgin-based General Practice Specialist Training Scheme.

2. DESCRIPTION OF HOSPITAL AND RELATED FACILITIES

Dr. Gray's Hospital (Elgin)

Dr. Gray's was built in the early 19th century and the site has been upgraded significantly. The new A&E, Outpatients and acute Psychiatry ward as well as Radiology opened in January, 1997 and a further stage involving the refurbishment of the original building was completed in late 1998.

Psychiatric services are provided on Ward 4 at Dr. Gray's (18 bedded acute unit); and 8 beds at Muirton Ward, Seafeld Hospital, Buckie, (Old Age Psychiatry). Outpatient clinics are held on the Dr Gray's site and in numerous other locations attached to community hospitals and health centres throughout Moray.

Substance misuse services are delivered from premises in the town centre of Elgin.

Other psychiatric services based in Moray include CAMHS services at the Rowan Centre and a Moray Community Learning Disability Service.

Acute Services The majority of Dr Gray's site is a DGH with A&E, General Medical, Surgical, Orthopaedic, Obstetrics & Gynaecology and Paediatric wards.

4. THE POST

(a) Title of Post – CONSULTANT IN ADDICTION PSYCHIATRY

(b) Staffing of Psychiatric Services in Moray Consultants (National Health Service)

Elgin based Consultants:

Vacancy	General Adult Psychiatry
Dr. G. Jones	General Adult Psychiatry
Dr J Mann	General Adult Psychiatry
Dr B Davidson	General Adult/Addictions/Clinical Lead
Dr T Mcphee	General Adult and Liaison Psychiatry
Vacancy (this post)	Addiction Psychiatry
Dr. A. Osunrinade	Old Age Psychiatry (Clinical Tutor)
Vacancy	Consultant in Old Age Psychiatry
Dr A Maclean	Specialty Doctor in Old Age Psychiatry

There are also two Core psychiatry trainees, two GPSTs and one Foundation House Officer 2.

Undergraduate and postgraduate teaching is an integral part of the service. Clinical research is encouraged by NHS Grampian and is supported by the Clinical Research Centre.

NHS Grampian provides library facilities on the Dr Gray's site.

There are excellent links also with University libraries in Aberdeen. The appointee will have access to the NHS e-Library. Technology enabled facilities are available on site.

Description of Post

The post is based in Elgin and will offer consultant psychiatry support to the integrated drug and alcohol service for Moray.

The appointee will offer prescribing support to the service, be expected to carry a caseload of patients and offer clinical advice and supervision to the wider multidisciplinary team.

There is large multidisciplinary team of Community Mental Health Nurses, a Health Care Support Worker and social workers as well as administrative support. The service regularly has psychiatric trainees attached.

The exact timetable is negotiable but an indicative timetable would be daily routine out-patient clinic in the morning with the afternoon session used for admin work, prescription signing, staff support and seeing urgent patients. Liaison visits to general adult psychiatry admission wards will also be expected on occasion.

STUDY AND TRAINING

There is an active programme of continuing professional development within the department. This includes case conferences and journals clubs. The appointee will be expected to maintain his/her standards of knowledge and clinical practice. This may be achieved by registration with the Continuing Professional Development Programme of the Royal College of Psychiatrists for which funding will be provided.

NHS GRAMPIAN

CONSULTANT IN ADDICTION PSYCHIATRY **REF KG196232**

CONDITIONS OF APPOINTMENT

1. The appointment will be made by the Board on the recommendation of an Advisory Appointments Committee, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations, 1993 - NHS Circular 1993 No 994 (S.140) which will include University representatives. 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.
2. (a) The whole-time salary, exclusive of any distinction award, will be a starting salary of £96,963 - £128,481 progression of salary is related to experience.
Appendix 8 of the contract sets out the code of conduct for private practice which applies to all interested parties. In general consultants will be free to undertake private practice as long as this is undertaken outwith the agreed job plan and employers are informed, in writing, of private commitments. While employers have discretion to allow some private practice to be undertaken alongside a consultant's NHS duties, such provisions of private service should not prejudice the interests of NHS patients or disrupt NHS services.
- (b) Job plans must be agreed in association with the appropriate General Manager and Clinical Managers; for signature on behalf of the Chief Operating Officer. Changes will be discussed and agreed by these officers and yourself in line with Clinical Grouping service needs and changes in service requirements as well as at annual review.
3. The person appointed will be expected to take part in undergraduate and postgraduate teaching programmes. You will therefore be awarded appropriate Aberdeen University Honorary Status.
4. Consultants are expected to undertake research and development in their own field and to link with the University research areas.
5. Day to day arrangements for undertaking the specified duties of the post will be made in consultation with the Head of Service, other consultants in the department and with the Board.
6. The person appointed will have a continuing responsibility for the care of patients in his or her charge and will undertake the administrative duties associated with the care of his or her patients and an appropriate share in the running of the clinical department.
7. The person appointed will act as an adviser to the Board in Addiction Psychiatry

8. The person appointed will be expected to undertake domiciliary consultations as may be required by the Board.
9. The person appointed will be expected to undertake advisory ("pastoral") visits to hospitals in the Area.
10. You may exceptionally be required to undertake duties at other hospitals in the Grampian Area or other Health Board areas and at hospitals in Orkney, Shetland and elsewhere for which service agreements would be arranged.
11. The person appointed may undertake the diagnosis and treatment of patients occupying accommodation made available under Sections 57(1), 57(2) and 58 of the National Health Service (Scotland) Act 1978 at the above hospitals insofar as the patients have not made private arrangements for such treatment.
12. The Board, in partnership with the BMA Local Negotiating Committee has a study leave policy for all Career Grade Medical and Dental staff Policy available on request from the Human Resources Department.
13. The appointment will be superannuable if the person appointed so chooses. He or she will be subject to the regulations of the National Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless he or she opts out of the Scheme.
14. The private residence of the person appointed should not normally be more than 10 miles by road from their principal place of work unless otherwise agreed locally. They must be contactable by phone.
15. NHS Grampian is legally liable for the negligent acts or omissions of employees in the course of their NHS employment. Medical staff are however advised to ensure that they have defence cover for activities not covered by the Board's indemnity.
16. The officer appointed will be required to be registered on the General Medical Council's Specialist Register.
17. As a result of guidance issued by the Scottish Office on "Protecting Health Care Workers and Patients from Hepatitis B" NHS Grampian is required to:-

Ensure health care workers who may be at risk of acquiring hepatitis B from a patient are protected by immunisation.

Protect patients against the risk of acquiring hepatitis B from an infected health care worker. Due to the nature of this post, any offer of appointment will be conditional upon the successful applicant either:-
 - Undergoing a process of screening/immunisation/monitoring in accordance with the Board's Policy and Procedure, or

- Producing acceptable documentary evidence that he/she is not an infective risk to others.

In the event that he/she is an infective risk to others or if he/she fails to comply with the above requirements, the conditional offer of appointment will be withdrawn.

As a condition of his/her subsequent employment in this post he/she is also required to undergo further immunisation and monitoring at the intervals specified by the Board's Occupational Health Service in order to boost/maintain his/her level of immunity. Should he/she become hepatitis B e antigen positive and therefore an infective risk to others at any stage in the future the appointment will be subject to review in accordance with the Board's agreed Procedure for dealing with such situations where the postholder is involved in "Exposure Prone Procedures". This review may result in the postholder having to alter his/her clinical exposure to remove risk to patients and others. In circumstances where this is not a practical option, it will be necessary to provide industrial compensation for this prescribed industrial disease prior to the postholder leaving the Board's employment.

18. The appointment is made subject to satisfactory fitness for employment. The candidate will therefore be required to complete a pre-employment health screening questionnaire and may/will subsequently be required to attend for health screening.
19. Termination of the appointment is subject to three months' notice on either side.
20. The Board is required to instigate a PVG (Protecting Vulnerable Groups) Scheme Check, to be made with Disclosure Scotland, for any convictions recorded before an offer of appointment can be made ([Rehabilitation of Offenders Act 1974 \(Exclusions and Exceptions\) \(Scotland\) Amendment Order 2015](#)).

NOTES TO CANDIDATES

Further information and an appointment to view the department can be arranged by contacting Dr Bruce Davidson, Consultant Psychiatrist/Clinical Lead, Moray Mental Health Services, Pluscarden Clinic, Dr Gray's Hospital, Elgin on 01343 567248 or bruce.davidson2@nhs.scot or Kathryn Kinnear, Integrated Service Manager, Pluscarden Clinic, Dr Gray's Hospital, Elgin on 01343 567462 or Kathryn.kinnear@nhs.scot

Indicative Weekly Timetable

Monday	Out patient clinic Administration/clinical support to the service
Tuesday	Multi disciplinary team meetings Administration/clinical support to the service
Wednesday	SPA Administration/clinical support to the service
Thursday	Out patient clinic DRD/MARS reviews
Friday	DO

NB. This is an indicative timetable only as it is impossible to fully predict timings of events such as, urgent referrals etc. The successful candidate must be able to work in a flexible manner to respond to the requirements of the service.

MODEL JOB PLAN FORMAT

(For the period 1st April 20XX to 31st March 20XX)

Name:..... Specialty: Psychiatry
Principal Place of Work: Moray Integrated Drug and Alcohol Service, Elgin
Contract: Part Time
Programmed Activities: 8 Indicative PA Split: DCC 7 SPA 1
Availability Supplement: None
Premium Rate Payment Received: 0 %
Managerially Accountable to: Dr Bruce Davidson, Consultant Psychiatrist/Clinical Lead
Responsible for: Drug and alcohol psychiatry services across Moray
a) Timetable of activities which have a specific location and time

DAY	HOSPITAL/ LOCATION	TYPE OF WORK
Monday From / To	Moray Integrated Drug and Alcohol Service	
A.M.		Admin
P.M.		Out patient clinic
Tuesday From / To	Moray Integrated Drug and Alcohol Service	
A.M.		Team meeting
P.M.		Out patient clinic
Wednesday From /To	Moray Integrated Drug and Alcohol Service	
A.M.		Admin
P.M.		SPA
Thursday From / To	Moray Integrated Drug and Alcohol Service	
A.M.		DRD/MARS reviews
P.M.		Out patient clinic
Friday From / To	D/O	

NB: The detailed Job Plan will be agreed with the successful candidate at the time of the appointment, taking account of the experience, skills and interests of the candidate and how they can best be used within the Consultant team.

NHS Grampian
Person Specification Form

CONSULTANT IN ADDICTION PSYCHIATRY

	REQUIREMENTS	ESSENTIAL	DESIRABLE
A	<p>Qualifications</p> <p><i>Basic</i></p> <p><i>Postgraduate</i></p>	<p>MBChB or Equivalent.</p> <p>CCT/CESR(CP) in Addiction Psychiatry, or within 6 months of obtaining this or on Specialist Register or eligible for inclusion.</p> <p>Eligible for recognition (if required, following standard training) as Approved Medical Practitioner with regard to Mental Health (Care and Treatment) (Scotland) Act 2015.</p>	<p>Attended Section 22 Training Course</p>
B	<p>Experience</p>	<p>Must be able to demonstrate a high level of clinical experience and competence in general psychiatry.</p> <p>Experience of multidisciplinary teamwork, teaching and supervision.</p>	
C	<p>Ability</p> <p><i>Knowledge</i></p> <p><i>Clinical Skills and Technical Skills</i></p>	<p>Wide knowledge of general adult psychiatry.</p> <p>Range of diagnostic & assessment/clinical management skills.</p>	
D	<p>Motivation</p>	<p>Keen to be involved in development of services.</p>	
E	<p>Interpersonal Skills</p>	<p>Well-organised and skilled in good time management.</p> <p>Effective interpersonal skills.</p> <p>Demonstrate ability to relate to and work within a team.</p> <p>Leadership skills/potential.</p>	
F	<p>Audit</p>	<p>Experience of participation in regular clinical audit</p>	
G	<p>Research</p>	<p>Evidence of ability to carry out medical research.</p>	<p>Research experience and publications.</p>

H	Management Ability	Understanding of current issues in the NHS. A commitment to integrated working.	Previous management experience and organisational ability is desirable.
I	Other requirements	Enjoyment of collaborative and team working. Full registration with the GMC with a licence to practise. Satisfactory fitness for employment. A full current driving licence.	

Prepared by BD/LC Date June 2024